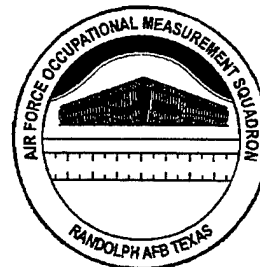


DTIC



**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT



**F-15 AVIONICS TEST STATION
AND COMPONENTS SPECIALTY
AFSC 2A0X1A**

OSSN: 2369

JANUARY 2000

20000127 123

**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449**

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

DISTRIBUTION FOR AFSC 2A0X1A OSR

	<u>OSR</u>	<u>ANL</u> <u>EXT</u>	<u>TNG</u> <u>EXT</u>	<u>JOB</u> <u>INV</u>
AFOMS/OMDQ	1			
AFOMS/OMYXI	10		5	10
ARMY OCCUPATIONAL SURVEY BRANCH	1			
CCAF/DFAX	1			
DEFENSE TECHNICAL INFORMATION CENTER	2			
HQ AETC/DOO	1			
HQ AFPC/DPAAD4	1			
HQ AFPC/DPPAPC	1			
USMC TRAINING AND EDUCATION, STANDARDS BRANCH	1			
NAVMAC	1			
375 LSS/LGLTQ	1		1	1
HQ ACC/XOSE	3		3	
HQ AETC/DPSE	1		1	
HQ AFMC/DPEE	3		3	
HQ AFSOC/DPPMT	2		2	
HQ AFSPC/DPDXE	3		3	
HQ AIA/DPT	3		3	
HQ AMC/DPPET	1			
HQ PACAF/DPPET	2		2	
86 MSS/DPMAT (HQ USAFE)	3		3	
HQ USAF/ILMM		1		1
365 TRS/TRR (609 NINTH AVE., BLDG 922, SHEPPARD AFB TX 76311, (ATTN:MSGT MASSEY)	5	1	5	2
782 TRG/TTS (826 AVE G, SUITE 4, SHEPPARD AFB TX 76311-2867)	1		1	

TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE	ix
SUMMARY OF RESULTS	xi
INTRODUCTION	1
Background	1
SURVEY METHODOLOGY	2
Inventory Development	2
Survey Administration	2
Survey Sample	3
Task Factor Administration	4
SPECIALTY JOBS	5
Overview of Specialty Jobs	5
Group Descriptions	8
Comparison to Previous Study	12
ANALYSIS OF DAFSC GROUPS	16
AD DAFSC	16
Skill-Level Descriptions	16
ANG DAFSC	25
Skill-Level Descriptions	25
AD/ANG DAFSC	31
TRAINING ANALYSIS	34
First-Enlistment Personnel	34
Task Difficulty (TD) Data	39
Specialty Training Standard (STS)	41
JOB SATISFACTION ANALYSIS	44

TABLE OF CONTENTS (CONTINUED)

	<u>PAGE NUMBER</u>
AD JOB SATISFACTION	44
ANG JOB SATISFACTION	44
IMPLICATIONS	50

TABLE OF CONTENTS
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 1 COMMAND DISTRIBUTION OF AFSC 2A0X1A PERSONNEL	3
TABLE 2 PAYGRADE DISTRIBUTION OF SURVEY SAMPLE	4
TABLE 3 RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS	13
TABLE 4 SELECTED BACKGROUND DATA FOR SPECIALTY JOBS	14
TABLE 5 SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1996 SURVEYS	15
TABLE 6 DISTRIBUTION OF AD SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	18
TABLE 7 RELATIVE PERCENT TIME SPENT ON DUTIES BY AD SKILL. LEVEL DAFSC GROUPS	19
TABLE 8 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2A031A PERSONNEL	20
TABLE 9 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2A051A PERSONNEL	21
TABLE 10 TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSCs 2A031A AND 2A051A PERSONNEL (PERCENT MEMBERS PERFORMING)	22
TABLE 11 REPRESENTATIVE TASKS PERFORMED BY <u>AD</u> 2A071A PERSONNEL	23
TABLE 12 TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSCs 2A051A AND 2A071A PERSONNEL (PERCENT MEMBERS PERFORMING)	24
TABLE 13 DISTRIBUTION OF ANG SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING)	26
TABLE 14 RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG SKILL	27
TABLE 15 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A051A PERSONNEL	28

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 16 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A071A PERSONNEL.....	29
TABLE 17 TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSCs 2A051A AND 2A071A PERSONNEL (PERCENT MEMBERS PERFORMING)	30
TABLE 18 TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 2A051A AND ANG DAFSC 2A051A PERSONNEL (PERCENT MEMBERS PERFORMING).....	32
TABLE 19 TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 2A071A AND ANG DAFSC 2A071A PERSONNEL (PERCENT MEMBERS PERFORMING).....	33
TABLE 20 RELATIVE PERCENT TIME SPENT ON DUTIES BY FIRST-ENLISTMENT PERSONNEL (N=117)	36
TABLE 21 REPRESENTATIVE TASKS PERFORMED BY AFSC 2A0X1A FIRST- ENLISTMENT PERSONNEL (N=117)	37
TABLE 22 EQUIPMENT/TOOLS USED BY FIRST-ENLISTMENT AFSC 2A0X1A PERSONNEL	38
TABLE 23 TASKS RATED HIGHEST IN TASK DIFFICULTY	40
TABLE 24 EXAMPLES OF TECHNICAL TASKS PERFORMED BY AFSC 2A0X1A GROUP MEMBERS SUGGESTED FOR PROFICIENCY CODE REVIEW TO PERFORMANCE CODING (PERCENT MEMBERS PERFORMING)	42
TABLE 25 EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE GROUP MEMBERS AND NOT REFERENCED TO THE STS	43
TABLE 26 COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS AD GROUPS TO OTHER MAINTENANCE AFSs (PERCENT MEMBERS RESPONDING)	45
TABLE 27 COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS AD GROUPS TO THE 1996 SAMPLE (PERCENT MEMBERS RESPONDING)	46
TABLE 28 COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS (PERCENT MEMBERS RESPONDING)	47

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 29 COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS (PERCENT MEMBERS RESPONDING).....	48
TABLE 30 COMPARISON OF JOB SATISFACTION INDICATORS BY ANG SPECIALTY JOBS (PERCENT MEMBERS RESPONDING).....	49
FIGURE 1 AFSC 2A0X1A CAREER LADDER SPECIALTY JOBS (N=421).....	7
FIGURE 2 DISTRIBUTION OF 2A0X1A FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=117)	35
APPENDIX A SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS	51
APPENDIX B SELECTED REPRESENTATIVE TASKS PERFORMED BY THE SPECIALTY JOBS IN THE F-15 AVIONICS TEST STATION CLUSTER AND IN THE ENTRY LEVEL CLUSTER	53

THIS PAGE INTENTIONALLY LEFT BLANK

PREFACE

This report presents the results of an Air Force Occupational Survey of the F-15 Avionics Test Station and Components career ladder, Air Force Specialty Code (AFSC) 2A0X1A. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by 1Lt Chris Gilliam. Computer programming support was provided by Mr. Tyrone Hill. Mr. James A. Earles analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

JAMES M. COLLINS, Lt Col, USAF
Commander
Air Force Occupational Measurement Sq

JOSEPH S. TARTELL
Chief, Occupational Analysis Flight
Air Force Occupational Measurement Sq

THIS PAGE INTENTIONALLY LEFT BLANK

SUMMARY OF RESULTS

1. **Survey Coverage:** The F-15 Avionics Test Station and Components career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 421 Active Duty (AD) and Air National Guard (ANG) members accounting for 63 percent of the total population surveyed.
2. **Specialty Jobs:** Two jobs and two clusters were identified in the career ladder structure analysis. A core avionics test station cluster consists of five jobs: tactical intermediate support systems, antenna, displays, displays/computers, and a comprehensive test stations job with a large number of ANG members. An entry-level cluster has a microwave job and a mobile test set job. The two remaining jobs are a supervisor/manager job and an instructor job.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is similar to most career ladders. The members advance from the technical aspects of the career ladder to more involvement in supervision and then management as they move up the skill levels. This progression holds only for the AD forces. The ANG personnel at the 7-skill level still devote a high 88 percent of their work time to the technical tasks of the career ladder.
4. **Training Analysis:** The current STS provides comprehensive coverage of the work performed by career ladder personnel. Some STS elements warrant review of proficiency coding based on survey data. Some tasks were not referenced to the STS, but many of these were too general in scope.
5. **Job Satisfaction:** Job satisfaction among AD AFSC 2A0X1A personnel is reasonably high for all airmen tenure groups. F-15 avionics test station airmen rate their work as being as interesting and satisfying as other maintenance career ladders and as the 1996 sample of AFSC 2A0X1A airmen. Reenlistment intentions for first enlistment AD groups are down from the other maintenance career fields and from the 1996 survey sample.
6. **Implications:** Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Career ladder training documents appear, on the whole, to be well supported by survey data, but require further review to ensure appropriate proficiency coding. The career ladder progression is similar to other AFSCs; technical involvement at the lower skill levels with the progression to more management at the 7-skill level for the AD component. The ANG 7-skill level members report very little nontechnical work time spent. Job interest and satisfaction is fairly high for AD airmen. However, reenlistment intent of first-enlistment airmen is a low 37 percent.

THIS PAGE INTENTIONALLY LEFT BLANK

**OCCUPATIONAL SURVEY REPORT (OSR)
F-15 AVIONICS TEST STATION AND COMPONENTS
(AFSC 2A0X1A)**

INTRODUCTION

This is a report of an occupational survey of the F-15 Avionics Test Station and Components career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). The data from the 2A0X1A survey will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. The last OSR published for the F-15 Avionics Test Station and Components career ladder was April 1996.

Background

As described in the AFMAN 36-2108 *Specialty Description*, dated 31 October 1999, Avionics Test Station and Aircraft Components personnel are responsible for:

- Analyzing performance and isolating malfunctions of avionics test equipment, support equipment, and aircraft components
- Inspecting, maintaining, programming, and calibrating avionics equipment, support equipment, and aircraft components
- Managing integrated avionics activities and complying with directives, policies, and procedures
- Planning and organizing integrated avionics activities

Personnel entering the AFSC 2A0X1A career ladder must attend the Electronic Principles Course, L3AQR2A031A 125, 63 days at Lackland AFB TX and the F-15 Avionic Test Station and Aircraft Component Apprentice Course, J3ABR2A031A 003, 74 days at Sheppard AFB TX. Upon completion of these AFSC courses, the graduate is awarded the 3-skill level.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Electronics - 67; a strength factor of "G" (Weight lift of 40 lbs), normal color vision, and freedom from fear of heights.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2369, dated December 1998. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 10 subject-matter experts (SMEs) at the following training location and operational installation:

<u>BASE</u>	<u>UNIT VISITED</u>
Mountain Home AFB ID	366 CRS/ILM
Sheppard AFB TX	365 TRS/TRR

The resulting JI contained a comprehensive listing of 909 tasks grouped under 18 duty headings. Also included was a background section requesting such information as grade, base, MAJCOM assigned, organizational level, component status, job title, functional area, and test equipment/tools used.

Survey Administration

From April - July 1999, base training offices at operational units worldwide administered the inventory to eligible AFSC 2A0X1A personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time spent for each task. This procedure compares tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across major commands (MAJCOMs) and military paygrade groups. All eligible AD and ANG AFSC 2A0X1A personnel were mailed survey disks. The 421 respondents in the final sample represent 58 percent of the total assigned personnel as of September 1999 and 63 percent of the total personnel surveyed. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 2A0X1A personnel. Table 2 reflects the paygrade distribution for these AFSC 2A0X1A personnel.

TABLE 1

COMMAND DISTRIBUTION OF AFSC 2A0X1A PERSONNEL

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
USAFE	15	15
AETC	9	12
PACAF	17	14
ACC	40	42
AFMC	6	5
ANG	13	12

TOTAL ASSIGNED* = 728

TOTAL SURVEYED** = 673

TOTAL IN SURVEY SAMPLE = 421

PERCENT OF ASSIGNED IN SAMPLE = 58%

PERCENT OF SURVEYED IN SAMPLE = 63%

* Assigned strength as of September 1999

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

GRADE	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
E-1 - E-2	5	4
E-3	17	17
E-4	22	24
E-5	33	35
E-6	15	14
E-7	8	6
E-8	0	0

* Assigned strength as of September 1999

Command and paygrade distributions of the survey sample are fairly close to the percent assigned. PACAF is somewhat under represented and AETC is somewhat over represented. However, the survey sample is a reasonable representation of the career ladder population and is acceptable for analysis.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2A0X1A personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 12 senior NCOs who completed a TE booklet were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much TE these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field-training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these 12 raters was **not** acceptable. Because these raters failed to provide a consistent opinion about what tasks required emphasized training, no results from the TE survey will be provided.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 12 senior NCOs who completed TD booklets were asked to rate the TD using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the **Job**. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a **Cluster**. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, two independent jobs and two clusters of jobs were identified within the career ladder. Figure 1 illustrates the jobs and clusters performed by AFSC 2A0X1A personnel.

A listing of these jobs and clusters is provided below. The stage (STG) number shown beside each title references computer printed information, the letter "N" indicates the number of personnel in each cluster or independent job.

I. F-15 Avionics Test Station Cluster (STG15, N=313)

- A. Tactical Intermediate Support System Job
- B. Antenna Test Station Job
- C. Displays Test Station Job
- D. Displays/Computers Test Stations Job
- E. Test Stations Job

II. Entry-Level Cluster (STG18, N=31)

- A. Microwave Test Station Job
- B. Mobile Electronic Test Set Job

III. Supervisor/Manager Job (STG42, N=45)

IV. Instructor Job (STG12, N=5)

The respondents forming these jobs and clusters account for 93 percent of the survey sample. The remaining 7 percent, for one reason or another, did not group into one of these jobs or clusters. Examples of job titles for these personnel include Tech Order Distributor, Network Administrator, Repair Cycle Monitor, Prod Improvement Manager, Circuit Card Repairman, Quality Assurance Inspector, Building Custodian, and F-15 Fighter Requirements.

AFSC 2A0X1A CAREER LADDER SPECIALTY JOBS
(N = 421)

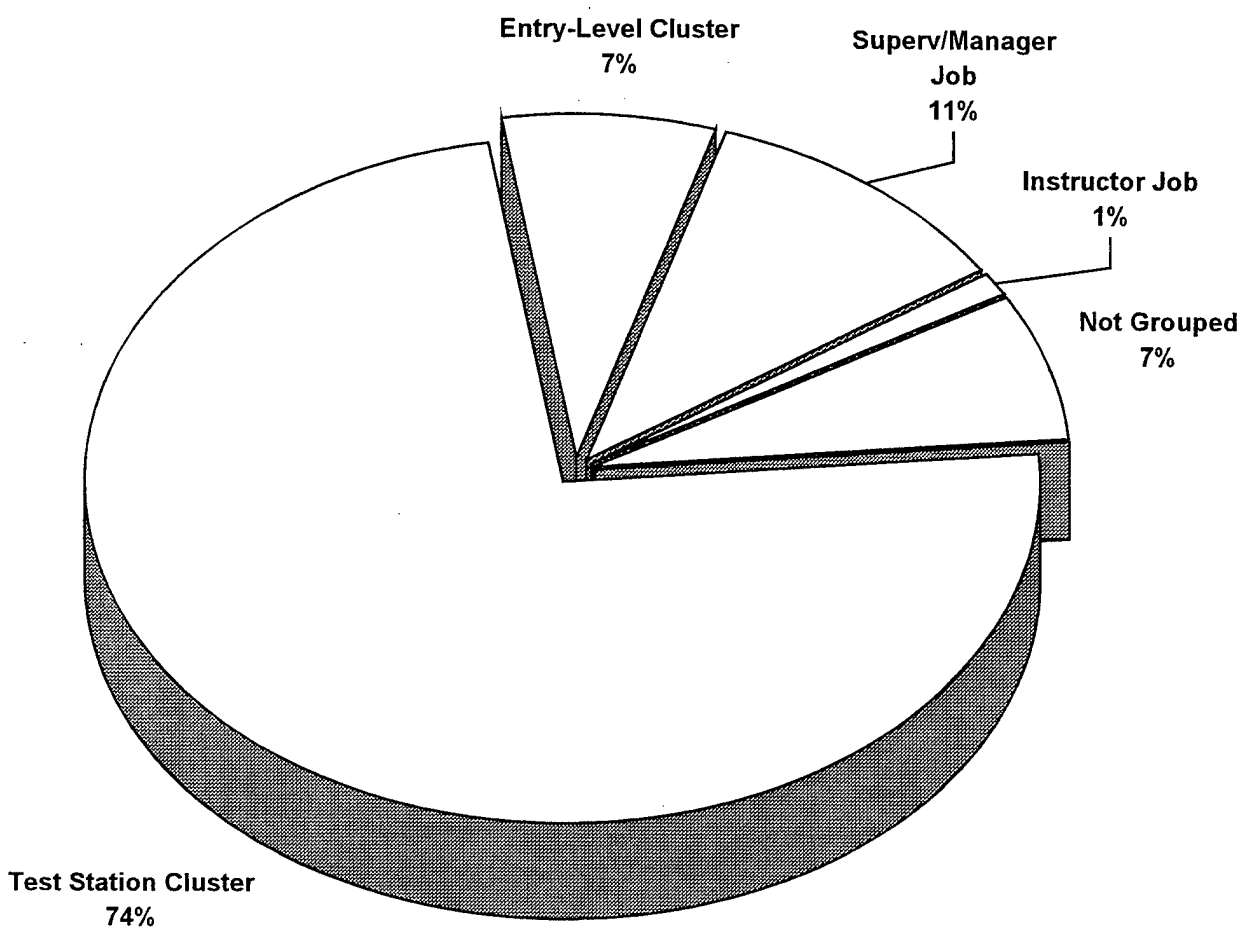


FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the clusters and jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty clusters and jobs. Selected background data for these jobs and clusters are provided in Table 4. Table 5 shows a job comparison between the current and 1996 surveys. Representative tasks for all the groups are contained in Appendix A. Representative tasks for the jobs that make up the two clusters are in Appendix B.

I. F-15 AVIONICS TEST STATION CLUSTER (STG015). The 313 airmen performing within this cluster (74 percent of the survey sample) represent the core of the career ladder. They perform a broad range of test station activities including tactical intermediate support system (TISS), displays, antenna, computer, indicators and controls, and microwave. However most members specialize somewhat in one or two of these duty areas. About half selected electronic Warfare (EWS) and half Auto as their test station job title. This cluster is divided into five jobs based on an emphasis on specialization of tasks, although all members perform many of the typical general avionics maintenance test station and core automated maintenance system (CAMS) tasks (see Table B1). The personnel in the F-15 Avionics Test Station cluster are shown in Table 3 to perform activities encompassing avionics test station technical tasks including CAMS (duties A-L), on average 89 percent of their time. The average number of tasks performed by this group is 181, the highest of any other cluster or independent job, indicating the diversity of this core cluster. Because these core members split off into five jobs, the tasks they have in common are from duty area A, general avionics maintenance activities, and are therefore not very informative. However, representative tasks for each of the five jobs can be found in Appendix B. Representative tasks for this combined cluster include:

- Perform periodic inspections of test stations
- Perform electrostatic discharge (ESD) procedures
- Access core automated maintenance system (CAMS) menus and data screens
- Perform corrosion control on test stations, test equipment, or LRUs
- Clean test stations or test station equipment
- Clear or close out completed maintenance discrepancies in CAMS
- Remove or replace LRU minor hardware
- Remove or replace LRU pins or connectors
- Remove or replace test station minor hardware
- Perform operational assurance/fault isolation (OA/FI) tests
- Change CAMS workcenter event narratives
- Remove or replace test station pins or connectors
- Remove or replace power supplies
- Clean shop facilities
- Prepare equipment for turn-in

Fifty-eight percent of these airmen hold the 5-skill level, with 28 percent at the 3-skill level and 14 percent at the 7-skill level. The predominant paygrades of this large cluster are E-4 (27 percent) and E-5 (38 percent). Eighty-four percent of these airmen are AD, averaging over 6 1/2 years in the career field and 7 years Total Active Federal Military Service (TAFMS.) Twenty-nine percent of the AD members are in their first enlistment. One-third are overseas.

The five distinct jobs within this cluster are separated by the type and frequency of the tasks performed. These jobs will be addressed because most have significant numbers of airmen and represent the typical work of the 2A0X1A cadre. Tables providing the most frequently performed tasks performed by these job members are in Appendix B.

The **Tactical Intermediate Support System Job (N=81)** is differentiated by the high percent of time spent by members performing the tactical electronic warfare system (TEWS) intermediate support system (TISS) activities of Duty J (see Table B1). All 81 members in this job troubleshoot TISSs and perform internal self-tests, confidence tests, and diagnostic tests on TISSs. Also Table B2 shows that more than 80 percent trouble shoot or repair AN/ALQ-135 and AN/ALR-56 components such as Rf amplifiers, control oscillators, tuning units, receivers, power supply processors, and TEWS displays. EWS Test Station Member or Leader was the job title marked by two-thirds of these members. Half are supervisors, and two-thirds are 5-skill level or higher. Almost all are AD and they average 7 years TAFMS. They perform an average of 114 tasks.

The **Antenna Test Station Job (N=62)** is defined by the members highest percentage of time spent on the Duty G antenna test station activities. At least 94 percent of these job members troubleshoot or repair 011/111s, 610s, and 031s (Table B3). The test station they maintain is the antenna A and antenna B test station. Eighty percent selected EWS Test Station Member or Leader for their job title. Members in this job are almost all AD and perform an average of 105 tasks. Fifty percent of these airmen are 3-skill level and the AD average just over 5 years TAFMS. Only 42 percent are supervisors.

The **Displays Test Station Job (N=13)** consists of a small number of airmen who are shown in Table B1 to spend 45 percent of their time on the displays test station activities (Duty E). Most of their remaining time is spent on general avionics maintenance and CAMS activities (Duties A and L). This job is somewhat similar to the following Displays and Computers Test Station Job but much less intensive in the number of tasks performed. These airmen perform an average of 92 tasks. All of these personnel program test, troubleshoot, and repair multipurpose displays (MPDs), multipurpose color displays (MPCDs), and MPCD processors (MPCDPs) (Table B4). This is an AD job, 46 percent of its members are 3-skill level, and paygrades E-3 and E-4 each consist of 31 percent of the total. These AD airmen average 5 2/3 years TAFMS with 54 percent supervising.

The **Displays/Computers Test Station Job (N=73)** is a more expansive job in the F-15 Avionics Test Station Cluster. However it is still characterized by the large amount of time (27 percent) its members spend on Duty E, maintaining F-15 displays test stations and assigned LRUs (Table B1). They perform 14 percent of their time on Duty D, computer test stations, and 13

percent on Duty F, microwave test stations. A “/Microwave” could have been added to this job title. Table B5 shows they almost all program test, troubleshoot, or repair MPCDs, PSDPs, ANMIs, 081/082s, and IREs. This is the first real involvement of ANG members at 21 percent; the rest are AD. The 5-skill level predominates with 62 percent and more than half are at the E-5 or E-6 paygrades. The AD personnel average just under 8 years TAFMS. On average these display/computer (and /microwave) avionics test station airmen perform 195 tasks.

The fifth and last job in this core cluster is the **Test Station Job (N=81)**. This job is characterized by a small amount (from 11 to 8 percent) of time spent being distributed across activities in each of five avionics test station duties. Indicators and controls is at 11 percent, TISS at 11 percent, displays at 11 percent, antennas at 9 percent, and computers at 8 percent (Table B1). Not surprisingly, because ANG members often are required to cover a broad spectrum of a career field, the ANG proportion at one-third of the membership is greater than in any other test station job. The AD members average almost 9 years TAFMS, the most experience in any of the five jobs. Two-thirds are 5-skill level, and 22 percent are 7-skill level. Two-thirds are paygrade E-5 or higher. They perform on average a very large number of tasks (310).

II. ENTRY-LEVEL CLUSTER (ST18). The 31 members of this cluster (7 percent of the sample) of mostly first-term airmen are divided into two jobs, a microwave test station job and a mobile electronic test set job. The greatest amount of their time is spent on Duty A, general avionics maintenance activities. Seventy-seven percent selected the job title of Auto Test Station Member. These personnel are fairly early in their career path and on average perform only 82 tasks which include:

- Perform periodic inspections of test stations
- Clean test stations or test station equipment
- Perform electrostatic discharge (ESD) procedures
- Access core automated maintenance system (CAMS) menus and data screens
- Perform corrosion control on test stations, test equipment, or LRUs
- Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups
- Prepare equipment for turn-in
- Remove or replace LRU minor hardware
- Remove or replace LRU pins or connectors
- Remove or replace test station minor hardware
- Change CAMS workcenter event narratives
- Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)

They are split between 3- and 5- skill levels at 77 and 23 percent and more than half are E-3 paygrade. All are AD with an average TAFMS of 3 years and 3 months.

The **Microwave Test Station Job (n=11)** has its members spending 23 percent of their time on F-15 microwave test stations as well as the 44 percent on general avionics maintenance activities (Table B1). Table B8 shows they operationally check, confidence test, troubleshoot, and repair microwave test stations (MTSs). They also troubleshoot and repair 081/082s. Eighty-two percent are 3-skill level, and 73 percent are paygrades E-2 and E-3. These airmen are all AD

and average just 2 years 8 months TAFMS. They only perform an average of 65 tasks. Just over 80 percent of these airmen are in ACC and three-fourths are stationed in CONUS.

The **Mobile Electronics Test Set Job (n=15)** is the second early-experience job. Members spend 28 percent of their time on mobile electronic test set activities in addition to 36 percent of their time on general avionics maintenance activities (Table B1). They operationally check, troubleshoot, and repair remote map readers (RMRs), up-front control panels (UFCPs), and intercommunications set control panels (ICSCPs) as well as other test station equipment (Table B9). Eighty-seven percent are 3-skill level, and 73 percent are paygrades E-2 and E-3. These airmen are all AD and average just 2 years 8 months TAFMS. They perform an average of 94 tasks. Eighty-seven percent of these airmen are in ACC and 80 percent are CONUS.

III. SUPERVISOR/MANAGER JOB (ST042) The 45 airmen in this job (11 percent of the survey sample) spend 45 percent of their time on the management and supervisory activities of Duty O (Table 3). Altogether, they spend a total of 89 percent of their time on the non-technical activities of Duties L through R. Almost all in their self-provided job titles use one of the following: chief, superintendent, manager, or supervisor, and in fact, all supervise two or more airmen. Tasks done by most members include:

- Counsel subordinates concerning personal matters
- Write or indorse military performance reports
- Interpret policies, directives, or procedures for subordinates
- Evaluate personnel for compliance with performance standards
- Conduct supervisory performance feedback sessions
- Write recommendations for awards or decorations
- Inspect personnel for compliance with military standards
- Conduct self-inspections or self-assessments
- Develop or establish work schedules
- Evaluate personnel for promotion, demotion, reclassification, or special awards
- Establish performance standards for subordinates
- Initiate actions required due to substandard performance of personnel
- Conduct supervisory orientations for newly assigned personnel
- Determine or establish work assignments or priorities
- Implement safety or security programs

The predominant paygrades of this job are E-6 and E-7 at 42 and 38 percent respectively. Eighty-four percent are 7-skill level. All are AD and average 14 years 4 months in the career field and over 17 1/2 years in the service (Table 4).

IV. INSTRUCTOR JOB (ST012). The 5 airmen forming this final job (1 percent of the survey sample) are distinguished by 48 percent of their time being spent performing training tasks in Duty P. Another 28 percent of their time is spent on management, administration, and equipment activities. This leaves 24 percent of their time credited to the performance of

technical avionics test station and CAMS activities, presumably as part of their instructional responsibilities. Four are at Sheppard AFB and one is at Lackland AFB. All conduct formal classroom training. They average 38 tasks performed. Representative tasks performed by these incumbents include:

- Conduct formal course classroom training
- Administer or score tests
- Personalize lesson plans
- Counsel trainees on training progress
- Maintain training records or files
- Counsel subordinates concerning personal matters
- Perform operational assurance/fault isolation (OA/FI) tests
- Interpret system diagrams or schematics
- Interpret policies, directives, or procedures for subordinates
- Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)
- Develop written tests
- Inspect personnel for compliance with military standards
- Develop or procure training materials or aids

All of these airmen are AD and belong to AETC. They average 10 years 2 months in the career field and over 10 years 4 months TAFMS. Their predominant paygrade is E-5 (80 percent.) and most hold the 5-skill level (Table 4).

Comparison to Previous Study

Table 5 lists the jobs/clusters identified in this report and compares them to the enlisted jobs of the 1996 report (minus the F-111 jobs). All but one job identified in this report, the all encompassing Test Stations Job within the F-15 Avionics Test Station Cluster, matched similar jobs in the previous report. The Test Stations Job was one-third ANG and involved all technical areas of the career field. The previous report, with more than twice the sample size, had two very small jobs, Circuit Card Repair (n=6) and Unit Training (n=5) which were not found in the current analysis. Finally, a third job in the 1996 report, Production Control, which had 22 members most of whom were repair cycle monitors, was not found. Only two members in the current sample listed themselves as repair cycle monitors. These differences between the two surveys are minor and not indicative of any significant change in the career field beyond the removal of the F-111.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Avionics Test Sta Cluster (ST 15) (N=313)	Entry Level Cluster (ST 18) (N=311)	Supervisor/ Manager Job (ST 42) (N=45)	Instructor Job (ST 12) (N=5)
A PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	25	40	6	9
B MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND LRUS	1	2	0	0
C MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND LRUS	0	0	0	0
D MAINTAINING F-15 COMPUTER TEST STATIONS AND LRUS	5	10	1	0
E MAINTAINING F-15 DISPLAYS TEST STATIONS AND LRUS	11	3	1	1
F MAINTAINING F-15 MICROWAVE TEST STATIONS AND LRUS	5	8	1	0
G MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND LRUS	10	0	1	4
H MAINTAINING F-15 COMMUNICATIONS, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND LRUS	1	1	0	0
I MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND LRUS	5	2	0	0
J MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEM (TEWS) INTERMEDIATE SUPPORT SYSTEM (TISS) AND LRUS	14	0	1	4
K MAINTAINING MOBILE ELECTRONIC TEST SET AND LRUS	2	14	0	0
L PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	10	12	11	6
M PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2	1	5	0
N PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	0	0	0	0
O PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	2	45	15
P PERFORMING TRAINING ACTIVITIES	2	2	11	48
Q PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1	1	10	8
R PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	7	5

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Avionics Test Station Cluster (ST 15)	Entry Level Cluster (ST 18)	Supervisor/ Manager Job (ST 42)	Instructor Job (ST 12)
NUMBER IN GROUP	313	31	45	5
PERCENT OF SAMPLE	74	7	11	1
PERCENT IN CONUS	66	74	71	100
DAFSC DISTRIBUTION:				
2A031A	28	77	0	0
2A051A	58	23	16	80
2A071A	14	0	84	20
2A091A	0	0	0	0
COMPONENT STATUS:				
ACTIVE DUTY	84	100	100	100
AIR FORCE RESERVE COMMAND	0	0	0	0
AIR NATIONAL GUARD	16	0	0	0
PAYGRADE DISTRIBUTION:				
E-1 - E-3	22	68	0	0
E-4	27	16	0	0
E-5	38	16	20	80
E-6	12	0	42	20
E-7	1	0	38	0
E-8	0	0	0	0
E-9	0	0	0	0
AVERAGE MONTHS IN CAREER FIELD *	79	37	172	122
AVERAGE MONTHS IN SERVICE *	85	40	211	124
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	29	75	0	0
PERCENT SUPERVISING	50	26	100	0
AVERAGE NUMBER OF TASKS PERFORMED	181	82	93	38

*Active Duty Only

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1996 SURVEYS

CURRENT SURVEY (N=421)	1996 SURVEY* (N=912)
I. F-15 Avionics Test Station Cluster	
a. TEWS Intermediate Support System Job	I. TEWS/TISS Maintenance Job
b. Antenna Test Station Job	II. Antenna and Indicators and Controls Test Station Maintenance Cluster
c. Displays Test System Job	
d. Displays/Computers Test Station Job	VII. F-15 Displays and Computers Test Station Job
e. Test Stations Job	
II. F-15 Avionics Test Station Entry-Level Cluster	
a. Microwave Test Station Job	III. Microwave Test Station Maintenance Job
b. Mobile Electronic Test Set Job	VIII. Mobile Electronic Test Set Maintenance Job
III. Supervisor/Manager Job	XII. Supervision Job
IV. Instructor Job	XIV. Technical School Training Job
Not Matched	X. Circuit Card Repair Job
	XI. Production Control Cluster
	XIII. Unit Training Job

* Four jobs in the 1996 survey were F-111 jobs (IV., V., VI., and IX.)

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Airman Classification*, Specialty Description and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

AD DAFSC

The distribution of AD skill-level groups across the career ladder jobs and clusters is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across skill-level groups. A more-or-less typical pattern of progression for large career fields is noted within the AFSC 2A0X1A career ladder. Personnel at the 3-skill level work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents advance to the 5-skill level they begin to perform some supervisory and training tasks, but they are the core of the avionics test station workforce and spend most of their time performing the technical tasks of the career ladder. At the 7-skill level, individuals have moved further away from the technical tasks and are performing more supervisory and management functions.

Skill-Level Descriptions

DAFSC 2A031A Representing 27 percent of the survey sample, these 115 AD airmen perform an average of 99 tasks. Seventy-seven percent of this group work in the F-15 Avionics Test Station Cluster (Table 6), with 21 percent performing in the Entry-Level Cluster.

Table 7 reflects the percent time spent on duties by DAFSC 2A031A AD personnel. Eighty-one percent of their time is distributed among the technical tasks of the mostly “maintaining specific test stations and associated LRUs” Duties A-K. Another 12 percent of their time is taken up with CAMS activities. The tasks performed by the greatest percentage of these members are listed in Table 8 and come entirely from general avionics maintenance activities and CAMS activities. The 3-skill level airmen perform an average of 99 tasks.

DAFSC 2A051A The 185 members of this AD group account for 44 percent of the survey sample and represent the core of the career ladder. Eighty-three percent work in the technical F-15 Avionics Test Station Cluster (Table 6) and 71 percent of work time for these AD 5-skill level airmen is spent on the technical test station duties A-K with CAMS using an additional 11 percent (Table 7). These members perform an average of 175 tasks.

Table 9 shows those tasks done by the highest percentage of members, and, as with the AD 3-skill levels, almost all of these tasks are general avionics or CAMS. Tasks belonging to any specific test station will not be done by a high percentage of members because almost every 5-skill level specializes somewhat in one or two stations. Table 10 reflects those tasks which best differentiate the AD 3-skill levels from the AD 5-skill levels. There are no tasks that the 3-skill levels are reasonably more likely to perform than the 5-skill levels so there are no positive differences to report in Table 10. However, the 5-skill levels perform additional tasks not performed by very many at the 3-skill level (the negative differences), especially in the management/supervisory and training areas.

DAFSC 2A071A These 72 AD members perform an average of 122 tasks and represent 17 percent of the survey sample. Table 6 shows the highest percent of members are in the Supervisor/Manager Job at 53 percent. Table 7 gives the time spent on duties and reinforces the decreasing technical share and increasing management share of the 7 skill-level responsibilities. None-the-less, the average of 26 percent of time spent on technical avionics test station duties shows that this AD group still performs the core tasks of this career field.

Table 11 gives those tasks done by the most members and shows all are non-technical tasks from Duties M-R. This is a complete change from Table 9 tasks for 5-skill level airmen. Table 12 reflects tasks which best differentiate between 5- and 7-skill levels. This table clearly shows the much higher devotion to supervisory/management activities such as scheduling, evaluating assigning, initiating and implementing at the 7-skill level than the 5-skill level.

TABLE 6

DISTRIBUTION OF AD SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	ACTIVE 2A0X1A (N=372)	ACTIVE 2A031A (N=115)	ACTIVE 2A051A (N=185)	ACTIVE 2A071A (N=72)
I. F-15 AVIONICS TEST STATION CLUSTER	72	77	83	29
II. ENTRY-LEVEL CLUSTER	8	21	4	0
III. SUPERVISOR/MANAGER JOB	12	0	4	53
IV. INSTRUCTOR JOB	1	0	2	1
NOT GROUPED	7	2	7	17

TABLE 7

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD SKILL LEVEL DAFSC GROUPS

DUTIES	ACTIVE 2A0X1A (N=372)	ACTIVE 2A031A (N=115)	ACTIVE 2A051A (N=185)	ACTIVE 2A071A (N=72)
A PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	24	31	25	11
B MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND LRUS	1	1	1	0
C MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND LRUS	0	0	0	0
D MAINTAINING F-15 COMPUTER TEST STATIONS AND LRUS	4	5	5	2
E MAINTAINING F-15 DISPLAYS TEST STATIONS AND LRUS	8	8	11	3
F MAINTAINING F-15 MICROWAVE TEST STATIONS AND LRUS	4	4	5	2
G MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND LRUS	8	13	6	3
H MAINTAINING F-15 COMMUNICATIONS, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND LRUS	1	1	1	0
I MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND LRUS	3	2	4	1
J MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEM (TEWS) INTERMEDIATE SUPPORT SYSTEM (TISS) AND LRUS	10	12	11	4
K MAINTAINING MOBILE ELECTRONIC TEST SET AND LRUS	3	4	2	0
L PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	11	12	11	9
M PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2	2	2	4
N PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	0	0	0	0
O PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	11	0	7	38
P PERFORMING TRAINING ACTIVITIES	4	1	4	9
Q PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	3	2	3	8
R PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	2	2	6

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY AD 2A031A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=115)
A0076	Perform periodic inspections of test stations	95
A0022	Clean test stations or test station equipment	95
A0073	Perform electrostatic discharge (ESD) procedures	92
L0682	Access core automated maintenance system (CAMS) menus and data screens	90
A0072	Perform corrosion control on test stations, test equipment, or LRUs	89
A0099	Remove or replace LRU pins or connectors	89
A0098	Remove or replace LRU minor hardware	86
A0107	Remove or replace test station minor hardware	85
A0084	Prepare equipment for turn-in	81
L0685	Change CAMS workcenter event narratives	81
L0687	Clear or close out completed maintenance discrepancies in CAMS	80
A0103	Remove or replace power supplies	80
A0023	Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups	78
A0108	Remove or replace test station pins or connectors	78
A0021	Clean shop facilities	77
A0075	Perform operational assurance/fault isolation (OA/FI) tests	77
A0129	Solder components	76
A0032	Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)	74
A0074	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	73
A0083	Perform time compliance technical order (TCTO) inspections or modifications	64
L0689	Conduct CAMS interface with base supply	63
L0683	Analyze CAMS data	59
A0036	Interpret system diagrams or schematics	59
A0109	Remove or replace test station power supply components	58
A0168	Use avionics intermediate shop (AIS) menu systems	56
L0686	Change equipment maintenance schedules in CAMS	56
A0029	Fabricate or rebuild cables	56
L0696	Defer equipment maintenance records in CAMS	55
A0030	Identify calibration requirements	51
A0094	Remove or replace circuit components	50
A0071	Pack or unpack LRUs for storage, shipment, or climatic conditions	50
L0684	Change CAMS performing workcenter codes	48
L0688	Conduct CAMS delayed discrepancies inquiries prior to, during, or after scheduling maintenance	48
A0039	Lubricate shop equipment	48
A0081	Perform safety wiring	46
L0700	Initiate equipment maintenance discrepancies in CAMS	45

* Average Number of Tasks Performed – 99

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY AD 2A051A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=185)
L0682	Access core automated maintenance system (CAMS) menus and data screens	91
A0073	Perform electrostatic discharge (ESD) procedures	89
L0685	Change CAMS workcenter event narratives	88
L0687	Clear or close out completed maintenance discrepancies in CAMS	87
A0022	Clean test stations or test station equipment	86
A0072	Perform corrosion control on test stations, test equipment, or LRUs	86
A0076	Perform periodic inspections of test stations	86
A0075	Perform operational assurance/fault isolation (OA/FI) tests	84
A0108	Remove or replace test station pins or connectors	84
A0098	Remove or replace LRU minor hardware	83
A0099	Remove or replace LRU pins or connectors	82
A0021	Clean shop facilities	81
A0107	Remove or replace test station minor hardware	81
A0023	Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups	81
A0103	Remove or replace power supplies	81
L0696	Defer equipment maintenance records in CAMS	76
A0109	Remove or replace test station power supply components	76
A0032	Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)	75
A0084	Prepare equipment for turn-in	75
L0689	Conduct CAMS interface with base supply	72
A0074	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	72
A0083	Perform time compliance technical order (TCTO) inspections or modifications	72
A0129	Solder components	71
A0029	Fabricate or rebuild cables	71
L0684	Change CAMS performing workcenter codes	68
P0866	Conduct on-the-job training (OJT)	63
L0683	Analyze CAMS data	62
A0071	Pack or unpack LRUs for storage, shipment, or climatic conditions	62
L0694	Correct CAMS job standard narratives	62
A0030	Identify calibration requirements	62
L0693	Correct CAMS errors noted during daily verification process	61
A0036	Interpret system diagrams or schematics	60
L0702	Input supply data in CAMS	58
A0081	Perform safety wiring	58
A0039	Lubricate shop equipment	58
P0878	Maintain training records or files	57

* Average Number of Tasks Performed - 175

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs 2A031A AND 2A051A PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE	ACTIVE	DIFF
	DAFSC	DAFSC	
	2A031A	2A051A	
	(N=115)	(N=185)	
O0824	3.48	56.22	-52.74
O0823	.87	51.89	-51.02
P0866	13.04	63.24	-50.20
P0867	5.22	54.05	-48.84
P0875	2.61	51.35	-48.74
O0826	6.09	54.05	-47.97
O0847	3.48	49.19	-45.71
O0861	.00	44.86	-44.86
O0842	.87	42.70	-41.83
O0848	1.74	43.24	-41.50
O0857	.00	41.08	-41.08
O0820	3.48	43.24	-39.76
O0837	1.74	38.92	-37.18
P0878	20.00	56.76	-36.76
O0845	.87	35.68	-34.81
O0843	.00	33.51	-33.51
P0868	2.61	34.05	-31.45
L0702	27.83	57.84	-30.01
Q0891	26.09	55.68	-29.59
O0831	3.48	32.43	-28.95
P0863	.87	28.11	-27.24
O0832	1.74	28.65	-26.91
A0015	24.35	50.81	-26.46

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY AD 2A071A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=72)
O0842 Evaluate personnel for compliance with performance standards	89
O0847 Inspect personnel for compliance with military standards	89
O0857 Write recommendations for awards or decorations	88
O0824 Counsel subordinates concerning personal matters	88
O0861 Write or indorse military performance reports	86
O0848 Interpret policies, directives, or procedures for subordinates	86
O0823 Conduct supervisory performance feedback sessions	85
O0845 Initiate actions required due to substandard performance of personnel	85
O0820 Conduct self-inspections or self-assessments	81
O0826 Determine or establish work assignments or priorities	78
O0843 Evaluate personnel for promotion, demotion, reclassification, or special awards	78
O0841 Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	74
O0840 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	74
O0837 Establish performance standards for subordinates	72
O0819 Conduct safety inspections of equipment or facilities	71
O0832 Develop or establish work schedules	71
O0822 Conduct supervisory orientations for newly assigned personnel	71
O0816 Assign personnel to work areas or duty positions	69
O0844 Implement safety or security programs	69
O0854 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	68
P0878 Maintain training records or files	68
R0904 Identify and report equipment or supply problems	67
P0867 Counsel trainees on training progress	67
P0868 Determine training requirements	67
O0831 Develop or establish work methods or procedures	67
O0818 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	65
R0903 Evaluate serviceability of equipment, tools, parts, or supplies	65
L0682 Access core automated maintenance system (CAMS) menus and data screens	64
O0839 Evaluate inspection report findings or inspection procedures	64
Q0891 Inventory classified materials or documents	63
O0825 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	61
O0858 Write replies to inspection reports	61
R0905 Initiate requisitions for equipment, tools, parts, or supplies	61
P0875 Evaluate progress of trainees	61
Q0883 Complete accident or incident reports	61
L0683 Analyze CAMS data	60
P0863 Brief personnel concerning training programs or matters	60

* Average Number of Tasks Performed - 122

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSCs 2A051A AND 2A071A PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ACTIVE		DIFF
		DAFSC	DAFSC	
		2A051A	2A071A	
		(N=185)	(N=72)	
A0072	Perform corrosion control on test stations, test equipment	86.49	33.33	53.156
A0022	Clean test stations or test station equipment	81.08	33.33	52.56
A0023	Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mockups	85.95	31.94	49.14
A0099	Remove or replace LRU pins or connectors	82.16	33.33	48.83
A0076	Perform periodic inspections of test stations	85.95	37.50	48.45
A0108	Remove or replace test station pins or connectors	84.32	36.11	48.21
A0075	Perform operational assurance/fault isolation (OA/FI) tests	83.78	36.11	47.67
A0098	Remove or replace LRU minor hardware	83.24	37.50	45.74
A0021	Clean shop facilities	81.08	36.11	44.97
A0107	Remove or replace test station minor hardware	80.54	36.11	44.43
A0073	Perform electrostatic discharge (ESD) procedures	89.19	45.83	43.36
A0103	Remove or replace power supplies	80.54	38.89	41.65
O0854	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	12.97	68.06	-55.08
O0840	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	21.08	73.61	-52.53
O0818	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	15.14	65.28	-50.14
O0839	Evaluate inspection report findings or inspection procedures	14.05	63.89	-49.83
O0822	Conduct supervisory orientations for newly assigned personnel	21.08	70.83	-49.75
O0816	Assign personnel to work areas or duty positions	20.00	69.44	-49.44
O0845	Initiate actions required due to substandard performance of personnel	35.68	84.72	-49.05
O0844	Implement safety or security programs	21.62	69.44	-47.82
O0841	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	25.95	73.61	-47.67
O0858	Write replies to inspection reports	14.05	61.11	-47.06
O0857	Write recommendations for awards or decorations	41.08	87.50	-46.42
O0842	Evaluate personnel for compliance with performance standards	42.70	88.89	-46.19

ANG DAFSC

Skill-Level Descriptions

The distribution of ANG skill level groups across the avionics test stations clusters and jobs is provided in Table 13. The ANG members are found 100 percent in the core F-15 Avionics Test Station Cluster. No ANG 5- or 7-skill level airman grouped with those in the Supervisor/Manager Job. Table 14 shows the relative time spent on the 20 duties. The technical duties and CAMS are where the time is spent across both skill levels (93 and 88 percent for 5- and 7-skill levels).

DAFSC 2A051A The 26 ANG 5-skill level members are shown in Table 13 to all be in the specialty F-15 Avionics Test Station Cluster. Ninety-three percent of their time is on technical activities and CAMS in duties A-L (Table 14.) Table 15 provides tasks performed by the most members. A fair number of Duty G tasks dealing with antenna test station work is done by more than 80 percent of these ANG 5-skill level airmen. These personnel average 242 tasks which is one-third more tasks than the AD 5-skill level perform mostly because the ANG are not as likely to specialize on any given test station.

DAFSC 2A071A There are 23 ANG 7-skill level members and they are also found in their entirety in the core F-15 Avionics Test Station Cluster. Table 16 provides representative tasks. The tasks are dissimilar to the 5-skill level tasks in that the most common test station for these 7-skill levels is the microwave test station. However, Table 17, which lists those tasks that best differentiate the ANG 7- from the ANG 5-skill levels, shows that the 7-skill levels distinguish themselves from the 5s by their greater likelihood to perform computer test station tasks. The ANG 7- skill level airmen average only two more tasks, 244, than the ANG 5-skill levels. However, it is notable that this 244 tasks is double that of the AD 7-skill level members which emphasizes the continuing technical component of the ANG members jobs as well as the diversity of test stations they work on.

TABLE 13

DISTRIBUTION OF ANG SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	<u>ANG</u>		
	2A0X1A (N=49)	2A051A (N=26)	2A071A (N=23)
I. F-15 AVIONICS TEST STATION CLUSTER	100	100	100
II. ENTRY-LEVEL CLUSTER	0	0	0
III. SUPERVISOR/MANAGER JOB	0	0	0
IV. INSTRUCTOR JOB	0	0	0
NOT GROUPED	0	0	0

TABLE 14

RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG SKILL LEVEL DAFSC GROUPS

DUTIES	ANG		
	2A0X1A (N=49)	2A051A (N=26)	2A071A (N=23)
A PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	22	20	22
B MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND LRUS	0	1	0
C MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND LRUS	0	0	0
D MAINTAINING F-15 COMPUTER TEST STATIONS AND LRUS	10	9	12
E MAINTAINING F-15 DISPLAYS TEST STATIONS AND LRUS	13	11	14
F MAINTAINING F-15 MICROWAVE TEST STATIONS AND LRUS	6	6	7
G MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND LRUS	9	12	6
H MAINTAINING F-15 COMMUNICATIONS, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND LRUS	2	2	2
I MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND LRUS	9	9	8
J MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEM (TEWS) INTERMEDIATE SUPPORT SYSTEM (TISS) AND LRUS	14	17	10
K MAINTAINING MOBILE ELECTRONIC TEST SET AND LRUS	0	0	0
L PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	6	6	6
M PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2	2	2
N PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	*	0	0
O PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	1	3
P PERFORMING TRAINING ACTIVITIES	1	1	2
Q PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2	1	3
R PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	2

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY ANG 2A051A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=26)
A0076 Perform periodic inspections of test stations	100
A0021 Clean shop facilities	100
L0682 Access core automated maintenance system (CAMS) menus and data screens	96
L0687 Clear or close out completed maintenance discrepancies in CAMS	96
A0129 Solder components	96
A0072 Perform corrosion control on test stations, test equipment, or LRUs	96
A0107 Remove or replace test station minor hardware	96
A0073 Perform electrostatic discharge (ESD) procedures	92
A0074 Perform functional checks or test and inspection (T and I) of LRUs issued from supply	92
A0022 Clean test stations or test station equipment	92
A0099 Remove or replace LRU pins or connectors	92
A0098 Remove or replace LRU minor hardware	88
A0075 Perform operational assurance/fault isolation (OA/FI) tests	88
A0084 Prepare equipment for turn-in	88
A0108 Remove or replace test station pins or connectors	88
J0658 Troubleshoot TISSs	85
A0094 Remove or replace circuit components	85
G0494 Operationally check radar low-voltage power supplies (LVPSs) (610s)	85
G0511 Troubleshoot 610s	85
G0498 Repair 610s	85
A0036 Interpret system diagrams or schematics	85
A0032 Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)	85
L0685 Change CAMS workcenter event narratives	85
G0509 Troubleshoot 011/111s	81
G0496 Repair 011/111s	81
J0620 Performance test TISSs	81
G0510 Troubleshoot 031s	81
G0497 Repair 031s	81
J0618 Perform internal self-tests of TISSs	81
J0617 Diagnostic test TISSs	81
J0616 Confidence test TISSs	81
G0514 Troubleshoot antenna B test stations	81
G0512 Troubleshoot antenna A test stations	81
G0507 Service antenna B test station transmitter mounting fixtures (TMFs)	81
G0491 Operationally check antenna B test stations	81
G0503 Service antenna A test station hydraulic power supplies	81
A0103 Remove or replace power supplies	81
G0488 Confidence test antenna B test stations	81
A0081 Perform safety wiring	81

* Average Number of Tasks Performed - 242

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY ANG 2A071A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=23)
A0073	Perform electrostatic discharge (ESD) procedures	100
L0687	Clear or close out completed maintenance discrepancies in CAMS	100
L0682	Access core automated maintenance system (CAMS) menus and data screens	100
A0075	Perform operational assurance/fault isolation (OA/FI) tests	100
A0076	Perform periodic inspections of test stations	100
A0107	Remove or replace test station minor hardware	100
A0108	Remove or replace test station pins or connectors	100
A0032	Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)	100
A0109	Remove or replace test station power supply components	100
A0036	Interpret system diagrams or schematics	96
A0074	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	96
A0084	Prepare equipment for turn-in	96
L0685	Change CAMS workcenter event narratives	96
A0098	Remove or replace LRU minor hardware	96
A0072	Perform corrosion control on test stations, test equipment, or LRUs	96
A0099	Remove or replace LRU pins or connectors	96
A0022	Clean test stations or test station equipment	96
A0083	Perform time compliance technical order (TCTO) inspections or modifications	96
A0129	Solder components	87
A0021	Clean shop facilities	87
A0168	Use avionics intermediate shop (AIS) menu systems	83
A0103	Remove or replace power supplies	83
F0460	Confidence test microwave test stations (MTSs)	78
F0466	Program test radar data processors (081/082s)	78
F0472	Repair 022s	78
D0348	Program test pitch computers	78
D0352	Program test roll/yaw computers	78
F0469	Program test radio frequency oscillators (RFOs)	78
F0462	Operationally check MTSs	74
D0347	Program test navigation control indicators (NCIs)	74
E0402	Program test air navigation multiple indicators (ANMIs)	74
F0475	Repair 039s	74
F0464	Program test analog radar target data processors (039s)	74
F0468	Program test radar receivers (022s)	74
E0400	Operationally check DTSs	74
F0482	Troubleshoot 039s	74
R0907	Maintain documentation on items requiring periodic inspections or calibrations	74

* Average Number of Tasks Performed - 244

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSCs 2A051A AND 2A071A PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG			DIFF
	DAFSC		ANG	
	2A051A		DAFSC	
	(N=26)		2A071A	
			(N=23)	
J0652	Troubleshoot AN/ALR-56 TEWS displays	69.23	34.78	34.45
A0136	Troubleshoot ARC-164 UHF test sets	42.31	8.70	33.61
A0112	Repair ARN-118 TACAN RTs	46.15	13.04	33.11
A0135	Troubleshoot ARC-164 UHF RTs to SRUs	53.85	21.74	32.11
R0909	Pick up, deliver, or store equipment, tools, parts, or supplies	69.23	39.13	30.10
J0649	Troubleshoot AN/ALQ-135 band 1, 2, or 3 RF amplifiers	76.92	47.83	29.10
G0485	Calibrate antenna B test stations	76.92	47.83	29.10
G0506	Service antenna B test station flush and fill units	76.92	47.83	29.10
G0484	Calibrate antenna A test stations	76.92	47.83	29.10
G0491	Operationally check antenna B test stations	80.77	52.17	28.60
G0507	Service antenna B test station transmitter mounting fixtures (TMFs)	80.77	52.17	28.60
A0006	Align digital interface adapter (DIA) shop replaceable units (SRUs)	15.38	56.52	-41.14
P0866	Conduct on-the-job training (OJT)	26.92	65.22	-38.29
A0056	Operationally check IBs	26.92	65.22	-38.29
A0085	Program test IBs	19.23	56.52	-37.29
A0086	Program or reprogram MLVs or PLVs	34.62	69.57	-34.95
D0353	Program test signal data recorders (SDRs)	26.92	60.87	-33.95
O0841	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	11.54	43.48	-31.94
O0822	Conduct supervisory orientations for newly assigned personnel	3.85	34.78	-30.94
D0378	Troubleshoot ADCs	34.62	65.22	-30.60
D0381	Troubleshoot CTSs	23.08	52.17	-29.10
D0338	Program test electronic air inlet controllers (EAICs)	46.15	73.91	-27.76
Q0886	Establish or maintain automated technical order management system (ATOMS) accounts	7.69	34.78	-27.09

AD/ANG DAFSC

The distinguishing tasks that members of the two service components accomplish are shown in Table 18 for the 5-skill level and in Table 19 for the 7-skill level. At both skill levels the AD members are much more likely than the ANG members to perform the management and supervisory activities of Duty O. Conversely at both skill levels, the ANG members are much more likely than AD members to perform technical activities.

TABLE 18

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 2A051A AND ANG DAFSC 2A051A PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD		ANG		DIFF
	DAFSC		DAFSC		
	2A051A		2A051A		
	(N=185)		(N=26)		
O0823	51.89	.00			51.89
O0824	56.22	7.69			48.52
O0861	44.86	.00			44.86
O0848	43.24	.00			43.24
O0857	41.08	.00			41.08
O0837	38.92	.00			38.92
O0842	42.70	3.85			38.86
O0847	49.19	11.54			37.65
P0866	63.24	26.92			36.32
O0845	35.68	.00			35.68
L0689	72.43	38.46			33.97
O0843	33.51	.00			33.51
H0517	21.08	76.92			-55.84
H0519	22.16	73.08			-50.91
H0526	22.16	73.08			-50.91
J0632	14.59	65.38			-50.79
H0521	22.70	73.08			-50.37
I0527	30.81	80.77			-49.96
G0487	31.89	80.77			-48.88
G0491	31.89	80.77			-48.88
G0488	32.43	80.77			-48.34
J0641	13.51	61.54			-48.02
J0642	13.51	61.54			-48.02
J0653	14.59	61.54			-46.94

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AD DAFSC 2A071A AND ANG DAFSC 2A071A PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AD DAFSC 2A071A (N=72)	ANG DAFSC 2A071A (N=23)	DIFF
O0861 Write or indorse military performance reports	86.11	4.35	81.76
O0824 Counsel subordinates concerning personal matters	87.50	13.04	74.46
O0842 Evaluate personnel for compliance with performance standards	88.89	17.39	71.50
O0823 Conduct supervisory performance feedback sessions	84.72	17.39	67.33
O0857 Write recommendations for awards or decorations	87.50	21.74	65.76
O0837 Establish performance standards for subordinates	72.22	8.70	63.53
O0845 Initiate actions required due to substandard performance of personnel	84.72	21.74	62.98
O0843 Evaluate personnel for promotion, demotion, reclassification, or special awards	77.78	17.39	60.39
O0848 Interpret policies, directives, or procedures for subordinates	86.11	26.09	60.02
O0854 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	68.06	8.70	59.36
O0847 Inspect personnel for compliance with military standards	88.89	34.78	54.11
Q0883 Complete accident or incident reports	61.11	8.70	52.42
O0816 Assign personnel to work areas or duty positions	69.44	17.39	52.05
F0469 Program test radio frequency oscillators (RFOs)	11.11	78.26	-67.15
A0109 Remove or replace test station power supply components	34.72	100.00	-65.28
F0472 Repair 022s	13.89	78.26	-64.37
A0107 Remove or replace test station minor hardware	36.11	100.00	-63.89
A0075 Perform operational assurance/fault isolation (OA/FI) tests	36.11	100.00	-63.89
A0108 Remove or replace test station pins or connectors	36.11	100.00	-63.89
A0083 Perform time compliance technical order (TCTO) inspections or modifications	31.94	95.65	-63.71
A0074 Perform functional checks or test and inspection (T and I) of LRUs issued from supply	31.94	95.65	-63.71
F0464 Program test analog radar target data processors (039s)	11.11	73.91	-62.80
A0076 Perform periodic inspections of test stations	37.50	100.00	-62.50
A0022 Clean test stations or test station equipment	33.33	95.65	-62.32
A0099 Remove or replace LRU pins or connectors	33.33	95.65	-62.32

TRAINING ANALYSIS

Occupational survey data are one of many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include: the overall description of the work being performed by first-enlistment personnel and their overall distribution across career ladder jobs and percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks. Also, when available, TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section) provide useful field input.

First-Enlistment Personnel

In this study, there are 117 AD members in their first-enlistment (1-48 months TAFMS), representing 31 percent of the 372 AD members in the survey sample. Figure 2 reflects the distribution of first-enlistment personnel across specialty jobs within the career ladder. First-enlistment personnel are primarily employed in the F-15 Test Station Cluster.

Table 20 displays the relative percent of time spent on duties by first-enlistment personnel. Most of their duty time is spent on general avionics, TEWS/TISS, and antenna test station activities. Reviewing the table, first-enlistment personnel spend 94 percent of their time performing the technical tasks and CAMS activities of Duties A-L.

Table 21 lists representative tasks performed by first-enlistment personnel. Those tasks performed by 40 percent or more of these airmen are general avionics and CAMS tasks. No test station specific tasks have a high percentage of first-enlistment airmen because they are divided individually to one or another of the various test stations.

Table 22 reflects the equipment and tools used by at least 20 percent of the AD first-enlistment respondents. This table shows a combination of meters, counters, and analyzers.

**DISTRIBUTION OF 2A0X1A FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 117)**

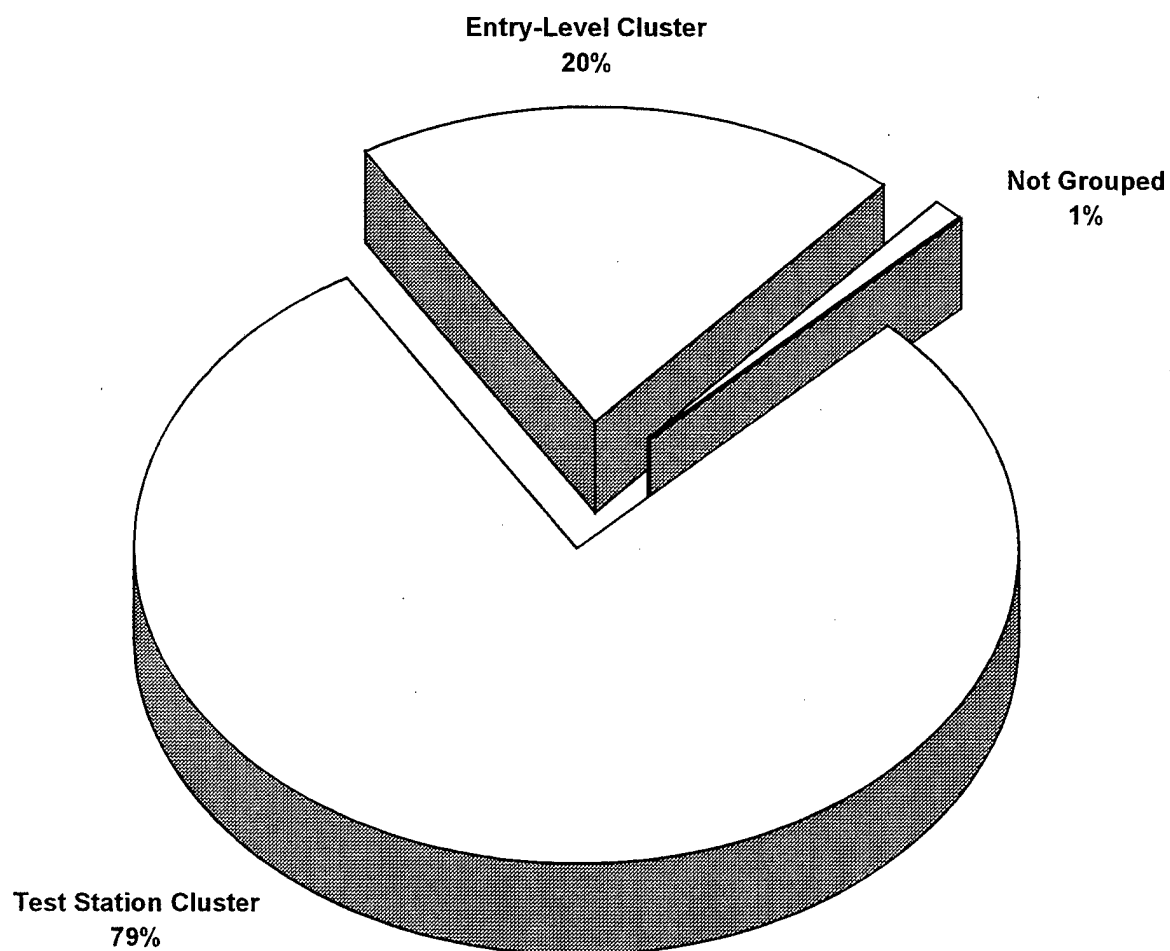


FIGURE 2

TABLE 20

RELATIVE PERCENT TIME SPENT ON DUTIES BY
FIRST-ENLISTMENT PERSONNEL
(N=117)

DUTIES	PERCENT TIME SPENT
A PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	31
B MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND ASSIGNED LRUS	1
C MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND ASSIGNED LRUS	0
D MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LRUS	5
E MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LRUS	8
F MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LRUS	4
G MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND ASSIGNED LRUS	12
H MAINTAINING F-15 COMMUNICATION, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND ASSIGNED LRUS	1
I MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND ASSIGNED LRUS	3
J MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEM (TEWS) INTERMEDIATE SUPPORT SYSTEM (TISS) AND ASSIGNED LRUS	13
K MAINTAINING MOBILE ELECTRONIC TEST SET AND ASSIGNED LRUS	4
L PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	12
M PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2
N PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	0
O PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	0
P PERFORMING TRAINING ACTIVITIES	0
Q PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2
R PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY AFSC 2A0X1A
FIRST-ENLISTMENT PERSONNEL
(N=117)

TASKS		PERCENT MEMBERS PERFORMING
A0076	Perform periodic inspections of test stations	96
A0022	Clean test stations or test station equipment	96
A0073	Perform electrostatic discharge (ESD) procedures	92
L0682	Access core automated maintenance system (CAMS) menus and data screens	90
A0072	Perform corrosion control on test stations, test equipment, or LRUs	90
A0099	Remove or replace LRU pins or connectors	90
A0098	Remove or replace LRU minor hardware	87
A0107	Remove or replace test station minor hardware	86
L0687	Clear or close out completed maintenance discrepancies in CAMS	82
L0685	Change CAMS workcenter event narratives	82
A0084	Prepare equipment for turn-in	81
A0103	Remove or replace power supplies	81
A0021	Clean shop facilities	79
A0023	Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups	79
A0108	Remove or replace test station pins or connectors	79
A0075	Perform operational assurance/fault isolation (OA/FI) tests	77
A0074	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	76
A0129	Solder components	76
A0032	Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)	74
A0083	Perform time compliance technical order (TCTO) inspections or modifications	65
L0689	Conduct CAMS interface with base supply	62
A0036	Interpret system diagrams or schematics	62
L0683	Analyze CAMS data	60
L0696	Defer equipment maintenance records in CAMS	57
L0686	Change equipment maintenance schedules in CAMS	57
A0168	Use avionics intermediate shop (AIS) menu systems	56
A0094	Remove or replace circuit components	49
A0081	Perform safety wiring	47
L0703	Load LRU part numbers or serial numbers in CAMS	40
G0510	Troubleshoot 031s	34
G0497	Repair 031s	34
G0495	Operationally check radar transmitters (011/111s)	34
G0511	Troubleshoot 610s	34
G0498	Repair 610s	34
G0493	Operationally check radar antennas (031s)	33
G0509	Troubleshoot 011/111s	33

* Average Number of Tasks Performed -100

TABLE 22

EQUIPMENT/TOOLS USED BY
FIRST-ENLISTMENT AFSC 2A0X1A PERSONNEL

EQUIPMENT	1ST ENL (N=117)
Digital multimeter	95
Oscilloscopes	88
Frequency counters	83
Spectrum analyzers	77
Power supplies	74
Signal generators	71
Power radio frequency (RF) meters	63
Pulse generators	62
Cable repair kits	56
Analog multimeters	49
Power output meters	45
Timer counters	43
Phasemeters	33
Digital logic probes	32
Noise oscillators	31
Vector voltmeters	31
Calibration standard sets	30
Phase angle meters	30
Photometers	29
Sweep oscillators	27
Current probe analyzers	26
Power meters, other than output or RF	26
Time domain reflectometers	24
Pneumatic pressure test sets, TTU-205	24
Theodolites	22

Task Difficulty (TD) Data

TD data can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings are based on the judgments of senior career ladder NCOs working at operational units in the field. They are collected to provide training personnel with a rank-ordering of those tasks in the JI considered difficult or time consuming for first-enlistment personnel training (see Table 23 for the top-rated tasks). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on TD, accompanied by moderate to low percentages performing, are not very good candidates for 3-award course training, and may be more appropriately planned for OJT programs within the career ladder. However, any decision must be weighed against percentages of personnel performing the tasks, command concerns, safety issues and criticality of the tasks.

Table 23 presents tasks with the highest TD ratings and gives the percent of AD members performing for AFSC 2A0X1A first-job (1-24 months) and first-enlistment (1-48 months) airmen as well as AD airmen at the 3-, 5- and 7-skill levels. Some of the tasks selected by TD raters as the most difficult are high level management activities and have low numbers of individuals performing, but some are technical and have 20 percent or more of the first-enlistment personnel performing. Although some of these types of tasks might well be inappropriate for inclusion in a resident curriculum and be more appropriately taught as OJT items, those done by airmen in their first job (1-24 months TAFMS) should all be considered for 3-award course inclusion.

Various lists of tasks, accompanied by TD ratings are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TD ratings, see Task Factor Administration in the SURVEY METHODOLOGY section of this report.)

TABLE 23

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	TASK	DIFF	1ST JOB (N=70)	1ST ENL (N=117)	PERCENT MEMBERS PERFORMING					
					3-SKL		5-SKL		7-SKL	
					LVL	(N=115)	LVL	(N=185)	LVL	(N=72)
G0501	Repair ARTS coolant processing units	8.23	7	10	10	18	7			
F0477	Troubleshoot MTSS	8.08	19	24	23	43	18			
J0658	Troubleshoot TISSs	7.87	27	31	30	39	24			
A0141	Troubleshoot circuit cards	7.75	34	36	37	39	18			
F0463	Perform microwave harmonization procedures	7.68	16	21	21	40	17			
G0515	Troubleshoot ARTS coolant processing units	7.63	9	12	12	16	7			
E0459	Troubleshoot wide-field-of-view HUDs	7.55	10	14	15	25	11			
E0439	Repair wide-field-of-view HUDs	7.55	11	13	14	25	11			
P0881	Write training reports	7.50	0	1	0	4	17			
A0036	Interpret system diagrams or schematics	7.39	59	62	59	60	35			
A0151	Troubleshoot ITAs	7.33	24	25	24	32	14			
E0399	Level heads-up display (HUD) tables using theodolites and alignment fixtures	7.32	16	21	18	32	13			
A0142	Troubleshoot computer terminals	7.30	6	9	10	11	11			
A0028	Fabricate test equipment, simulators, or mock-ups	7.26	6	9	8	21	6			
G0497	Repair O3Is	7.23	30	34	35	41	21			
M0720	Determine cost factors for support agreements	7.21	0	0	0	1	8			
E0446	Troubleshoot DTSS	7.20	19	22	22	42	15			
A0143	Troubleshoot data link pod test sets	7.16	1	1	1	14	4			
O0834	Draft host-tenant or interservice agreements	7.11	0	0	0	1	8			
M0722	Develop contingency exercise mobility (CEM) orders	7.09	0	0	0	0	1			
*	Mean TD Rating is 5.00, and Standard Deviation is 1.00 (High TD = 6.00)									

* Mean TD Rating is 5.00, and Standard Deviation is 1.00 (High TD = 6.00)

Specialty Training Standard (STS)

A comprehensive review of STS 2A0X1A, dated April 1997, compared STS items to survey data (based on assistance from training course SMEs in matching JI tasks to STS elements.) STS elements containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level (criterion group) of the AFS.)

Overall, the STS provides very comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting almost all of the essential elements. Some elements with no performance coding at the 3-skill level course, have 20 percent of personnel performing matched tasks and should be reviewed by training personnel for possible recoding. Table 24 provides several examples of such entries. The "Operational Check" entry is one of 14 that are not performance coded but which have 20 percent or more of the 3-skill level members performing. Similarly, the "Troubleshoot/repair (or Isolate/repair)" entry is one of 25 that are not performance coded but which have 20 percent or more of the 3-skill level members performing.

Tasks that were not referenced to any element of the STS are listed at the end of the STS computer listing provided in a separate training extract. Tasks for two duty areas were not matched to the STS entries and make up the bulk of the unmatched tasks. Duty B, manual test sets, mock-ups, and LRUs, is done by almost no one, and Duty C, electronic warfare, appears to be done by no one at all. For the other technical duty areas, almost none of the tasks, except those in the general avionics maintenance Duty A, have a high or even moderate percentage of members performing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Some were overlooked and should have been placed but most with higher to moderate TD scores are too general in scope and did not fit in any specific position in the STS. There are a few CAMS tasks with large numbers of 3-skill level members performing and these should be reviewed to see if they belong in the 3-award course perhaps with a performance code. Some technical tasks that are performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 25 and demonstrate the above explanation. None-the-less, training personnel and SMEs should review these not-referenced tasks to determine if any represent a true training need and therefore merit inclusion in the STS.

TABLE 24

EXAMPLES OF TECHNICAL TASKS PERFORMED BY AFSC 2A0X1A GROUP MEMBERS
SUGGESTED FOR PROFICIENCY CODE REVIEW TO PERFORMANCE CODING
(PERCENT MEMBERS PERFORMING)

TASKS		PERCENT MEMBERS PERFORMING				TASK DIFF
		3-SKL LVL (N=115)	5-SKL LVL (N=185)	7-SKL LVL (N=72)		
A2.9.2	Safety Wire	-				
A0081	Perform safety wiring	46	58	24	4.31	
A3.6.2.2	Service Coolant					
G0504	Service antenna B test station coolant conditioning units with coolant	29	35	14	5.01	
A3.6.3	Service hydraulic Power Supply					
G0503	Service antenna A test station hydraulic power supplies	30	34	17	5.11	
A3.8.1.2	Operationally check (Low Voltage Power Supply)					
G0494	Operationally check radar low-voltage power supplies (610)	34	39	21	6.38	
A3.8.1.3	Troubleshoot/repair (Low-voltage Power Supply)					
G0511	Troubleshoot 610s	35	41	22	4.60	
G0498	Repair 610s	35	41	22	4.12	
**	Average TD Rating is 5.00 and standard deviation is 1.00					

** Average TD Rating is 5.00 and standard deviation is 1.00

TABLE 25

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING			TASK DIFF
	3-SKL LVL	5-SKL LVL	7-SKL LVL	
	(N=115)	(N=185)	(N=72)	
A0072	89	86	33	3.46
A0099	89	82	33	5.78
A0107	85	81	36	2.94
A0084	81	75	39	4.36
A0075	77	84	36	4.86
A0029	56	71	35	6.01
A0018	30	44	28	6.15
A0015	24	51	22	5.01
L0689	63	72	49	4.39
L0683	59	62	60	4.72
L0686	59	62	60	4.72
L0696	54	76	43	4.36
L0694	42	62	29	4.72
L0695	42	56	31	4.72

** Average TD Rating is 5.00, and Standard Deviation is 1.00

JOB SATISFACTION ANALYSIS

AD JOB SATISFACTION

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 26 presents job satisfaction data for AFSC 2A0X1A TAFMS AD groups, together with TAFMS data for a comparative sample of Maintenance career ladders surveyed in 1998. All 2A0X1A TAFMS groups rated job interest, utilization of talents, utilization of training, and sense of accomplishment gained from work similar to or somewhat better than the comparative 1998 sample. However, the first-enlistment airmen in the F-15 Avionics Test Station career field are indicating much lower reenlistment intentions, 37 percent versus 47 percent, even though job interest and sense of accomplishment are slightly higher. If this first-term percentage of 37 were to hold, this would have significant implications for recruiting and training requirements.

An indication of how job satisfaction perceptions have changed over time for the 2A0X1A career field is provided in Table 27. The most notable differences are in reenlistment intentions which have dropped for all three tenure groups.

Table 28, provides a total sample review of the job satisfaction ratings for the specialty jobs and clusters identified in this survey against which to compare the AD Table 29 and the ANG Table 30. Table 28 shows high satisfaction ratings for instructors and lower ratings for the other specialty jobs. It should be noted that the members of the Entry-Level cluster find their work to be less interesting than do those members of the other specialty jobs, and this might play some role in their lower reenlistment intentions. Also the 73 percent reenlistment intentions of the core of the career field, the Avionics Test Station Cluster in Table 28 is not very acceptable because Table 29 shows that it is the 49 ANG members who make this percentage so high.

ANG JOB SATISFACTION

Job satisfaction indicators for ANG are provided in Tables 30. Note groups with fewer than five members are not reported. In general, these indicators show an overall high satisfaction. Reenlistment intentions are not reported for the ANG because they almost all leave by retirement.

TABLE 26

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS AD GROUPS TO OTHER MAINTENANCE AFSS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1999 2A0X1A (N=117)	COMP SAMPLE* (N=5173)	1999 2A0X1A (N=84)	COMP SAMPLE* (N=3300)	1999 2A0X1A (N=171)	COMP SAMPLE* (N=9078)
<u>EXPRESSED JOB INTEREST:</u> INTERESTING SO-SO DULL	79	67	67	67	75	73
	11	19	20	19	14	17
	10	14	13	14	11	10
<u>PERCEIVED UTILIZATION OF TALENTS:</u> FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	85	75	85	77	86	82
	15	25	15	23	14	18
<u>PERCEIVED UTILIZATION OF TRAINING:</u> FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	84	84	87	78	80	76
	16	16	13	22	20	24
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u> SATISFIED NEUTRAL DISSATISFIED	76	66	73	65	71	69
	13	17	14	14	8	12
	11	17	13	21	21	19
<u>REENLISTMENT INTENTIONS:</u> YES, OR PROBABLY YES NO, OR PROBABLY NO PLAN TO RETIRE	37	47	65	61	63	69
	63	51	35	38	11	10
	0	2	0	1	26	21

Comparative sample of Maintenance career ladders surveyed in 1998 includes the 2A1X2, 2A1X3, 2A1X4, 2A4X1, 2A4X2, 2A4X3, 2A5X1A-H,J-L, 2A6X4, 2A7X2, 2E0X1, 2E2X1, 2E3X1, 2E6X3, 2M0X1A/B, 2R0X1, 2R1X1, 2T3X1, 2T3X2A, 2T3X2B, 2T3X4 and 2T3X5 AFSCs.

TABLE 27

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS AD GROUPS TO THE 1996 SAMPLE
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1999 2A0X1A (N=117)	1996 2A0X1A (N=355)	1999 2A0X1A (N=84)	1996 2A0X1A (N=179)	1999 2A0X1A (N=171)	1996 2A0X1A (N=451)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	79	63	67	69	75	75
SO-SO	11	21	20	20	14	16
DULL	10	16	13	11	11	9
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	85	77	85	83	86	87
LITTLE OR NOT AT ALL	15	23	15	17	14	13
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	84	87	87	84	80	80
LITTLE OR NOT AT ALL	16	13	13	16	20	20
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	76	67	73	74	71	75
NEUTRAL	13	18	14	13	8	8
DISSATISFIED	11	15	13	13	21	17
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	37	53	65	71	63	73
NO, OR PROBABLY NO	63	47	35	28	11	10
PLAN TO RETIRE	0	0	0	1	26	17

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
PLAN TO RETIRE

TABLE 28

COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

Avionics Tst Sta Cluster (ST 15) (N=313)	Entry-Level Cluster (ST 18) (N=31)	Supervisor/ Manager Job (ST 42) (N=45)	Instructor Job (ST 12) (N=5)
75	65	87	100
14	23	9	0
11	12	4	0
86	84	89	80
14	16	11	20
86	81	73	100
14	19	27	0
73	74	78	100
12	16	7	0
15	10	16	0
73	45	53	100
12	55	7	0
15	0	40	0

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

TABLE 29

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

Avionics Tst Sta Cluster (ST 15) (N=264)	Entry-Level Cluster (ST 18) (N=31)	Supervisor/ Manager Job (ST 42) (N=45)	Instructor Job (ST 12) (N=5)
74	65	87	100
15	23	9	0
11	12	4	0
87	84	89	80
13	16	11	20
86	81	73	100
14	19	27	0
72	74	78	100
12	16	7	0
16	10	16	0
57	45	53	100
37	55	7	0
6	0	40	0

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

TABLE 30

COMPARISON OF JOB SATISFACTION INDICATORS BY ANG SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

Avionics Test Station Cluster (ST 15) (N=49)	
EXPRESSED JOB INTEREST:	
INTERESTING	84
SO-SO	12
DULL	4
PERCEIVED UTILIZATION OF TALENTS:	
FAIRLY WELL TO PERFECTLY	85
LITTLE OR NOT AT ALL	15
PERCEIVED UTILIZATION OF TRAINING:	
FAIRLY WELL TO PERFECTLY	89
LITTLE OR NOT AT ALL	11
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:	
SATISFIED	80
NEUTRAL	10
DISSATISFIED	10

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Career ladder training documents appear, on the whole, to be well supported by survey data, but require further review to ensure appropriate proficiency coding. The career ladder progression is similar to other AFSCs; technical involvement at the lower skill levels with the progression to more management at the 7-skill level for the AD component. The ANG 7-skill level members report very little non-technical work time spent. Job interest and satisfaction is fairly high for AD airmen. However, reenlistment intent of first-enlistment airmen is a low 37 percent.

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED
BY SPECIALTY JOB GROUPS

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE A1

F-15 AVIONICS TEST STATION CLUSTER (ST 15)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
A0076	Perform periodic inspections of test stations	96
A0073	Perform electrostatic discharge (ESD) procedures	94
L0682	Access core automated maintenance system (CAMS) menus and data screens	94
A0072	Perform corrosion control on test stations, test equipment, or LRUs	93
A0022	Clean test stations or test station equipment	93
L0687	Clear or close out completed maintenance discrepancies in CAMS	92
A0098	Remove or replace LRU minor hardware	91
A0099	Remove or replace LRU pins or connectors	91
A0107	Remove or replace test station minor hardware	91
A0075	Perform operational assurance/fault isolation (OA/FI) tests	90
L0685	Change CAMS workcenter event narratives	90
A0108	Remove or replace test station pins or connectors	90
A0103	Remove or replace power supplies	87
A0021	Clean shop facilities	85
A0084	Prepare equipment for turn-in	83
A0023	Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups	83
A0032	Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)	82
A0074	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	81
A0129	Solder components	80
A0109	Remove or replace test station power supply components	80
A0083	Perform time compliance technical order (TCTO) inspections or modifications	78
L0696	Defer equipment maintenance records in CAMS	73
A0029	Fabricate or rebuild cables	72
L0689	Conduct CAMS interface with base supply	70
A0036	Interpret system diagrams or schematics	68
L0683	Analyze CAMS data	66
L0684	Change CAMS performing workcenter codes	66
A0081	Perform safety wiring	65
A0168	Use avionics intermediate shop (AIS) menu systems	64
A0071	Pack or unpack LRUs for storage, shipment, or climatic conditions	63
A0030	Identify calibration requirements	63
A0039	Lubricate shop equipment	61
A0094	Remove or replace circuit components	58
L0688	Conduct CAMS delayed discrepancies inquiries prior to, during, or after scheduling maintenance	58
L0686	Change equipment maintenance schedules in CAMS	57
L0693	Correct CAMS errors noted during daily verification process	57
L0700	Initiate equipment maintenance discrepancies in CAMS	56
L0694	Correct CAMS job standard narratives	56
L0695	Correct CAMS work unit codes	54

TABLE A2

ENTRY-LEVEL CLUSTER (STAGE 18)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
A0076	Perform periodic inspections of test stations	100
A0022	Clean test stations or test station equipment	100
A0073	Perform electrostatic discharge (ESD) procedures	97
L0682	Access core automated maintenance system (CAMS) menus and data screens	94
A0072	Perform corrosion control on test stations, test equipment, or LRUs	94
A0023	Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups	94
A0084	Prepare equipment for turn-in	87
A0098	Remove or replace LRU minor hardware	87
A0099	Remove or replace LRU pins or connectors	84
A0107	Remove or replace test station minor hardware	81
L0685	Change CAMS workcenter event narratives	81
A0032	Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)	77
A0021	Clean shop facilities	77
A0103	Remove or replace power supplies	77
A0108	Remove or replace test station pins or connectors	77
L0687	Clear or close out completed maintenance discrepancies in CAMS	74
A0074	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	74
A0129	Solder components	74
A0075	Perform operational assurance/fault isolation (OA/FI) tests	71
A0029	Fabricate or rebuild cables	65
A0054	Operationally check flight control computers	61
A0083	Perform time compliance technical order (TCTO) inspections or modifications	61
A0020	Clean optical surfaces	61
L0689	Conduct CAMS interface with base supply	58
A0036	Interpret system diagrams or schematics	55
A0030	Identify calibration requirements	55
D0324	Operationally check displacement gyros (DGs)	55
K0680	Troubleshoot RMRs	52
K0665	Operationally check remote map readers (RMRs)	52
L0683	Analyze CAMS data	52
K0666	Operationally check up-front control panels (UFCPs)	52
K0681	Troubleshoot UFCPs	52
K0663	Operationally check engine monitor displays (EMDs)	52
K0677	Troubleshoot EMDs	52
D0387	Troubleshoot engine monitor displays	52
K0667	Perform mobile electronic test set (METS) self-tests	52
L0686	Change equipment maintenance schedules in CAMS	52
A0057	Operationally check identification friend or foe (IFF) system components	52
K0673	Repair RMRs	48
K0674	Repair UFCPs	48
K0662	Operationally check AIUs #2	48
K0661	Operationally check avionics interface units (AIUs) #1	48
L0696	Defer equipment maintenance records in CAMS	48

TABLE A3

SUPERVISOR/MANAGER CLUSTER (STAGE 42)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
O0824	Counsel subordinates concerning personal matters	100
O0861	Write or indorse military performance reports	98
O0848	Interpret policies, directives, or procedures for subordinates	98
O0842	Evaluate personnel for compliance with performance standards	98
O0823	Conduct supervisory performance feedback sessions	98
O0857	Write recommendations for awards or decorations	96
O0847	Inspect personnel for compliance with military standards	93
O0820	Conduct self-inspections or self-assessments	93
O0832	Develop or establish work schedules	91
O0843	Evaluate personnel for promotion, demotion, reclassification, or special awards	91
O0837	Establish performance standards for subordinates	91
O0845	Initiate actions required due to substandard performance of personnel	91
O0822	Conduct supervisory orientations for newly assigned personnel	91
O0826	Determine or establish work assignments or priorities	89
O0844	Implement safety or security programs	89
O0854	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	89
O0838	Establish procedures for accountability of equipment, tools, parts, or supplies	87
O0858	Write replies to inspection reports	82
O0831	Develop or establish work methods or procedures	82
O0841	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	82
O0840	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	82
O0818	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	80
O0819	Conduct safety inspections of equipment or facilities	80
P0867	Counsel trainees on training progress	78
O0816	Assign personnel to work areas or duty positions	78
O0839	Evaluate inspection report findings or inspection procedures	78
P0868	Determine training requirements	78
P0878	Maintain training records or files	76
O0830	Develop self-inspection or self-assessment program checklists	76
O0825	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	76
R0904	Identify and report equipment or supply problems	73
R0903	Evaluate serviceability of equipment, tools, parts, or supplies	73
P0863	Brief personnel concerning training programs or matters	73
P0875	Evaluate progress of trainees	73
Q0883	Complete accident or incident reports	73
Q0896	Maintain or update status indicators, such as boards, graphs, or charts	67
R0901	Coordinate maintenance of equipment with appropriate agencies	67
R0905	Initiate requisitions for equipment, tools, parts, or supplies	67
Q0882	Compile data for records, reports, logs, or trend analyses	64
L0682	Access core automated maintenance system (CAMS) menus and data screens	62

TABLE A4
INSTRUCTOR JOB (STAGE 12)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
P0865	Conduct formal course classroom training	100
P0862	Administer or score tests	100
P0879	Personalize lesson plans	100
P0867	Counsel trainees on training progress	100
P0878	Maintain training records or files	80
O0824	Counsel subordinates concerning personal matters	80
A0075	Perform operational assurance/fault isolation (OA/FI) tests	80
A0036	Interpret system diagrams or schematics	60
O0848	Interpret policies, directives, or procedures for subordinates	60
P0869	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STs)	60
P0871	Develop written tests	60
O0847	Inspect personnel for compliance with military standards	60
P0872	Develop or procure training materials or aids	60
P0863	Brief personnel concerning training programs or matters	60
A0168	Use avionics intermediate shop (AIS) menu systems	60
O0842	Evaluate personnel for compliance with performance standards	60
Q0891	Inventory classified materials or documents	60
O0820	Conduct self-inspections or self-assessments	60
L0690	Conduct CAMS training	60
J0618	Perform internal self-tests of TISSs	60
Q0882	Compile data for records, reports, logs, or trend analyses	40
Q0894	Maintain TO libraries	40
G0495	Operationally check radar transmitters (011/111s)	40
P0864	Complete student entry or withdrawal forms	40
P0875	Evaluate progress of trainees	40
P0877	Inspect training materials or aids for operation or suitability	40

APPENDIX B

SELECTED REPRESENTATIVE TASKS PERFORMED BY THE SPECIALTY JOBS IN THE F-15 AVIONICS TEST STATION CLUSTER AND IN THE ENTRY LEVEL CLUSTER

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE B1

RELATIVE PERCENT TIME SPENT ON DUTIES BY JOBS OF THE F-15 AVIONICS TEST STATION CLUSTER

DUTIES	TISS Job (ST 38) (N=81)		Antenna Test Station Job (ST 31) (N=62)		Displays Test Station Job (ST 108) (N=13)		Displays/ Computer Test Sta Job (ST 52) (N=73)		Test Station Job (ST 45) (N=81)	
A	PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	27	30	27	21	21				
B	MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND LRUS	1	2	0	0	0				
C	MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND LRUS	0	0	0	0	0				
D	MAINTAINING F-15 COMPUTER TEST STATIONS AND LRUS	0	1	0	0	14				8
E	MAINTAINING F-15 DISPLAYS TEST STATIONS AND LRUS	0	0	45	27	11				
F	MAINTAINING F-15 MICROWAVE TEST STATIONS AND LRUS	0	0	9	13	5				
G	MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND LRUS	2	34	0	1	9				
H	MAINTAINING F-15 COMMUNICATIONS, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND LRUS	0	1	0	0	2				
I	MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND LRUS	1	7	0	2	11				
J	MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEM (TEWS) INTERMEDIATE SUPPORT SYSTEM (TISS) AND LRUS	40	2	0	1	11				
K	MAINTAINING MOBILE ELECTRONIC TEST SET AND LRUS	1	2	0	3	2				
L	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	12	11	11	9	7				
M	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2	2	2	2	2				
N	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	0	0	0	0	0				
O	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	6	3	2	3	3				
P	PERFORMING TRAINING ACTIVITIES	3	2	2	1	2				
Q	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2	1	1	1	2				
R	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	2	1	2	2				

TABLE B2

TACTICAL INTERMEDIATE SUPPORT SYSTEM JOB (STAGE 38)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
J0658	Troubleshoot TISSs	100
J0618	Perform internal self-tests of TISSs	100
J0616	Confidence test TISSs	100
J0617	Diagnostic test TISSs	100
J0620	Performance test TISSs	99
J0619	Perform software maintenance on TISSs	98
A0073	Perform electrostatic discharge (ESD) procedures	96
J0646	Repair TISSs	96
A0076	Perform periodic inspections of test stations	96
L0687	Clear or close out completed maintenance discrepancies in CAMS	95
J0637	Repair AN/ALQ-135 band 1, 2, or 3 RF amplifiers	94
J0636	Repair AN/ALQ-135 band 1, 2, or 3 control oscillators	94
L0682	Access core automated maintenance system (CAMS) menus and data screens	94
A0022	Clean test stations or test station equipment	94
J0649	Troubleshoot AN/ALQ-135 band 1, 2, or 3 RF amplifiers	93
J0648	Troubleshoot AN/ALQ-135 band 1, 2, or 3 control oscillators	93
L0685	Change CAMS workcenter event narratives	93
A0099	Remove or replace LRU pins or connectors	93
A0098	Remove or replace LRU minor hardware	91
A0072	Perform corrosion control on test stations, test equipment, or LRUs	91
J0638	Repair AN/ALQ-135 band 1, 2, or 3 tuning units	90
A0103	Remove or replace power supplies	90
A0108	Remove or replace test station pins or connectors	90
J0650	Troubleshoot AN/ALQ-135 band 1, 2, or 3 tuning units	89
A0107	Remove or replace test station minor hardware	89
J0643	Repair AN/ALR-56A/C high-band receivers	88
J0644	Repair AN/ALR-56C low-band receivers	88
J0623	Program test AN/ALQ-135 band 1, 2, or 3 control oscillators	88
J0655	Troubleshoot AN/ALR-56A/C high-band receivers	86
J0656	Troubleshoot AN/ALR-56C low-band receivers	86
J0624	Program test AN/ALQ-135 band 1, 2, or 3 RF amplifiers	86
J0621	Program or reprogram AN/ALR-56 processors (LRUs-3A/2C)	86
A0084	Prepare equipment for turn-in	84
J0625	Program test AN/ALQ-135 band 1, 2, or 3 tuning units	84
A0023	Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups	84
J0657	Troubleshoot AN/ALR-56C power supply processors	83
A0032	Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)	81
A0021	Clean shop facilities	81
J0640	Repair AN/ALR-56 TEWS displays	81
J0629	Program test AN/ALR-56 A/C high-band receivers	80
A0074	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	80
J0645	Repair AN/ALR-56C power supply processors	80
J0633	Program test AN/ALR-56C low-band receivers	79

TABLE B3

ANTENNA TEST STATION JOB (STAGE 31)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
G0495	Operationally check radar transmitters (011/111s)	97
G0496	Repair 011/111s	97
G0509	Troubleshoot 011/111s	97
G0498	Repair 610s	97
G0511	Troubleshoot 610s	97
G0510	Troubleshoot 031s	95
G0497	Repair 031s	94
G0493	Operationally check radar antennas (031s)	94
G0494	Operationally check radar low-voltage power supplies (LVPSs) (610s)	94
A0081	Perform safety wiring	94
A0076	Perform periodic inspections of test stations	94
A0075	Perform operational assurance/fault isolation (OA/FI) tests	94
A0022	Clean test stations or test station equipment	92
A0072	Perform corrosion control on test stations, test equipment, or LRUs	89
G0503	Service antenna A test station hydraulic power supplies	89
A0099	Remove or replace LRU pins or connectors	89
A0107	Remove or replace test station minor hardware	89
A0098	Remove or replace LRU minor hardware	87
G0512	Troubleshoot antenna A test stations	85
A0073	Perform electrostatic discharge (ESD) procedures	85
G0491	Operationally check antenna B test stations	85
G0490	Operationally check antenna A test stations	85
G0487	Confidence test antenna A test stations	85
L0682	Access core automated maintenance system (CAMS) menus and data screens	84
G0514	Troubleshoot antenna B test stations	84
G0513	Troubleshoot antenna B test station TMFs	84
L0687	Clear or close out completed maintenance discrepancies in CAMS	82
G0507	Service antenna B test station transmitter mounting fixtures (TMFs)	82
G0488	Confidence test antenna B test stations	82
G0504	Service antenna B test station coolant conditioning units (CCUs) with coolant	81
A0108	Remove or replace test station pins or connectors	81
G0499	Repair antenna A test station TRUs	79
G0500	Repair antenna B test station TRUs	79
A0021	Clean shop facilities	79
A0103	Remove or replace power supplies	79
A0129	Solder components	77
L0685	Change CAMS workcenter event narratives	77
A0095	Remove or replace compressed gas bottles	76
G0485	Calibrate antenna B test stations	74
G0484	Calibrate antenna A test stations	74
G0506	Service antenna B test station flush and fill units	74
A0074	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	73

TABLE B4

DISPLAYS TEST STATION JOB (STAGE 108)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
E0416	Program test multipurpose displays (MPDs)	100
E0455	Troubleshoot MPDs	100
E0414	Program test multipurpose color displays (MPCDs)	100
E0454	Troubleshoot MPDPs	100
E0415	Program test multipurpose display processors (MPDPs)	100
E0434	Repair MPDPs	100
E0433	Repair MPCDs	100
E0453	Troubleshoot MPCDs	100
E0435	Repair MPDs	100
E0420	Program test wide field-of-view HUDs	100
E0439	Repair wide field-of-view HUDs	100
E0425	Repair CPs	100
E0444	Troubleshoot CPs	100
E0418	Program test radar target data processors (IREs)	100
E0432	Repair IREs	100
E0421	Repair 041/044s	100
E0440	Troubleshoot 041/044s	100
E0452	Troubleshoot IREs	100
E0398	Confidence test displays test stations (DTSs)	100
A0073	Perform electrostatic discharge (ESD) procedures	92
E0459	Troubleshoot wide field-of-view HUDs	92
E0404	Program test converter programmers (CPs)	92
E0405	Program test digital radar processors (041/044s)	92
E0446	Troubleshoot DTSs	92
E0400	Operationally check DTSs	92
A0075	Perform operational assurance/fault isolation (OA/FI) tests	92
A0103	Remove or replace power supplies	92
A0108	Remove or replace test station pins or connectors	92
L0682	Access core automated maintenance system (CAMS) menus and data screens	85
A0168	Use avionics intermediate shop (AIS) menu systems	85
A0098	Remove or replace LRU minor hardware	85
A0072	Perform corrosion control on test stations, test equipment, or LRUs	85
A0022	Clean test stations or test station equipment	85
A0076	Perform periodic inspections of test stations	85
E0427	Repair DTS TRUs	85
A0074	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	77
L0687	Clear or close out completed maintenance discrepancies in CAMS	77
A0107	Remove or replace test station minor hardware	77
A0023	Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups	77
A0099	Remove or replace LRU pins or connectors	77

TABLE B5

DISPLAYS/COMPUTERS TEST STATION JOB (STAGE 52)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
A0072	Perform corrosion control on test stations, test equipment, or LRUs	100
E0452	Troubleshoot IREs	100
L0682	Access core automated maintenance system (CAMS) menus and data screens	99
A0076	Perform periodic inspections of test stations	99
F0462	Operationally check MTSs	99
E0398	Confidence test displays test stations (DTSs)	99
E0433	Repair MPCDs	99
E0432	Repair IREs	99
A0073	Perform electrostatic discharge (ESD) procedures	97
F0460	Confidence test microwave test stations (MTSs)	97
E0453	Troubleshoot MPCDs	97
E0400	Operationally check DTSs	97
A0107	Remove or replace test station minor hardware	97
F0483	Troubleshoot 081/082s	97
A0108	Remove or replace test station pins or connectors	97
L0687	Clear or close out completed maintenance discrepancies in CAMS	96
F0477	Troubleshoot MTSs	96
A0075	Perform operational assurance/fault isolation (OA/FI) tests	96
A0022	Clean test stations or test station equipment	96
E0457	Troubleshoot PSDPs	96
F0476	Repair 081/082s	96
A0098	Remove or replace LRU minor hardware	95
E0437	Repair PSDPs	95
A0099	Remove or replace LRU pins or connectors	95
A0021	Clean shop facilities	93
E0418	Program test radar target data processors (IREs)	93
E0430	Repair HUD SDPs	93
E0417	Program test programmable signal data processors (PSDPs)	93
E0424	Repair ANMIs	92
E0443	Troubleshoot ANMIs	92
L0685	Change CAMS workcenter event narratives	92
F0466	Program test radar data processors (081/082s)	92
E0414	Program test multipurpose color displays (MPCDs)	92
E0450	Troubleshoot HUD SDPs	90
A0032	Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)	89
F0463	Perform microwave harmonization procedures	89
E0451	Troubleshoot HUDs, other than wide field-of-view HUDs	88
A0084	Prepare equipment for turn-in	88
E0441	Troubleshoot 042s	88
A0103	Remove or replace power supplies	88
F0470	Repair MTS TRUs	86
A0168	Use avionics intermediate shop (AIS) menu systems	86
F0472	Repair 022s	86
E0427	Repair DTS TRUs	86

TABLE B6

TEST STATION JOB (STAGE 45)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
L0682	Access core automated maintenance system (CAMS) menus and data screens	100
L0685	Change CAMS workcenter event narratives	100
A0073	Perform electrostatic discharge (ESD) procedures	98
L0687	Clear or close out completed maintenance discrepancies in CAMS	98
A0076	Perform periodic inspections of test stations	98
A0075	Perform operational assurance/fault isolation (OA/FI) tests	98
A0021	Clean shop facilities	95
A0072	Perform corrosion control on test stations, test equipment, or LRUs	95
A0022	Clean test stations or test station equipment	95
A0107	Remove or replace test station minor hardware	95
A0032	Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)	93
G0511	Troubleshoot 610s	93
G0498	Repair 610s	93
A0084	Prepare equipment for turn-in	93
A0099	Remove or replace LRU pins or connectors	93
A0108	Remove or replace test station pins or connectors	93
G0510	Troubleshoot 031s	91
A0098	Remove or replace LRU minor hardware	91
G0509	Troubleshoot 011/111s	90
G0497	Repair 031s	90
G0494	Operationally check radar low-voltage power supplies (LVPSs) (610s)	90
A0023	Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups	90
G0493	Operationally check radar antennas (031s)	89
A0074	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	89
A0103	Remove or replace power supplies	89
A0109	Remove or replace test station power supply components	89
G0495	Operationally check radar transmitters (011/111s)	88
A0129	Solder components	88
A0081	Perform safety wiring	88
A0083	Perform time compliance technical order (TCTO) inspections or modifications	88
G0503	Service antenna A test station hydraulic power supplies	86
G0496	Repair 011/111s	85
G0512	Troubleshoot antenna A test stations	85
G0499	Repair antenna A test station TRUs	85
G0500	Repair antenna B test station TRUs	85
I0546	Operationally check I&C test stations	85
A0029	Fabricate or rebuild cables	85
A0057	Operationally check identification friend or foe (IFF) system components	85
L0696	Defer equipment maintenance records in CAMS	84
G0504	Service antenna B test station coolant conditioning units (CCUs) with coolant	84
G0506	Service antenna B test station flush and fill units	84
I0527	Confidence test indicators and controls (I&C) test stations	84
L0684	Change CAMS performing workcenter codes	83
G0514	Troubleshoot antenna B test stations	83

TABLE B7

RELATIVE PERCENT TIME SPENT ON DUTIES BY JOBS OF THE ENTRY-LEVEL CLUSTER

	DUTIES	Microwave		Mobile/Electronic	
		Test Station Job (ST 60) (N=11)	Test Set Job (ST 59) (N=15)		
A	PERFORMING GENERAL AVIONICS MAINTENANCE ACTIVITIES	44	36		
B	MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND LRU'S	0	2		
C	MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND LRU'S	0	0		
D	MAINTAINING F-15 COMPUTER TEST STATIONS AND LRU'S	2	12		
E	MAINTAINING F-15 DISPLAYS TEST STATIONS AND LRU'S	9	0		
F	MAINTAINING F-15 MICROWAVE TEST STATIONS AND LRU'S	23	0		
G	MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND LRU'S	0	0		
H	MAINTAINING F-15 COMMUNICATIONS, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND LRU'S	0	1		
I	MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND LRU'S	0	4		
J	MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEM (TEWS) INTERMEDIATE SUPPORT SYSTEM (TISS) AND LRU'S	0	0		
K	MAINTAINING MOBILE ELECTRONIC TEST SET AND LRU'S	0	28		
L	PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) ACTIVITIES	13	11		
M	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	2	2		
N	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	0	0		
O	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	1		
P	PERFORMING TRAINING ACTIVITIES	2	1		
Q	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1	1		
R	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	1		

TABLE B8

MICROWAVE TEST STATION JOB (STAGE 60)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
A0073	Perform electrostatic discharge (ESD) procedures	100
A0076	Perform periodic inspections of test stations	100
A0084	Prepare equipment for turn-in	100
A0098	Remove or replace LRU minor hardware	100
A0107	Remove or replace test station minor hardware	100
A0072	Perform corrosion control on test stations, test equipment, or LRUs	100
A0074	Perform functional checks or test and inspection (T and I) of LRUs issued from supply	100
A0022	Clean test stations or test station equipment	100
A0099	Remove or replace LRU pins or connectors	100
A0075	Perform operational assurance/fault isolation (OA/FI) tests	100
A0023	Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups	100
L0682	Access core automated maintenance system (CAMS) menus and data screens	91
A0103	Remove or replace power supplies	91
A0108	Remove or replace test station pins or connectors	91
A0029	Fabricate or rebuild cables	91
F0462	Operationally check MTSs	82
A0032	Inspect or clean simulators, mock-ups, or line replaceable units (LRUs)	82
F0476	Repair 081/082s	82
F0460	Confidence test microwave test stations (MTSs)	82
F0483	Troubleshoot 081/082s	82
L0687	Clear or close out completed maintenance discrepancies in CAMS	82
A0021	Clean shop facilities	82
A0083	Perform time compliance technical order (TCTO) inspections or modifications	82
A0094	Remove or replace circuit components	73
A0129	Solder components	73
F0463	Perform microwave harmonization procedures	73
F0477	Troubleshoot MTSs	64
F0470	Repair MTS TRUs	64
A0036	Interpret system diagrams or schematics	64
L0683	Analyze CAMS data	64
A0037	Invoke classified operating systems (COSs)	64
F0466	Program test radar data processors (081/082s)	55
F0480	Troubleshoot 025s	45
F0473	Repair 025s	45
F0481	Troubleshoot 038s	45
F0474	Repair 038s	45

TABLE B9

MOBILE ELECTRONIC TEST SET JOB (STAGE 59)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
K0680	Troubleshoot RMRs	100
K0665	Operationally check remote map readers (RMRs)	100
L0682	Access core automated maintenance system (CAMS) menus and data screens	100
K0666	Operationally check up-front control panels (UFCPs)	100
A0076	Perform periodic inspections of test stations	100
K0681	Troubleshoot UFCPs	100
A0022	Clean test stations or test station equipment	100
K0663	Operationally check engine monitor displays (EMDs)	100
K0677	Troubleshoot EMDs	100
K0667	Perform mobile electronic test set (METS) self-tests	100
D0387	Troubleshoot engine monitor displays	100
A0073	Perform electrostatic discharge (ESD) procedures	93
K0673	Repair RMRs	93
K0674	Repair UFCPs	93
K0661	Operationally check avionics interface units (AIUs) #1	93
K0662	Operationally check AIUs #2	93
A0054	Operationally check flight control computers	93
K0670	Repair EMDs	93
K0664	Operationally check intercommunications set control panels (ICSCPs)	93
K0675	Troubleshoot AIUs #1	93
K0676	Troubleshoot AIUs #2	93
K0679	Troubleshoot METSs	93
K0678	Troubleshoot ICSCPs	93
A0057	Operationally check identification friend or foe (IFF) system components	93
D0324	Operationally check displacement gyros (DGs)	93
A0072	Perform corrosion control on test stations, test equipment, or LRUs	87
A0023	Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups	87
K0669	Repair AIUs #2	87
K0668	Repair AIUs #1	87
D0326	Operationally check engine monitor displays	87
L0685	Change CAMS workcenter event narratives	87
D0325	Operationally check electronic control amplifiers (ECAs)	87
A0021	Clean shop facilities	80
A0129	Solder components	80
D0362	Repair EAICs	80
K0671	Repair ICSCPs	80
A0045	Operationally check ARC-164 UHF RTs	80
A0084	Prepare equipment for turn-in	73
A0098	Remove or replace LRU minor hardware	73
D0384	Troubleshoot EAICs	73

THIS PAGE INTENTIONALLY LEFT BLANK