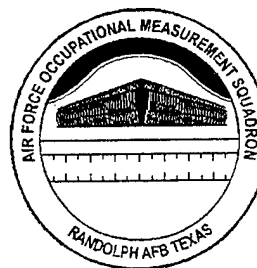




**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT

**RADIO COMMUNICATIONS SYSTEMS
AFSC 3C1X1**

OSSN: 2389

FEBRUARY 2000

**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
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PREFACE

This report presents the results of an Air Force Occupational Survey of the Radio Communications Systems career ladder, Air Force Specialty Code (AFSC) 3C1X1. 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 2Lt Brandon Maroon. Computer programming support was provided by Mr. Tyrone Hill. Second Lieutenant Chris Buchanan 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>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** The Radio Communications Systems 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 580 Active Duty (AD) and Air Force Reserve Command (AFRC) members accounting for 56 percent of the total population surveyed.
2. **Specialty Jobs:** Three jobs and four clusters were identified in the career ladder structure analysis. All but one of them are totally oriented toward technical task performance and account for 88 percent of the population. The remaining job focuses on management and training.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical of most career ladders with AFRC members performing the majority of the mobility/radio set-up tasks. Three-skill level personnel spend the majority of their job time performing technical tasks in the various career ladder jobs. At the 5-skill level, personnel are still heavily involved in the technical tasks. Personnel at the 7-skill level begin to become involved with workcenter supervision, but are still heavily involved in the technical tasks of the career ladder. At the 9-skill level, members have moved further away from the technical tasks and are performing more supervisory and management functions.
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. Few tasks were not referenced to the STS.
5. **Job Satisfaction:** Job satisfaction among AFSC 3C1X1 personnel is fairly low for first-enlistment airmen with the exception of training utilization, while sense of accomplishment increases with the more time in service by second-enlistment and career airmen. Radio Communication airmen rate their job less satisfying than the comparative sample of airmen in like AFSCs. When comparing the current survey satisfaction indicators with the previous survey conducted in 1996, first- and second-enlistment airmen rated job interest much lower than the previous survey. Reenlistment intentions for all TAFMS groups are much lower than the previous survey.
6. **Implications:** Survey results indicate the present classification structure accurately portrays the jobs performed in this career ladder. Training documents appear on the whole to be well supported by survey data with some review warranted for proficiency coding. Job satisfaction ratings increase with time in service for the members of the career ladder with the exception of training utilization.

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**OCCUPATIONAL SURVEY REPORT (OSR)
RADIO COMMUNICATIONS SYSTEMS
(AFSC 3C1X1)**

INTRODUCTION

This is a report of an occupational survey of the Radio Communications Systems career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). The current Radio Communications Systems career ladder was created in November 1993 with the conversion from AFSC 492X1 to AFSC 3C1X1. Survey data 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 Radio Communications Systems career ladder was April 1996.

Background

As described in the AFMAN 36-2108, *Airman Classification*, 31 October 1998, *Specialty Description*, dated 30 April 1998, Radio Communications Systems personnel supervise, operate, manage radio transmitting, receiving, and ancillary equipment and systems to provide high frequency and satellite communications in fixed and tactical environments.

Personnel entering the AFSC 3C1X1 career ladder must attend the Radio Communications Systems Apprentice course at Keesler AFB MS lasting 7 weeks and 1 academic day. Upon completion of this AFSC awarding course, 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 Administrative - 45; a strength factor of "J" (Weight lift of 60 lbs) is also required.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2389, dated May 1999. 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 33 subject-matter experts (SMEs) at the following training location and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Keesler AFB MS	335 TRS/TRRA
Offutt AFB NE	DET1/CF
Pentagon	SAM/OPE
Hurlburt Field FL	16 CS/SCT
Peterson AFB CO	CSS/SCIS

The resulting JI contains a comprehensive listing of 566 tasks grouped under 15 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, organizational level, component status, job title, functional area, work schedule, mobile/fixed communication equipment used, frequency bands used, and communication modes used.

Survey Administration

From June - September 1999, base-training offices at operational units worldwide administered the inventory to eligible AFSC 3C1X1 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 for each task. This procedure provides a basis for comparing 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 (MAJCOM) and military paygrade groups. All eligible AD and AFRC AFSC 3C1X1 personnel were mailed survey booklets. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 3C1X1 personnel as of June 1999. The 580 respondents in the final sample represent 49 percent of the total assigned personnel and 56 percent of the total personnel surveyed. Table 2 reflects the paygrade distribution for these AFSC 3C1X1 personnel.

TABLE 1

COMMAND DISTRIBUTION OF AFSC 3C1X1 PERSONNEL

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
AMC	25	25
ACC	22	20
PACAF	13	13
USAFE	11	9
AFSPC	7	4
AFMC	3	3
USSTRATCOM	2	3
AFSOC	8	3
AETC	2	2
EUR	1	1
AFRC	6	16

TOTAL ASSIGNED* = 1,187

TOTAL SURVEYED** = 1,033

TOTAL IN SURVEY SAMPLE = 580

PERCENT OF ASSIGNED IN SAMPLE = 49%

PERCENT OF SURVEYED IN SAMPLE = 56%

* Assigned strength as of June 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-3	30	31
E-4	20	17
E-5	27	27
E-6	14	15
E-7	8	9
E-8	1	1

* Assigned strength as of June 1999

Both Command and Paygrade distribution of the survey sample are close to the percent assigned. This indicates the sample is a true representation of the career ladder population.

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 3C1X1 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 23 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 training emphasis 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 23 raters was acceptable. The average TE rating was 1.69, with a standard deviation of 1.52. Any task with a TE rating of 3.21 or above is considered to have high TE.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 41 senior NCOs who completed TD booklets were asked to rate the difficulty of each task 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, TE and 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, three independent jobs and four clusters were identified within the career ladder. Figure 1 illustrates the jobs and clusters performed by AFSC 3C1X1 personnel.

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

- I. GLOBAL HF CLUSTER (ST054, N=173)
 - Global HF Radio Operator Job (ST082, N=163)
 - SITFAA Radio Operator Job (ST074, N=5)
- II. RADIO SET-UP CLUSTER (ST044, N=108)
 - Special Operations Set-up Job (ST068, N=6)
 - Radio Set-up Job (ST071, N=99)

- III. MANAGEMENT/SUPERVISOR CLUSTER (ST038, N=79)
 - Security Management Job (ST061, N=9)
 - MILSTAR Supervisor Job (ST079, N=58)
 - Global HF Supervisor Job (ST0159, N=7)
- IV. COMBAT CREW COMMUNICATIONS JOB (ST085, N=68)
- V. MILSTAR TERMINAL OPERATOR JOB (ST087, N=33)
- VI. OPERATIONS CENTER CLUSTER (ST048, N=29)
 - Command Control Job (ST111, N=6)
 - Operations Center Technician (ST077=15)
- VII. MYSTIC STAR OPERATOR JOB (ST063, N=19)

The respondents forming these jobs and clusters account for 88 percent of the survey sample. The remaining 11 percent, for one reason or another, did not group into one of these jobs or clusters. Examples of job titles for these personnel include CDC Writer and Resource Manager.

AFSC 3C1X1 CAREER LADDER SPECIALTY JOBS (N = 580)

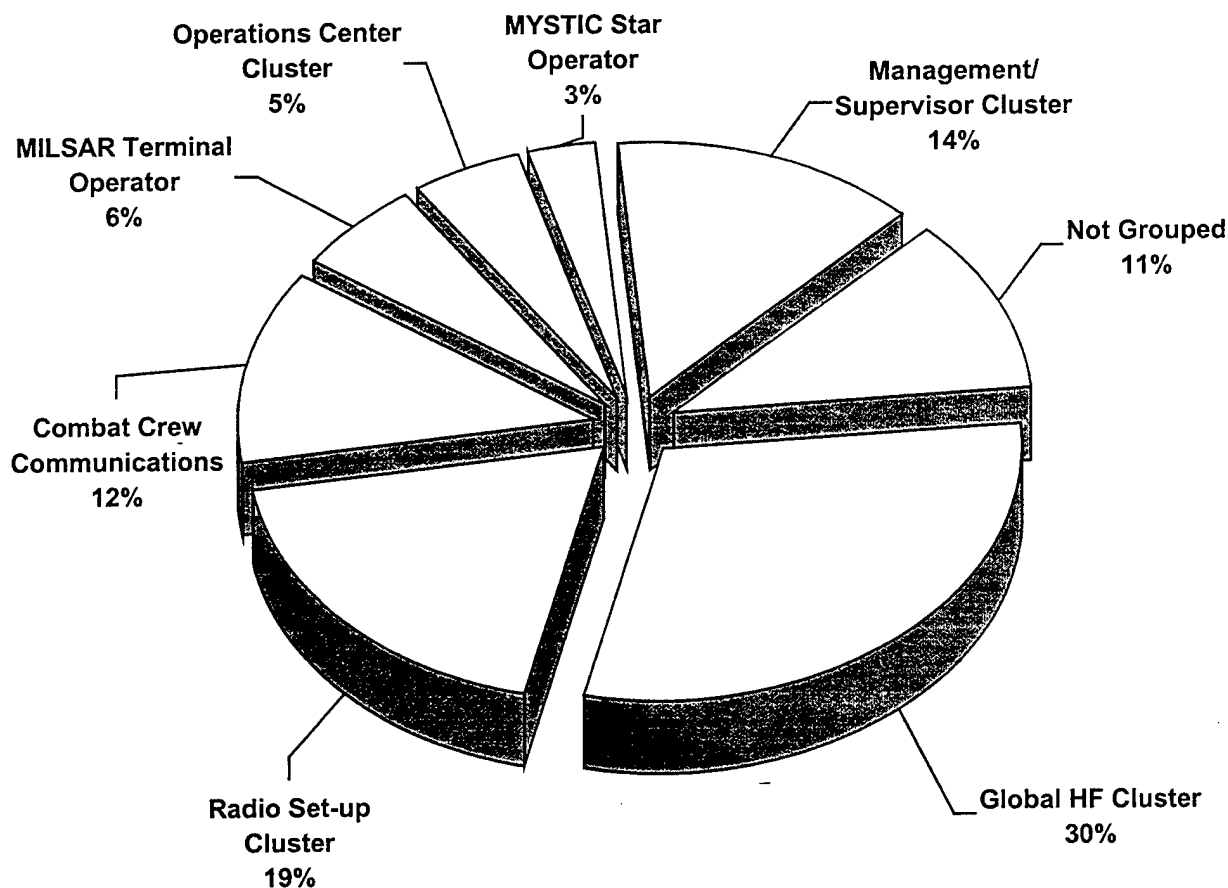


FIGURE 1

Group Descriptions

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

I. GLOBAL HF SYSTEMS CLUSTER (ST054). The 173 airmen performing within this cluster (30 percent of the survey sample) represent the largest cluster of the career ladder. They spend 36 percent of their time performing the Radio Operational Procedures tasks of Duty D, and spend an additional 18 percent of their time performing General Administrative/Technical Order System tasks of Duty N (Table 3). The average number of tasks performed by this group is 98, some of which include:

- Perform radio checks
- Use COMSEC materials
- Broadcast radio transmissions
- Receive, transmit, or relay emergency action messages (EAMs)
- Receive, transmit, or relay foxtrot broadcasts
- Receive and relay aircraft emergencies
- Authenticate stations using challenge-and-reply systems
- Authenticate message traffic using transmission authentication systems
- Perform time hacks
- Key or zeroize secure cryptographic systems
- Conduct phone patches manually

Forty-seven percent of these airmen hold the 3-skill level, 49 percent the 5-skill level, and only 4 percent the 7-skill level. All of these members are AD, averaging over 5 years in the career field and almost 6 years in the service. The predominant paygrade of this large cluster is E-2 with 55 percent of these members are in their first enlistment.

There are two distinct jobs within this cluster that are separated by the type and frequency of the tasks performed. The **Global HF Systems Operator Job** is defined by the high percent of their time spent performing radio procedures within the cluster. They spend a modest 36 percent of their time performing the Radio Operational Procedures tasks of Duty D. These members average nearly 6 years in the service, with predominant paygrades of E-4 and E-5. Additionally, 30 percent of these job incumbents are assigned to PACAF, with 25 percent in AMC. This job group averages a high 100 tasks performed.

The **SITFAA** (Information Telecommunication Systems of the American Air Forces) **Radio Operator Job** is comprised of members performing an average of 65 tasks. They spend 46 percent of their time performing the Radio Operational Procedures tasks of Duty D, which is the defining duty area of the entire cluster. The predominant paygrades of this job are E-2 and E-3 with an average 1 year in the career field and a little over 1 year in the service.

II. RADIO SET-UP CLUSTER (ST044). The 108 airmen forming this job (19 percent of the survey sample) perform a very high average 164 tasks and are distinguished by the 24 percent of their time spent Setting Up Radio Equipment tasks of Duty A (Table 3). Although some of these members still perform a low percentage of the technical tasks of Duties D, N and K, the group as a whole is heavily weighted in the radio set-up tasks of the career ladder. Typical of the tasks performed include:

- Load or unload radio equipment
- Perform radio checks

- Connect or disconnect antennas to radio equipment
- Key or zeroize secure cryptographic systems
- Perform operational checks of radio systems
- Orient high frequency tactical antennas
- Authenticate stations using challenge and reply systems
- Use COMSEC materials
- Set up antenna masts
- Maintain accountability for comm security materials
- Set up HF dipole antennas

The predominant paygrade of this job is E-5 (Table 4). Forty percent of these airmen are AD, averaging 9 ½ years in the career field and 10 years in the service. Fifty-six percent report holding the 5-skill level and 34 percent the 7-skill level. Furthermore, 22 percent of these members are assigned to units overseas.

Within the Cluster there are two distinct jobs within the Radio Set-Up Cluster worth noting. The **Special Operations Set-Up Job** is distinguished not only by the amount of time spent performing the Radio Set-Up tasks of Duty A, but the 26 percent of their time performing Radio Operational Procedures tasks of Duty D. Fifty percent of these members reported being assigned to AFSOC. These job incumbents average almost 3 ½ years in the service with predominant paygrade of E-2.

The **Radio Set-Up Job** is dedicated to those members setting up radio equipment. Twenty four percent of their time is devoted to the support tasks of Duty A. The predominant paygrades of this job are E-5 and E-6, with 63 percent reported being in the Reserves. These members perform a very high 171 tasks, which is typical when Reserves comprise the majority.

III. MANAGEMENT/SUPERVISOR CLUSTER (ST038). The 79 airmen forming this job (14 percent of the survey sample) are distinguished by the 32 percent of their time spent performing the Management and Supervisory tasks of Duty L. They average 118 tasks performed, indicating their broad range of instructional duties. Representative tasks performed by these incumbents include:

- Counsel subordinates concerning personal matters
- Conduct supervisory orientations of newly assigned personnel
- Conduct supervisory performance feedback sessions
- Brief personnel concerning training programs or matters
- Destroy classified or COMSEC materials or documents
- Initiate electronic mail
- Maintain inventories for COMSEC materials
- Maintain accountability records for class/COMSEC materials/documents

- Establish performance standards for subordinates
- Develop or establish work methods or procedures
- Change safe or lock combinations

Ninety one percent of these members are AD, averaging 13 years in the career field and almost 15 years in the service. The predominant paygrade is E-5 with 81 percent reporting they supervise others. Thirty nine percent hold the 5-skill level, and 56 percent the 7-skill level (Table 4).

Within this particular Cluster there are three distinct jobs that are separated by the tasks performed. The **Security Management Job** is distinguished by the amount of time spent, 51 percent, performing the tasks of Duty L and N. Sixty seven percent of these members hold the 7-skill level. These job incumbents average 12 ½ years in the career field and over 15 years in the service.

The **MILSTAR Supervisor Job** is comprised of members performing an average of 140 tasks. They spend 28 percent of their time performing management and supervisory tasks of Duty L as well as spending additional 18 percent on General Admin and TO orders. The predominant paygrades of this job are E-5 and E-6 with an average of almost 13 year in the career field and a little over 14 years in the service. Ninety five percent of the members in this job are AD with 36 percent reported being assigned to ACC.

The 7 members of the last job identified, **Global HF Supervisor**, are distinguished by spending 72 percent of their time managing and supervising others. Furthermore, 57 percent reported Global HF systems as their primary work area. Seventy one percent of these members have the 7-skill level with a predominant grade of E-7. They perform a very low average of 54 tasks, which indicates their specialty as HF Supervisors.

IV. COMBAT CREW COMMUNICATIONS JOB (ST085). Comprising 12 percent of the survey sample, these 68 airmen report 51 percent of their time performing the Combat Crew Communications Activities tasks of Duty F and 21 percent performing the General Admin and TO System Activities of Duty N (Table 3). The members of this job perform an average of only 53 tasks, indicating their limited exposure to the many tasks performed by the core of the career ladder. Representative of these limited tasks are:

- Inventory or destroy COMSEC materials
- Issue communications kits
- Retrieve communication kits
- Pack combat crew communications materials
- Sign out or issue classified information for special missions
- File communications kit materials

- Break down communication kits
- Review flying schedules
- Unpack CCC materials after exercises
- Issue FLIPS
- Retrieve FLIPS

Twenty-five percent of these job incumbents hold the 3-skill level, with 66 percent holding the 5-skill level (Table 4). Eighty-four percent of these members are AD with an average of a little over 2 years in the job and over 6 years in the service. The predominant paygrade is E-5, with 49 percent in their first enlistment.

V. MILSTAR TERMINAL OPERATOR JOB (ST087). The 33 members of this job (7 percent of the survey sample) are distinguished by the 30 percent of their time performing MILSTAR Satellite Communication tasks of Duty H (Table 3). In addition, 41 percent of their time is divided among the tasks of Duties N, G and D. They perform an average of only 65 tasks which indicates a very specialized job. Representative tasks include:

- Log on or off MILSTAR networks or satellites
- Perform point-to-point call procedures
- Perform EHF network procedures
- Set up or tear down MILSTAR calls
- Perform message processing procedures
- Set up or tear down MILSTAR networks
- Perform emergency shutdown or reset procedures
- Identify MILSTAR false alarms and advisories
- Perform terminal initialization procedures
- Establish or modify EHF acquisitions or logon parameters
- Key or zeroize secure cryptographic systems

Sixty-seven percent of the members of this job hold the 5-skill level. The predominant paygrade of these members is E-5. All these members are AD with an average of 7 years in the career field and nearly 8 years in the service (Table 4).

VI. OPERATIONS CENTER CLUSTER (ST048). The 29 airmen forming this job (5 percent of the survey sample) are defined by the Technical Order tasks performed within Duty N, Performing General Admin and TO System Activities (Table 3). They also spend an additional 22 percent of their time performing Radio Operational Procedure tasks of Duty D. Representative tasks include:

- Destroy classified or COMSEC materials or documents
- Maintain accountability for COMSEC materials
- Key or zeroize secure cryptographic systems
- Maintain master station logs
- Maintain inventories for COMSEC materials
- Use COMSEC materials
- Perform radio checks
- Make entries on Air Force COMSEC forms
- Maintain two-person integrity of top secret materials
- Maintain security or COMSEC forms for safes, containers, or rooms

Twenty-one percent of these members hold a 3-skill level and 55 percent the 5-skill level. The average time in the career ladder for these AD airmen is over 9 years, with 10 ½ years in service. The predominant paygrade of this job is E-5. Furthermore, 31 percent of these members report they are assigned to AMC.

Within the Cluster there are two distinct jobs that broke out according to the tasks performed. The first job, **Command Control Job**, is distinguished by the amount of time spent performing the General Admin and TO System tasks of Duty N (37 percent). All of these 6 members reported being assigned to AMC. These job incumbents average almost 14 years in the service with predominant paygrades of E-5.

The second job identified, **Operations Center Technician**, also spend the majority of their time performing General Admin and TO Systems tasks of Duty N (27 percent) but also spend more of their time supervising others. While only 17 percent of members in the Command Control Job supervise others, 67 percent of the Ops Center Technicians reported supervising others. These 15 members perform an average of 78 tasks with over 9 years in the job and almost 11 years in the service.

VII. MYSTIC STAR OPERATOR JOB (ST063). The 19 airmen performing this job (3 percent of the survey sample) are defined by the 44 percent of their time performing the technical tasks of Duty D and B. They spend 24 percent of their time performing the Radio Operational Procedures tasks of Duty D, and spend an additional 20 percent of their time Adjusting and Configuring Radio Equipment tasks of Duty B (Table 3). The average number of tasks performed by this group is 56, some of which include:

- Perform radio checks
- Configure consoles for clear voice operations
- Determine operating frequencies
- Tune receivers to obtain readable signals
- Rotate antennas using radio dial codes

- Configure consoles or terminals for phone patch operations
- Identify console malfunctions
- Inventory or destroy COMSEC materials
- Use COMSEC materials
- Configure equipment for duplex operations
- Place calls

All of these airmen are AD with a predominant paygrade of E-3. Thirty-seven percent hold the 3-skill level and 58 percent hold the 5-skill level. These members average 4 ½ years in the career field and almost 5 years in the service.

Comparison to Previous Study

Table 5 lists the jobs identified in this report and compares them to the jobs of the 1993 report. Nine of the 12 jobs identified in the current report matched similar jobs in the previous report. The only exceptions were the Mystic Star Operators, Operations Center Technician and the SITFAA Radio Operators. These differences affect a very small percentage of the survey respondents and therefore have little effect on the career ladder structure.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Global HF Systems Cluster (ST054) (N=173)	Radio Set-up Cluster (ST044) (N=108)	Manager/ Supervisor Cluster (ST038) (N=79)	Combat Crew Comm Job (ST085) (N=68)	MILSTAR Job (ST087) (N=33)	Operations Center Cluster (ST048) (N=29)	Mystic Star Job (ST063) (N=19)
A SETTING UP RADIO EQUIPMENT	10	25	3	4	5	7	17
B ADJUSTING AND CONFIGURING RADIO EQUIPMENT	7	5	2	*	6	4	20
C MAINTAINING RADIO EQUIPMENT	4	6	2	1	2	3	4
D PERFORMING RADIO OPERATIONAL PROCEDURES	36	19	6	4	12	22	24
E TROUBLESHOOTING RADIO EQUIPMENT	6	4	3	*	6	6	7
F PERFORMING COMBAT CREW COMMUNICATIONS ACTIVITIES	1	2	5	53	2	5	2
G PERFORMING SATELLITE COMMUNICATIONS (SATCOM) ACTIVITIES	1	1	2	1	12	3	3
H PERFORMING MILSTAR SATELLITE COMMUNICATIONS ACTIVITIES	1	1	4	1	31	0	0
I OPERATING TELEPHONE SWITCHBOARDS	5	1	0	*	2	8	5
J PERFORMING SUPPORT ACTIVITIES	0	4	1	1	*	*	0
K PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	0	9	2	3	1	0	0
L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	8	32	5	2	7	4
M PERFORMING TRAINING ACTIVITIES	4	4	16	4	3	4	3
N PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	18	9	19	21	17	29	11
O PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	2	3	2	1	2	0

* less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Global HF Systems Cluster (ST054)	Radio Set-up Cluster (ST044)	Manager/ Supervisor Cluster (ST038)	Combat Crew Comm Job (ST085)	MILSTAR Job (ST087)	Operations Center Cluster (ST048)	Mystic Star Job (ST063)
NUMBER IN GROUP	173	108	79	68	33	29	19
PERCENT OF SAMPLE	30%	19%	14%	12%	6%	5%	3%
PERCENT IN CONUS	45%	78%	70%	91%	94%	69%	89%
DAFSC DISTRIBUTION:							
3C131	9%	1%	25%	15%	21%	47%	37%
3C151	56%	39%	66%	68%	55%	49%	58%
3C171	34%	56%	7%	18%	24%	4%	5%
3C191	1%	4%	1%	0	0	0	0
COMPONENT STATUS:							
ACTIVE DUTY	100%	40%	91%	84%	100%	100%	100%
RESERVE	0	60%	9%	16%	0	0	0%
PREDOMINANT GRADE(S)							
	E-2-E-5	E-5	E-6	E-5	E-5	E-5	E-2-E-4
AVERAGE MONTHS IN CAREER FIELD *	64	114	156	71	86	113	54
AVERAGE MONTHS IN SERVICE *	70	120	178	75	94	129	59
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	55%	30%	0%	49%	42%	20%	63%
PERCENT SUPERVISING	31%	52%	81%	32%	12%	52%	26%
AVERAGE NUMBER OF TASKS PERFORMED	98	164	118	53	65	65	56

*Active Duty Only

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1996 SURVEYS

CURRENT SURVEY (N=580)	1996 SURVEY (N=917)
I. Global HF Cluster	
a. Global HF Radio Operator	Global HF Systems Radio Operator
b. SITFAA Radio Operator	<i>No Similar Job Identified</i>
II. Radio Set-Up Cluster	
a. Special Operations Set-up	Special Operations Squadron Radio Operator
b. Radio Set-up	Mobility/Tactical Radio Operator
III. Management/Supervisor Cluster	
a. Security Management	Security Management
b. MILSTAR Supervisor	Supervisor
c. Global HF Supervisor	Supervisor
IV. Combat Crew Communications Job	Combat Crew Communications Radio Operator
V. MILSTAR Terminal Operator Job	MILSTAR Terminal Operator
VI. Operations Center Cluster	
a. Command Control	Command, Control, Communications Radio Operator
b. Operations Center Technician	<i>No Similar Job Identified</i>
VII. Mystic Star Operator Job	<i>No Similar Job Identified</i>

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.

The distribution of skill-level groups across the career ladder jobs and clusters is displayed in Tables 6-9, while Tables 10-13 offer another perspective by displaying the relative percent time spent on each duty across skill-level groups. These tables reflect the distribution of AD and AFRC personnel. A somewhat atypical pattern of progression is noted within the AFSC 3C1X1 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up to the 7-skill level they begin to perform supervisory tasks, but still spend most of their time performing the technical tasks of the career ladder. At the 9-skill level, individuals have moved further away from the technical tasks and are performing more supervisory and management functions

Skill-Level Descriptions

DAFSC 3C131 Representing 26 percent of the survey sample, these 148 AD airmen perform an average of 71 tasks. Fifty-five percent of this group works in the Global HF Cluster (Table 6), with 12 percent performing in the Combat Crew Communications Job and 7 percent in the Radio Set-Up Cluster.

Table 10 reflects the percent time spent on duties by DAFSC 3C131 personnel. At the 3-skill level, 60 percent of their time is distributed among the technical tasks of duties A, D, and N. Representative tasks performed by these members are listed in Table 14.

DAFSC 3C151 The 302 members of this group account for 52 percent of the survey sample and represent the core of the career ladder. Twenty-eight percent work in Global HF Cluster (Table 7). This table also reflects the differences in the job distribution of AD and AFRC forces. The AD employs only 9 percent of their 5-skill level personnel in the Radio Set-Up Cluster while the AFRC employs 67 percent of their personnel in the Cluster.

Table 11 provides a comparison of the relative time spent on duties for the AD and AFRC forces at the 5-skill level. This table reflects the AFRC devotes more time to general Radio Set-Up and mobile operations tasks compared to their AD counterparts who spend more time than the AFRC forces performing management, supervisory, and training activities.

Tables 15-17 list representative tasks performed by these DAFSC 3C151 personnel. Table 18 reflects those tasks which best differentiate the AD 3-skill levels from the 5-skill levels. This

table shows the 3-skill levels perform all the tasks the 5-skill levels perform, while the 5-skill levels perform additional tasks not performed at the 3-skill level. Table 19 shows the tasks with the most differences between AD 5-skill levels and their AFRC 5-skill level counterparts. This table clearly shows more AD forces performing more training/management tasks than the AFRC forces and the AFRC members performing more mobility tasks than the AD.

DAFSC 3C171 These 123 members perform an average of 126 tasks and represent 21 percent of the survey sample. Table 8 shows the highest percentage of AD members are in the Management/Supervisor Cluster. It also reflects the AFRC focusing more on the technical Radio Set-Up Cluster and less in the Management and Training Jobs as their AD counterparts.

Table 12 reflects the percent time spent on duties by DAFSC 3C171 members. The main point of this table is the large amount of time spent by AD members again performing the management/supervisory task of Duties L-N. It also shows a substantial increase of AFRC members performing management and supervisory duties as well. The AFRC members spend more time than the AD members on the Radio Set-up tasks of Duty A.

Representative tasks performed by 7-skill level members are reflected in Tables 20-22. Table 23 reflects tasks which best differentiate between AD 5- and 7-skill levels. This table clearly shows the much higher devotion to management and supervisory tasks at the 7-skill level than the 5-skill level. Table 24 compares the AFRC 5- and 7-skill levels and shows the 7-skill levels performing training and supervisory tasks at a much higher percentage than the 5-skill levels.

Table 25 reflects the tasks which best differentiate between AD and AFRC 7-skill levels. The AD forces are more devoted to management and supervisory tasks while the AFRC performs more mobility/radio set-up tasks at the 7-skill level.

DAFSC 3C191 The 7 members of this group account for 1 percent of the sample and perform an average of 95 tasks. Forty-three percent work in the Management/Supervisor Cluster and 14 percent in the Radio Set-up Cluster as well as the Combat Crew Communications Job (Table 9). The differences in how the AD and AFRC employ their 7-skill level members can be seen in this table with the AFRC having a higher percentage of personnel in the Management/Supervisor Cluster.

Table 13 reflects the percent time spent on duties for the AD and AFRC 9-skill level members. The AD and AFRC 9-skill level members perform a very high percentage of their time performing general management, supervisory and training tasks compared to other skill levels. When comparing the AD to the AFRC, the AD spends more time performing management and supervisory duties and the AFRC spends more time performing combat crew communication duties at the 9-skill level.

Tables 26-28 list representative tasks performed by DAFSC 3C191 personnel. Table 29 reflects those tasks which best differentiate between AD 7- and 9-skill level members. This table shows the 7-skill levels are more devoted to technical tasks of COMSEC versus the 9-skill levels who are more devoted to management and supervisory tasks. Table 30 reflects the comparison of the AFRC 7- and 9-skill levels. Similar to their AD counterparts, the AFRC 7-skill levels are more devoted to technical tasks and the 9-skill levels are more devoted to supervisory and management tasks.

Table 31 shows the tasks which best differentiate the AD and AFRC 9-skill level personnel. Like the 7-skill level comparison, the AD are more devoted to supervisory and management tasks while the AFRC are devoted to radio set-up tasks.

Summary

Progression in the Radio Communications Systems career ladder follows a regular pattern of highly technical job focus at the lower skill levels, with a broadening into supervision and management at the 7-skill level. An emphasis is clearly seen performing Radio Operational Procedures at the 3-skill level. While members of the 5-skill level still perform these radio tasks, their time is much more evenly divided amongst the other duty areas. Craftsmen at the 7-skill level begin to shift to supervisory jobs, although AFRC members are still spending more of their time performing the technical tasks of the career field. A clear shift is seen performing the management/supervisory tasks at the 9-skill level. The AFRC members at all skill levels spend a higher percentage of their time performing technical tasks versus supervisory tasks than their AD counterparts. It is also clear the AFRC devotes much more time at all skill levels to the radio set-up tasks than the AD forces.

TABLE 6

DISTRIBUTION OF 3-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>		ACTIVE 3C131 (N=148)
I.	GLOBAL HF CLUSTER	55
II.	RADIO SET-UP CLUSTER	7
III.	MANAGEMENT/SUPERVISOR CLUSTER	0
IV.	COMBAT CREW COMMUNICATIONS JOB	12
V.	MILSTAR TERMINAL OPERATOR JOB	3
VI.	OPERATIONS CENTER CLUSTER	4
VII.	MYSTIC STAR OPERATOR JOB	5
	NOT GROUPED	14

TABLE 7

DISTRIBUTION OF 5-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 3C151 (N=302)	ACTIVE 3C151 (N=245)	AFRC 3C151 (N=57)
I. GLOBAL HF CLUSTER	28	34	0
II. RADIO SET-UP CLUSTER	20	9	68
III. MANAGEMENT/SUPERVISOR CLUSTER	10	12	4
IV. COMBAT CREW COMMUNICATIONS JOB	15	15	14
V. MILSTAR TERMINAL OPERATOR JOB	7	9	0
VI. OPERATIONS CENTER CLUSTER	5	7	0
VII. MYSTIC STAR OPERATOR JOB	4	5	0
NOT GROUPED	11	9	14

TABLE 8

DISTRIBUTION OF 7-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL		ACTIVE		AFRC	
	3C171	(N=123)	3C171	(N=91)	3C171	(N=32)
I. GLOBAL HF CLUSTER	6		8		0	
II. RADIO SET-UP CLUSTER	30		12		81	
III. MANAGEMENT/SUPERVISOR CLUSTER	36		45		9	
IV. COMBAT CREW COMMUNICATIONS JOB	4		3		6	
V. MILSTAR TERMINAL OPERATOR JOB	5		7		0	
VI. OPERATIONS CENTER CLUSTER	6		8		0	
VII. MYSTIC STAR OPERATOR JOB	1		1		0	
NOT GROUPED	12		16		4	

TABLE 9

DISTRIBUTION OF 9-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 3C191 (N=7)		ACTIVE 3C191 (N=3)		AFRC 3C191 (N=4)	
I. GLOBAL HF CLUSTER	0		0		0	
II. RADIO SET-UP CLUSTER	14		0		25	
III. MANAGEMENT/SUPERVISOR CLUSTER	43		33		50	
IV. COMBAT CREW COMMUNICATIONS JOB	14		0		25	
V. MILSTAR TERMINAL OPERATOR JOB	0		0		0	
VI. OPERATIONS CENTER CLUSTER	0		0		0	
VII. MYSTIC STAR OPERATOR JOB	0		0		0	
NOT GROUPED	29		67		0	

TABLE 10

RELATIVE PERCENT TIME SPENT ON DUTIES BY 3-SKILL LEVEL DAFSC GROUPS

DUTIES	ACTIVE 3C131 (N=148)	
A	SETTING UP RADIO EQUIPMENT	12
B	ADJUSTING AND CONFIGURING RADIO EQUIPMENT	7
C	MAINTAINING RADIO EQUIPMENT	4
D	PERFORMING RADIO OPERATIONAL PROCEDURES	32
E	TROUBLESHOOTING RADIO EQUIPMENT	5
F	PERFORMING COMBAT CREW COMMUNICATIONS ACTIVITIES	7
G	PERFORMING SATELLITE COMMUNICATIONS (SATCOM) ACTIVITIES	2
H	PERFORMING MILSTAR SATELLITE COMMUNICATIONS ACTIVITIES	2
I	OPERATING TELEPHONE SWITCHBOARDS	7
J	PERFORMING SUPPORT ACTIVITIES	1
K	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2
M	PERFORMING TRAINING ACTIVITIES	1
N	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	16
O	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1

TABLE 11

RELATIVE PERCENT TIME SPENT ON DUTIES BY 5-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL 3C151 (N=302)		ACTIVE 3C151 (N=245)		AFRC 3C151 (N=57)	
A	SETTING UP RADIO EQUIPMENT	13	9	28		
B	ADJUSTING AND CONFIGURING RADIO EQUIPMENT	5	6	4		
C	MAINTAINING RADIO EQUIPMENT	4	3	6		
D	PERFORMING RADIO OPERATIONAL PROCEDURES	19	19	21		
E	TROUBLESHOOTING RADIO EQUIPMENT	4	5	3		
F	PERFORMING COMBAT CREW COMMUNICATIONS ACTIVITIES	10	10	9		
G	PERFORMING SATELLITE COMMUNICATIONS (SATCOM) ACTIVITIES	2	2	1		
H	PERFORMING MILSTAR SATELLITE COMMUNICATIONS ACTIVITIES	4	4	1		
I	OPERATING TELEPHONE SWITCHBOARDS	3	3	*		
J	PERFORMING SUPPORT ACTIVITIES	1	1	3		
K	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	3	2	7		
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	8	8	5		
M	PERFORMING TRAINING ACTIVITIES	6	7	2		
N	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	16	18	7		
O	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	2		

* less than 1 percent

TABLE 12

RELATIVE PERCENT TIME SPENT ON DUTIES BY 7-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL 3C171 (N=123)	ACTIVE 3C171 (N=91)	AFRC 3C171 (N=32)
A SETTING UP RADIO EQUIPMENT	8	4	18
B ADJUSTING AND CONFIGURING RADIO EQUIPMENT	3	2	4
C MAINTAINING RADIO EQUIPMENT	3	2	5
D PERFORMING RADIO OPERATIONAL PROCEDURES	10	9	14
E TROUBLESHOOTING RADIO EQUIPMENT	3	4	3
F PERFORMING COMBAT CREW COMMUNICATIONS ACTIVITIES	4	4	5
G PERFORMING SATELLITE COMMUNICATIONS (SATCOM) ACTIVITIES	2	2	1
H PERFORMING MILSTAR SATELLITE COMMUNICATIONS ACTIVITIES	3	2	1
I OPERATING TELEPHONE SWITCHBOARDS	2	2	1
J PERFORMING SUPPORT ACTIVITIES	2	1	4
K PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	4	4	12
L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	23	27	13
M PERFORMING TRAINING ACTIVITIES	11	12	7
N PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	19	22	10
O PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	3	2

TABLE 13

RELATIVE PERCENT TIME SPENT ON DUTIES BY 9-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL 3C191 (N=7)	ACTIVE 3C191 (N=3)	AFRC 3C191 (N=4)
A SETTING UP RADIO EQUIPMENT	6	4	7
B ADJUSTING AND CONFIGURING RADIO EQUIPMENT	1	2	2
C MAINTAINING RADIO EQUIPMENT	1	*	2
D PERFORMING RADIO OPERATIONAL PROCEDURES	4	2	6
E TROUBLESHOOTING RADIO EQUIPMENT	1	*	2
F PERFORMING COMBAT CREW COMMUNICATIONS ACTIVITIES	8	0	14
G PERFORMING SATELLITE COMMUNICATIONS (SATCOM) ACTIVITIES	1	0	1
H PERFORMING MILSTAR SATELLITE COMMUNICATIONS ACTIVITIES	1	*	1
I OPERATING TELEPHONE SWITCHBOARDS	*	1	0
J PERFORMING SUPPORT ACTIVITIES	1	1	1
K PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	9	8	9
L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	34	48	23
M PERFORMING TRAINING ACTIVITIES	9	4	12
N PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	20	22	18
O PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	7	2

* less than 1 percent

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 3C131 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=148)
D0194	Use COMSEC materials	80
D0167	Perform radio checks	76
A0011	Key or zeroize secure cryptographic systems	76
F0234	Inventory or destroy COMSEC materials	73
D0196	Use phonetic alphabet in data transmission	67
N0497	Destroy classified or COMSEC materials or documents	65
D0160	Maintain accountability for communications security (COMSEC) materials	64
D0139	Authenticate stations using challenge-and-reply systems	64
D0184	Receive, transmit, or relay emergency action messages (EAMs)	62
D0140	Broadcast radio transmissions	60
D0138	Authenticate message traffic using transmission authentication systems	59
I0314	Place calls	58
D0143	Conduct phone patches manually	58
D0179	Receive and relay aircraft emergencies	58
N0510	Maintain inventories for COMSEC materials	57
D0170	Perform time hacks	57
D0155	Identify incoming calls using call-sign lists	57
D0186	Receive, transmit, or relay foxtrot broadcasts	56
D0198	Use prowords in data transmission	53
D0197	Use prosigns in data transmission	53
D0183	Receive, transmit, or relay abbreviated plain dress messages	52
N0511	Maintain master station logs	51
D0168	Perform signal testing in radio communications	49
A0023	Rotate antennas using radio dial codes	48
E0204	Identify console malfunctions	48
D0148	Determine operating frequencies	47
D0175	Prepare messages using HF voice format	47
I0303	Accept and connect calls	45
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	45
A0073	Verify keying of cryptological equipment	45
C0130	Perform operational checks of radio systems	45
D0163	Perform conference call procedures	45
B0091	Configure consoles or terminals for phone patch operations	44
N0512	Maintain position logs	44
N0539	Set station clocks	43
E0221	Identify transmitter malfunctions	43
D0199	Use universal coordinated time (UCT) in data transmission	42
C0137	Use or maintain recording devices	41
N0517	Maintain two-person integrity (TPI) of top secret materials	41
N0525	Post call-sign lists	41
D0178	Prevent transmission of obscene or indecent language	40
D0169	Perform three-way call procedures	40
E0205	Identify cryptographic equipment malfunctions	40

* Average Number of Tasks Performed - 71

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY ALL 3C151 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=302)
A0011	Key or zeroize secure cryptographic systems	80
F0234	Inventory or destroy COMSEC materials	74
D0194	Use COMSEC materials	73
D0160	Maintain accountability for communications security (COMSEC) materials	71
N0497	Destroy classified or COMSEC materials or documents	71
D0167	Perform radio checks	67
A0073	Verify keying of cryptological equipment	62
N0510	Maintain inventories for COMSEC materials	59
N0511	Maintain master station logs	57
N0500	Establish or maintain accountability records for classified or COMSEC materials or documents	55
D0196	Use phonetic alphabet in data transmission	55
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	53
N0506	Initiate electronic mail (E-mail)	52
D0139	Authenticate stations using challenge-and-reply systems	52
N0519	Make entries on Air Force communications security (AFCOMSEC) forms	51
N0491	Change safe or lock combinations	51
D0138	Authenticate message traffic using transmission authentication systems	51
N0540	Store classified or COMSEC materials, other than at deployed locations	47
D0140	Broadcast radio transmissions	47
M0463	Conduct OJT	46
D0168	Perform signal testing in radio communications	46
C0117	Change computer diskettes or tapes	46
N0517	Maintain two-person integrity (TPI) of top secret materials	45
D0170	Perform time hacks	45
E0205	Identify cryptographic equipment malfunctions	45
N0541	Transport classified or COMSEC materials	44
N0505	Identify and report suspected security or COMSEC compromises	44
D0184	Receive, transmit, or relay emergency action messages (EAMs)	43
M0465	Counsel trainees on training progress	43
D0165	Perform hand printing techniques	43
C0130	Perform operational checks of radio systems	43
A0074	Verify or load equipment presets	43
E0218	Identify telephone malfunctions	43
D0198	Use prowords in data transmission	42
N0539	Set station clocks	42
A0020	Program equipment presets	42
D0179	Receive and relay aircraft emergencies	42
D0166	Perform microphone techniques in radio communications	41
D0197	Use prosigns in data transmission	41
D0155	Identify incoming calls using call-sign lists	41
N0501	Establish or maintain administrative files	39
D0199	Use universal coordinated time (UCT) in data transmission	39
D0178	Prevent transmission of obscene or indecent language	39

Average Number of Tasks Performed - 95

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 3C151 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=245)
A0011	Key or zeroize secure cryptographic systems	82
F0234	Inventory or destroy COMSEC materials	76
N0497	Destroy classified or COMSEC materials or documents	76
D0194	Use COMSEC materials	75
D0160	Maintain accountability for communications security (COMSEC) materials	72
N0510	Maintain inventories for COMSEC materials	67
D0167	Perform radio checks	65
A0073	Verify keying of cryptological equipment	62
N0511	Maintain master station logs	61
N0500	Establish or maintain accountability records for classified or COMSEC materials or documents	60
N0506	Initiate electronic mail (E-mail)	59
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	58
N0519	Make entries on Air Force communications security (AFCOMSEC) forms	58
N0491	Change safe or lock combinations	58
N0517	Maintain two-person integrity (TPI) of top secret materials	53
N0540	Store classified or COMSEC materials, other than at deployed locations	53
D0196	Use phonetic alphabet in data transmission	52
M0463	Conduct OJT	52
M0465	Counsel trainees on training progress	50
D0138	Authenticate message traffic using transmission authentication systems	49
E0218	Identify telephone malfunctions	49
N0505	Identify and report suspected security or COMSEC compromises	48
D0139	Authenticate stations using challenge-and-reply systems	48
D0179	Receive and relay aircraft emergencies	48
D0184	Receive, transmit, or relay emergency action messages (EAMs)	47
D0170	Perform time hacks	47
E0205	Identify cryptographic equipment malfunctions	47
C0117	Change computer diskettes or tapes	46
D0140	Broadcast radio transmissions	45
N0541	Transport classified or COMSEC materials	45
D0168	Perform signal testing in radio communications	44
N0539	Set station clocks	44
D0165	Perform hand printing techniques	43
M0484	Maintain training records or files	42
N0501	Establish or maintain administrative files	42
N0525	Post call-sign lists	42
N0512	Maintain position logs	42
L0393	Conduct supervisory performance feedback sessions	42
I0314	Place calls	41
M0459	Brief personnel concerning training programs or matters	41
A0074	Verify or load equipment presets	41
E0203	Identify computer equipment malfunctions	41

* Average Number of Tasks Performed - 94

TABLE 17

REPRESENTATIVE TASKS PERFORMED BY AFRC 3C151 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=57)
A0012	Load or unload radio equipment	82
A0002	Connect or disconnect antennas to radio equipment	81
A0038	Set up HF dipole antennas	79
D0167	Perform radio checks	75
A0032	Set up antenna masts	75
A0011	Key or zeroize secure cryptographic systems	75
A0001	Connect or disconnect antenna couplers	75
A0046	Set up HF whip antennas	74
A0040	Set up HF inverted V antennas	74
C0116	Adjust antenna guy lines or ropes	68
D0139	Authenticate stations using challenge-and-reply systems	68
D0196	Use phonetic alphabet in data transmission	67
D0197	Use prosigns in data transmission	67
A0006	Connect or disconnect cryptographic equipment	67
A0014	Orient high frequency (HF) tactical antennas	67
A0045	Set up HF sloping V antennas	67
D0194	Use COMSEC materials	65
D0160	Maintain accountability for communications security (COMSEC) materials	65
F0234	Inventory or destroy COMSEC materials	63
K0352	Don or doff chemical warfare personal protective clothing	63
D0141	Check stations into or out of net	63
A0021	Reconfigure antennas	63
D0198	Use prowords in data transmission	61
A0039	Set up HF inverted L antennas	61
A0073	Verify keying of cryptological equipment	60
A0041	Set up HF long wire antennas, other than sloping long wire	60
A0005	Connect or disconnect computer equipment	58
K0377	Prepare equipment for deployments	58
C0130	Perform operational checks of radio systems	58
D0168	Perform signal testing in radio communications	56
D0138	Authenticate message traffic using transmission authentication systems	56
C0126	Inspect communications equipment cables or cable connections	56
A0058	Set up radio equipment for remote operations	56
A0007	Cut length of antennas	56
D0140	Broadcast radio transmissions	54
A0010	Install grounding systems	54
A0008	Establish areas controlled for security or safety	54
A0071	Tune transceivers to obtain readable signals	54
A0067	Site radio equipment	54
A0066	Site radio antennas	54
A0003	Connect or disconnect auxiliary mobile field generators	54
A0059	Set up radio equipment shelters	54
J0330	Prepare packing lists for mobile radio and antenna equipment	54
B0081	Change transceiver frequencies manually	53

* Average Number of Tasks Performed - 98

TABLE 18

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 3C131 AND 3C151 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE			DIFF
	DAFSC 3C131 (N=148)	DAFSC 3C151 (N=245)		
D0186 Receive, transmit, or relay foxtroat broadcasts	56.08	34.29		21.80
D0143 Conduct phone patches manually	58.11	38.37		19.74
A0023 Rotate antennas using radio dial codes	47.97	28.57		19.40
M0465 Counsel trainees on training progress	6.76	49.80		-43.04
L0393 Conduct supervisory performance feedback sessions	4.73	41.63		-36.90
L0395 Counsel subordinates concerning personal matters	2.70	39.59		-36.89
M0459 Brief personnel concerning training programs or matters	6.76	41.22		-34.47
M0480 Evaluate progress of trainees	4.73	38.78		-34.05
M0463 Conduct OJT	20.27	52.24		-31.97
L0456 Write or indorse military performance reports	.00	31.02		-31.02
M0484 Maintain training records or files	11.49	42.04		-30.55
M0479 Evaluate personnel for training needs	4.05	34.29		-30.23
M0457 Administer or score tests	3.38	33.06		-29.68
L0392 Conduct supervisory orientations of newly assigned personnel	6.76	35.51		-28.75
N0491 Change safe or lock combinations	31.76	57.96		-26.20
N0541 Transport classified or COMSEC materials	19.59	45.31		-25.71
L0452 Write recommendations for awards or decorations	3.38	28.98		-25.60
L0414 Establish performance standards for subordinates	1.35	26.53		-25.18
L0405 Develop or establish work schedules	4.73	28.98		-24.25
N0505 Identify and report suspected security or COMSEC compromises	23.65	47.76		-24.11
M0489 Select or schedule personnel for training	4.73	28.57		-23.84
N0500 Establish or maintain accountability records for classified or COMSEC materials or documents	35.81	59.59		-23.78
M0488 Schedule training, such as OJT, proficiency training, field training, or orientation training	6.08	29.39		-23.31
L0437 Inspect personnel for compliance with military standards	2.03	25.31		-23.28
N0501 Establish or maintain administrative files	18.92	41.63		-22.71

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY AND AFRC DAFSC 3C151 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE (N=245)			AFRC (N=57)			DIFF
	DAFSC 3C151	DAFSC	DAFSC	DAFSC 3C151	DAFSC	DAFSC	
N0517	53.06	10.53	42.53				
N0510	66.53	26.32	40.21				
N0506	59.18	21.05	38.13				
N0491	57.96	21.05	36.91				
E0204	40.00	3.51	36.49				
I0314	41.22	5.26	35.96				
N0519	57.55	22.81	34.74				
M0465	49.80	15.79	34.01				
D0179	47.76	15.79	31.97				
N0549	31.84	.00	31.84				
N0518	36.73	5.26	31.47				
M0463	52.24	21.05	31.19				
A0038	7.76	78.95	-71.19				
A0040	6.12	73.68	-67.56				
A0032	10.61	75.44	-64.83				
A0046	8.98	73.68	-64.70				
A0001	11.43	75.44	-64.01				
A0045	5.31	66.67	-61.36				
A0002	20.41	80.70	-60.29				
A0012	23.27	82.46	-59.19				
C0116	9.39	68.42	-59.03				
A0039	5.31	61.40	-56.10				
A0041	5.71	59.65	-53.93				
A0007	4.49	56.14	-51.65				

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY ALL 3C171 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=123)
N0497	Destroy classified or COMSEC materials or documents	73
N0506	Initiate electronic mail (E-mail)	71
L0395	Counsel subordinates concerning personal matters	67
D0160	Maintain accountability for communications security (COMSEC) materials	67
A0011	Key or zeroize secure cryptographic systems	67
L0456	Write or indorse military performance reports	66
L0393	Conduct supervisory performance feedback sessions	65
N0500	Establish or maintain accountability records for classified or COMSEC materials or documents	64
D0194	Use COMSEC materials	63
N0510	Maintain inventories for COMSEC materials	63
M0480	Evaluate progress of trainees	63
N0491	Change safe or lock combinations	63
M0463	Conduct OJT	62
M0484	Maintain training records or files	62
L0426	Evaluate personnel for promotion, demotion, reclassification, or special awards	62
L0452	Write recommendations for awards or decorations	61
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	61
M0465	Counsel trainees on training progress	61
L0392	Conduct supervisory orientations of newly assigned personnel	61
F0234	Inventory or destroy COMSEC materials	60
N0501	Establish or maintain administrative files	60
M0459	Brief personnel concerning training programs or matters	60
N0519	Make entries on Air Force communications security (AFCOMSEC) forms	60
N0540	Store classified or COMSEC materials, other than at deployed locations	59
L0414	Establish performance standards for subordinates	59
L0398	Determine or establish work assignments or priorities	59
L0388	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	58
L0405	Develop or establish work schedules	58
M0479	Evaluate personnel for training needs	57
L0390	Conduct self-inspections or self-assessments	56
A0073	Verify keying of cryptological equipment	56
L0437	Inspect personnel for compliance with military standards	54
M0488	Schedule training, such as OJT, proficiency training, field training, or orientation training	54
N0541	Transport classified or COMSEC materials	54
N0505	Identify and report suspected security or COMSEC compromises	53
N0511	Maintain master station logs	52
L0425	Evaluate personnel for compliance with performance standards	51
L0404	Develop or establish work methods or procedures	51
C0117	Change computer diskettes or tapes	50
L0429	Evaluate work schedules	50
M0489	Select or schedule personnel for training	50

* Average Number of Tasks Performed - 126

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 3C171 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=91)
N0506	Initiate electronic mail (E-mail)	77
N0497	Destroy classified or COMSEC materials or documents	73
L0395	Counsel subordinates concerning personal matters	69
L0452	Write recommendations for awards or decorations	69
L0456	Write or indorse military performance reports	69
N0491	Change safe or lock combinations	69
L0414	Establish performance standards for subordinates	66
L0393	Conduct supervisory performance feedback sessions	66
L0426	Evaluate personnel for promotion, demotion, reclassification, or special awards	66
N0500	Establish or maintain accountability records for classified or COMSEC materials or documents	65
N0510	Maintain inventories for COMSEC materials	65
M0459	Brief personnel concerning training programs or matters	63
N0540	Store classified or COMSEC materials, other than at deployed locations	62
N0519	Make entries on Air Force communications security (AFCOMSEC) forms	62
A0011	Key or zeroize secure cryptographic systems	62
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	60
M0465	Counsel trainees on training progress	60
M0480	Evaluate progress of trainees	60
L0392	Conduct supervisory orientations of newly assigned personnel	60
D0160	Maintain accountability for communications security (COMSEC) materials	59
N0501	Establish or maintain administrative files	59
L0388	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	58
M0463	Conduct OJT	58
D0194	Use COMSEC materials	57
L0398	Determine or establish work assignments or priorities	57
L0405	Develop or establish work schedules	57
F0234	Inventory or destroy COMSEC materials	56
M0484	Maintain training records or files	56
L0449	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	56
M0479	Evaluate personnel for training needs	56
L0390	Conduct self-inspections or self-assessments	56
N0505	Identify and report suspected security or COMSEC	56
L0429	Evaluate work schedules	55
L0437	Inspect personnel for compliance with military standards	54
L0425	Evaluate personnel for compliance with performance standards	53
L0404	Develop or establish work methods or procedures	53
L0451	Write job or position descriptions	53
L0433	Initiate actions required due to substandard performance of personnel	53
M0458	Assign on-the-job training (OJT) trainers or supervisors	53
A0073	Verify keying of cryptological equipment	52
M0488	Schedule training, such as OJT, proficiency training, field training, or orientation training	51

* Average Number of Tasks Performed - 103

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY AFRC 3C171 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=32)
K0352	Don or doff chemical warfare personal protective clothing	97
A0012	Load or unload radio equipment	91
A0014	Orient high frequency (HF) tactical antennas	91
D0160	Maintain accountability for communications security (COMSEC) materials	88
K0377	Prepare equipment for deployments	88
A0002	Connect or disconnect antennas to radio equipment	88
D0167	Perform radio checks	84
A0032	Set up antenna masts	84
J0330	Prepare packing lists for mobile radio and antenna equipment	84
A0011	Key or zeroize secure cryptographic systems	84
A0001	Connect or disconnect antenna couplers	84
A0003	Connect or disconnect auxiliary mobile field generators	84
D0194	Use COMSEC materials	81
A0040	Set up HF inverted V antennas	81
J0331	Store classified materials at deployed locations	81
K0369	Perform chemical warfare agent decontamination procedures	81
C0116	Adjust antenna guy lines or ropes	81
A0021	Reconfigure antennas	81
A0038	Set up HF dipole antennas	81
K0383	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	81
C0136	Tighten communications equipment cable connectors	81
M0484	Maintain training records or files	78
A0067	Site radio equipment	78
A0046	Set up HF whip antennas	78
A0008	Establish areas controlled for security or safety	78
C0126	Inspect communications equipment cables or cable connections	78
N0497	Destroy classified or COMSEC materials or documents	75
A0066	Site radio antennas	75
D0196	Use phonetic alphabet in data transmission	75
D0166	Perform microphone techniques in radio communications	75
D0175	Prepare messages using HF voice format	75
C0130	Perform operational checks of radio systems	75
D0139	Authenticate stations using challenge-and-reply systems	75
K0379	Process classified materials or documents at deployed locations	75
E0201	Identify antenna system malfunctions	75
N0541	Transport classified or COMSEC materials	75
A0071	Tune transceivers to obtain readable signals	75
A0044	Set up HF sloping long wire antennas	75
A0006	Connect or disconnect cryptographic equipment	75
F0234	Inventory or destroy COMSEC materials	72
M0463	Conduct OJT	72
A0058	Set up radio equipment for remote operations	72
D0198	Use prowords in data transmission	72
D0197	Use prosigns in data transmission	72

* Average Number of Tasks Performed - 191

TABLE 23

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 3C151 AND 3C171 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE DAFSC 3C151 (N=245)	ACTIVE DAFSC 3C171 (N=91)	DIFF
D0167 Perform radio checks	65.31	38.46	26.84
D0170 Perform time hacks	46.94	20.88	26.06
D0179 Receive and relay aircraft emergencies	47.76	21.98	25.78
D0196 Use phonetic alphabet in data transmission	51.84	26.37	25.46
D0138 Authenticate message traffic using transmission authentication systems	49.39	25.27	24.11
A0020 Program equipment presets	41.22	18.68	22.54
D0186 Receive, transmit, or relay foxtroat broadcasts	34.29	12.09	22.20
D0184 Receive, transmit, or relay emergency action messages(EAMs)	47.35	25.27	22.07
D0140 Broadcast radio transmissions	45.31	24.18	21.13
D0178 Prevent transmission of obscene or indecent language	37.14	16.48	20.66
A0011 Key or zeroize secure cryptographic systems	81.63	61.54	20.09
F0234 Inventory or destroy COMSEC materials	75.92	56.04	19.87
instructions (OIs) or standard operating procedures(SOPs)			
L0388 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	16.33	58.24	-41.92
L0452 Write recommendations for awards or decorations	28.98	69.23	-40.25
L0414 Establish performance standards for subordinates	26.53	65.93	-39.40
L0456 Write or indorse military performance reports	31.02	69.23	-38.21
L0449 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	17.96	56.04	-38.08
L0451 Write job or position descriptions	14.69	52.75	-38.05
L0387 Assign sponsors for newly assigned personnel	15.92	49.45	-33.53
L0398 Determine or establish work assignments or priorities	24.08	57.14	-33.06
L0453 Write replies to inspection reports	10.20	41.76	-31.55
L0433 Initiate actions required due to substandard performance of personnel	21.22	52.75	-31.52
L0413 Establish organizational policies, such as operating	20.00	50.55	-30.55

TABLE 24

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSCs 3C151 AND 3C171 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC				DIFF
	DAFSC	3C151	DAFSC	3C171	
	(N=22)	(N=22)	(N=31)	(N=31)	
M0484 Maintain training records or files	19.30	78.12	-58.83		
L0392 Conduct supervisory orientations of newly assigned personnel	8.77	62.50	-53.73		
L0393 Conduct supervisory performance feedback sessions	10.53	62.50	-51.97		
K0341 Conduct mobility or deployment site surveys	14.04	65.62	-51.59		
M0480 Evaluate progress of trainees	17.54	68.75	-51.21		
M0463 Conduct OJT	21.05	71.88	-50.82		
M0488 Schedule training, such as OJT, proficiency training, field training, or orientation training	12.28	62.50	-50.22		
M0489 Select or schedule personnel for training	7.02	56.25	-49.23		
L0456 Write or indorse military performance reports	8.77	56.25	-47.48		
M0479 Evaluate personnel for training needs	12.28	59.38	-47.09		
M0465 Counsel trainees on training progress	15.79	62.50	-46.71		
L0398 Determine or establish work assignments or priorities	15.79	62.50	-46.71		
M0487 Procure training aids, space, or equipment	10.53	56.25	-45.72		
L0395 Counsel subordinates concerning personal matters	14.04	59.38	-45.34		
N0545 Write after-action reports	21.05	65.62	-44.57		
L0388 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	14.04	56.25	-42.21		
K0370 Perform cover and concealment techniques for work party security	21.05	62.50	-41.45		
L0426 Evaluate personnel for promotion, demotion, reclassification, or special awards	8.77	50.00	-41.23		
K0383 Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	40.35	81.25	-40.90		
L0437 Inspect personnel for compliance with military standards	12.28	53.12	-40.84		
K0379 Process classified materials or documents at deployed locations	35.09	75.00	-39.91		
N0535 Review propagation aids or charts	10.53	50.00	-39.47		
K0337 Brief deploying personnel	10.53	50.00	-39.47		
K0366 Pack or unpack camouflage netting	26.32	65.62	-39.31		

TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY AND AFRC DAFSC 3C171 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE DAFSC 3C171 (N=91)		AFRC DAFSC 3C171 (N=32)		DIFF
N0517	Maintain two-person integrity (TPI) of top secret materials	47.25	12.50	34.75	
L0452	Write recommendations for awards or decorations	69.23	37.50	31.73	
L0449	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	56.04	25.00	31.04	
L0414	Establish performance standards for subordinates	65.93	37.50	28.43	
N0491	Change safe or lock combinations	69.23	43.75	25.48	
L0451	Write job or position descriptions	52.75	28.12	24.62	
N0506	Initiate electronic mail (E-mail)	76.92	53.12	23.80	
L0408	Draft budget requirements	32.97	9.38	23.59	
L0429	Evaluate work schedules	54.95	34.38	20.57	
A0002	Connect or disconnect antennas to radio equipment	15.38	87.50	-72.12	
K0369	Perform chemical warfare agent decontamination procedures	8.79	81.25	-72.46	
K0377	Prepare equipment for deployments	14.29	87.50	-73.21	
C0116	Adjust antenna guy lines or ropes	7.69	81.25	-73.56	
A0040	Set up HF inverted V antennas	5.49	81.25	-75.76	
A0038	Set up HF dipole antennas	5.49	81.25	-75.76	
A0032	Set up antenna masts	7.69	84.38	-76.68	
J0330	Prepare packing lists for mobile radio and antenna equipment	7.69	84.38	-76.68	
A0001	Connect or disconnect antenna couplers	7.69	84.38	-76.68	
K0352	Don or doff chemical warfare personal protective clothing	19.78	96.88	-77.09	
A0014	Orient high frequency (HF) tactical antennas	13.19	90.62	-77.44	
A0003	Connect or disconnect auxiliary mobile field	4.40	84.38	-79.98	

TABLE 26

REPRESENTATIVE TASKS PERFORMED BY ALL 3C191 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=7)
N0506	Initiate electronic mail (E-mail) 71
N0497	Destroy classified or COMSEC materials or documents 71
L0395	Counsel subordinates concerning personal matters 71
L0398	Determine or establish work assignments or priorities 71
L0388	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops 71
L0392	Conduct supervisory orientations of newly assigned personnel 71
K0367	Participate in mobility exercise planning meetings 71
N0496	Coordinate obtaining TDY orders, passports, or visas with appropriate agencies 71
A0011	Key or zeroize secure cryptographic systems 71
N0491	Change safe or lock combinations 71
L0452	Write recommendations for awards or decorations 71
D0194	Use COMSEC materials 71
L0429	Evaluate work schedules 57
L0445	Plan personnel or equipment deployments 57
F0230	Conduct peacetime communications training 57
L0400	Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans 57
M0459	Brief personnel concerning training programs or matters 57
M0465	Counsel trainees on training progress 57
N0545	Write after-action reports 57
L0417	Evaluate communications operations 57
L0386	Assign personnel to work areas or duty positions, other than mobility or contingency positions 57
N0498	Draft requests for TDY orders, passports, or visas 57
L0393	Conduct supervisory performance feedback sessions 57
M0464	Conduct training conferences, briefings, or debriefings 57
A0005	Connect or disconnect computer equipment 57
L0427	Evaluate safety or security programs 57
A0008	Establish areas controlled for security or safety 57
D0160	Maintain accountability for communications security (COMSEC) materials 57
F0234	Inventory or destroy COMSEC materials 57
N0541	Transport classified or COMSEC materials 57
N0501	Establish or maintain administrative files 57
N0510	Maintain inventories for COMSEC materials 43
N0546	Write classified reports, messages, or documents 43
L0449	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes 43
L0397	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace 43
N0548	Write minutes of briefings, conferences, or meetings 43
M0463	Conduct OJT 43
L0441	Investigate accidents or incidents 43
L0425	Evaluate personnel for compliance with performance standards 43
K0337	Brief deploying personnel 43

* Average Number of Tasks Performed - 95

TABLE 27

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 3C191 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=3)
N0496	Coordinate obtaining TDY orders, passports, or visas with appropriate agencies	100
N0506	Initiate electronic mail (E-mail)	67
L0443	Plan communications support for exercises or special missions	67
L0445	Plan personnel or equipment deployments	67
L0398	Determine or establish work assignments or priorities	67
L0449	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	67
L0400	Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans	67
L0397	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	67
L0388	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	67
A0011	Key or zeroize secure cryptographic systems	67
N0498	Draft requests for TDY orders, passports, or visas	67
A0005	Connect or disconnect computer equipment	67
N0491	Change safe or lock combinations	67
L0452	Write recommendations for awards or decorations	67
L0395	Counsel subordinates concerning personal matters	67
L0392	Conduct supervisory orientations of newly assigned personnel	67
O0559	Maintain automated data processing equipment (ADPE) records	33
L0444	Plan equipment replacement programs	33
L0391	Conduct staff assistance visits, inspections, or audits	33
N0526	Prepare administrative or classified materials or documents for mailing, transporting, or issue	33
N0497	Destroy classified or COMSEC materials or documents	33
L0446	Review budget requirements	33
L0441	Investigate accidents or incidents	33
N0546	Write classified reports, messages, or documents	33

* Average Number of Tasks Performed - 40

TABLE 28

REPRESENTATIVE TASKS PERFORMED BY AFRC 3C191 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=4)	
F0230	Conduct peacetime communications training	100
N0497	Destroy classified or COMSEC materials or documents	100
K0367	Participate in mobility exercise planning meetings	100
D0160	Maintain accountability for communications security (COMSEC) materials	100
D0194	Use COMSEC materials	100
F0234	Inventory or destroy COMSEC materials	100
N0510	Maintain inventories for COMSEC materials	100
L0429	Evaluate work schedules	100
N0500	Establish or maintain accountability records for classified or COMSEC materials or documents	100
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	100
L0414	Establish performance standards for subordinates	100
N0505	Identify and report suspected security or COMSEC compromises	100
L0395	Counsel subordinates concerning personal matters	75
M0463	Conduct OJT	75
M0459	Brief personnel concerning training programs or matters	75
L0392	Conduct supervisory orientations of newly assigned personnel	75
L0425	Evaluate personnel for compliance with performance standards	75
N0543	Verify accuracy of access lists	75
A0008	Establish areas controlled for security or safety	75
N0545	Write after-action reports	75
H0302	Set up COMSEC equipment	75
L0417	Evaluate communications operations	75
M0465	Counsel trainees on training progress	75
L0388	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	75
L0439	Interpret COMSEC call-out messages	75
M0464	Conduct training conferences, briefings, or debriefings	75
N0501	Establish or maintain administrative files	75
M0488	Schedule training, such as OJT, proficiency training, field training, or orientation training	75
M0489	Select or schedule personnel for training	75
L0427	Evaluate safety or security programs	75
L0386	Assign personnel to work areas or duty positions, other than mobility or contingency positions	75
L0398	Determine or establish work assignments or priorities	75
N0541	Transport classified or COMSEC materials	75
L0393	Conduct supervisory performance feedback sessions	75
N0506	Initiate electronic mail (E-mail)	75
N0518	Maintain or update status indicators, such as boards, graphs, or charts	75
N0524	Post access lists	75
N0540	Store classified or COMSEC materials, other than at deployed locations	75
N0539	Set station clocks	75
K0354	Evaluate inputs to mobility exercise or deployment after-action reports	75

* Average Number of Tasks Performed - 136

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 3C171 AND 3C191 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE DAFSC 3C171 (N=91)		ACTIVE DAFSC 3C191 (N=3)		DIFF
L0414	Establish performance standards for subordinates	65.93	.00	65.93	
N0500	Establish or maintain accountability records for classified or COMSEC materials or documents	64.84	.00	64.84	
N0510	Maintain inventories for COMSEC materials	64.84	.00	64.84	
N0519	Make entries on Air Force communications security(AFCOMSEC) forms	61.54	.00	61.54	
N0540	Store classified or COMSEC materials, other than at deployed locations	61.54	.00	61.54	
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	60.44	.00	60.44	
M0480	Evaluate progress of trainees	60.44	.00	60.44	
D0160	Maintain accountability for communications security(COMSEC) materials	59.34	.00	59.34	
M0463	Conduct OJT	58.24	.00	58.24	
N0505	Identify and report suspected security or COMSEC compromises	56.04	.00	56.04	
M0479	Evaluate personnel for training needs	56.04	.00	56.04	
F0234	Inventory or destroy COMSEC materials	56.04	.00	56.04	
N0496	Coordinate obtaining TDY orders, passports, or visas with appropriate agencies	30.77	100.00	-69.23	
L0443	Plan communications support for exercises or special missions	17.58	66.67	-49.08	
L0445	Plan personnel or equipment deployments	21.98	66.67	-44.69	
N0498	Draft requests for TDY orders, passports, or visas	23.08	66.67	-43.59	
L0400	Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans	28.57	66.67	-38.10	
A0005	Connect or disconnect computer equipment	31.87	66.67	-34.80	
J0327	Prepare cargo manifests	.00	33.33	-33.33	
K0374	Perform predeployment reconnaissance surveys	.00	33.33	-33.33	
K0346	Determine cost factors for support agreements	2.20	33.33	-31.14	
L0397	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	36.26	66.67	-30.40	
I0309	Maintain master telephone information files for information services	3.30	33.33	-30.04	
A0004	Connect or disconnect commercial power supplies	3.30	33.33	-30.04	

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSCs 3C171 AND 3C191 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC				DIFF
	DAFSC	3C171	DAFSC	3C191	
	(N=32)	(N=32)	(N=4)	(N=4)	
K0369 Perform chemical warfare agent decontamination procedures	81.25	81.25	.00	.00	81.25
D0197 Use prosigns in data transmission	71.88	71.88	.00	.00	71.88
A0014 Orient high frequency (HF) tactical antennas	90.62	90.62	25.00	25.00	65.62
J0324 Perform cargo build-ups for airlift	65.62	65.62	.00	.00	65.62
K0366 Pack or unpack camouflage netting	65.62	65.62	.00	.00	65.62
K0368 Perform camouflage procedures	65.62	65.62	.00	.00	65.62
A0012 Load or unload radio equipment	90.62	90.62	25.00	25.00	65.62
A0002 Connect or disconnect antennas to radio equipment	87.50	87.50	25.00	25.00	62.50
K0370 Perform cover and concealment techniques for work party security	62.50	62.50	.00	.00	62.50
K0364 Maintain personal mobility bags	62.50	62.50	.00	.00	62.50
A0003 Connect or disconnect auxiliary mobile field generators	84.38	84.38	25.00	25.00	59.38
D0167 Perform radio checks	84.38	84.38	25.00	25.00	59.38
L0429 Evaluate work schedules	34.38	34.38	100.00	100.00	-65.62
L0414 Establish performance standards for subordinates	37.50	37.50	100.00	100.00	-62.50
N0505 Identify and report suspected security or COMSEC compromises	43.75	43.75	100.00	100.00	-56.25
L0439 Interpret COMSEC call-out messages	21.88	21.88	75.00	75.00	-53.12
N0536 Review publishing bulletins	21.88	21.88	75.00	75.00	-53.12
N0518 Maintain or update status indicators, such as boards, graphs, or charts	25.00	25.00	75.00	75.00	-50.00
F0230 Conduct peacetime communications training	50.00	50.00	100.00	100.00	-50.00
F0242 Review air tasking documents	6.25	6.25	50.00	50.00	-43.75
L0432 Implement status of resources and training system(SORTS) programs	6.25	6.25	50.00	50.00	-43.75
N0510 Maintain inventories for COMSEC materials	59.38	59.38	100.00	100.00	-40.62
F0229 Conduct EWO communications training	9.38	9.38	50.00	50.00	-40.62
K0367 Participate in mobility exercise planning meetings	59.38	59.38	100.00	100.00	-40.62

TABLE 31

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY AND AFRC DAFSC 3C191 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ACTIVE		AFRC		DIFF
		DAFSC	3C191	DAFSC	3C191	
		(N=3)	(N=4)			
L0443	Plan communications support for exercises or special missions	66.67	.00	66.67	.00	66.67
L0416	Establish or update access lists	66.67	.00	66.67	.00	66.67
N0496	Coordinate obtaining TDY orders, passports, or visas with appropriate agencies	100.00	50.00	100.00	50.00	50.00
L0449	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	66.67	25.00	66.67	25.00	41.67
L0397	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	66.67	25.00	66.67	25.00	41.67
L0394	Coordinate interservice agreements or memorandums of agreement (MOAs) with appropriate agencies	33.33	.00	33.33	.00	33.33
J0327	Prepare cargo manifests	33.33	.00	33.33	.00	33.33
K0346	Determine cost factors for support agreements	33.33	.00	33.33	.00	33.33
K0345	Coordinate specific source of personnel requirements with appropriate agencies	33.33	.00	33.33	.00	33.33
J0324	Perform cargo build-ups for airlift	33.33	.00	33.33	.00	33.33
N0547	Write letters of justification for supply-related matters	33.33	.00	33.33	.00	33.33
L0396	Determine security classifications of unit-generated documents	33.33	.00	33.33	.00	33.33
N0510	Maintain inventories for COMSEC materials	.00	100.00	.00	100.00	-100.00
L0414	Establish performance standards for subordinates	.00	100.00	.00	100.00	-100.00
D0160	Maintain accountability for communications security(COMSEC) materials	.00	100.00	.00	100.00	-100.00
F0234	Inventory or destroy COMSEC materials	.00	100.00	.00	100.00	-100.00
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	.00	100.00	.00	100.00	-100.00
N0500	Establish or maintain accountability records for classified or COMSEC materials or documents	.00	100.00	.00	100.00	-100.00
N0505	Identify and report suspected security or COMSEC compromises	.00	100.00	.00	100.00	-100.00
F0230	Conduct peacetime communications training	.00	100.00	.00	100.00	-100.00
N0539	Set station clocks	.00	75.00	.00	75.00	-75.00
M0489	Select or schedule personnel for training	.00	75.00	.00	75.00	-75.00
M0463	Conduct OJT	.00	75.00	.00	75.00	-75.00
L0425	Evaluate personnel for compliance with performance standards	.00	75.00	.00	75.00	-75.00

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, percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

First-Enlistment Personnel

In this study, there are 195 members in their first-enlistment (1-48 months TAFMS), representing 34 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder. Most of their duty time is spent on technical activities. Table 32 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel spend 67 percent of their time performing the technical tasks of Duties A, D, F, and N. First-enlistment personnel are primarily employed in the Global HF Cluster.

Table 33 lists representative tasks performed by first-enlistment personnel. The majority of tasks performed involve the tasks of Duty D.

Table 34 reflects the Communications Equipment used by active duty first-enlistment respondents, while Table 35 lists the Communication Modes used.

**DISTRIBUTION OF 3C1X1 FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 195)**

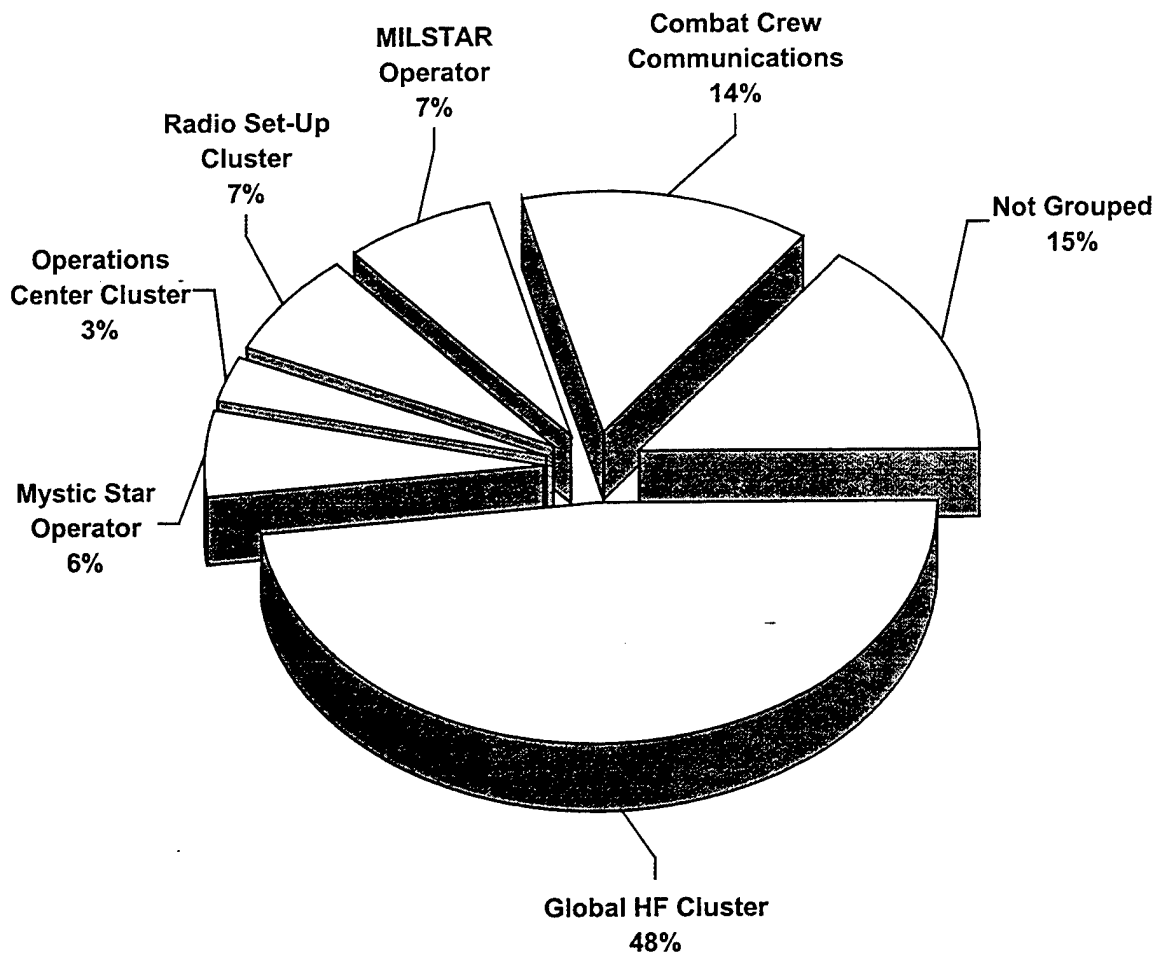


FIGURE 2

TABLE 32

RELATIVE PERCENT TIME SPENT ON DUTIES BY
FIRST-ENLISTMENT PERSONNEL
(N=195)

DUTIES	PERCENT TIME SPENT
A SETTING UP RADIO EQUIPMENT	12
B ADJUSTING AND CONFIGURING RADIO EQUIPMENT	7
C MAINTAINING RADIO EQUIPMENT	4
D PERFORMING RADIO OPERATIONAL PROCEDURES	29
E TROUBLESHOOTING RADIO EQUIPMENT	4
F PERFORMING COMBAT CREW COMMUNICATIONS ACTIVITIES	10
G PERFORMING SATELLITE COMMUNICATIONS (SATCOM) ACTIVITIES	3
H PERFORMING MILSTAR SATELLITE COMMUNICATIONS ACTIVITIES	3
I OPERATING TELEPHONE SWITCHBOARDS	6
J PERFORMING SUPPORT ACTIVITIES	1
K PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1
L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2
M PERFORMING TRAINING ACTIVITIES	1
N PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	16
O PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1

TABLE 33

REPRESENTATIVE TASKS PERFORMED BY AFSC 3C1X1
FIRST-ENLISTMENT PERSONNEL
(N=195)

TASKS		PERCENT MEMBERS PERFORMING
D0194	Use COMSEC materials	77
A0011	Key or zeroize secure cryptographic systems	77
F0234	Inventory or destroy COMSEC materials	74
D0167	Perform radio checks	72
N0497	Destroy classified or COMSEC materials or documents	66
D0196	Use phonetic alphabet in data transmission	64
D0160	Maintain accountability for COMSEC materials	62
D0139	Authenticate stations using challenge and reply systems	56
D0184	Receive, transmit, or relay emergency action messages	56
D0140	Broadcast radio transmissions	54
N0510	Maintain inventories for COMSEC materials	54
I0314	Place calls	53
D0143	Conduct phone patches manually	52
D0179	Receive and relay aircraft emergencies	52
D0138	Authenticate message traffic using transmission authentication systems	52
D0155	Identify incoming calls using call sign lists	51
N0511	Maintain master station logs	50
D0170	Perform time hacks	49
D0183	Receive, transmit, or relay abbreviated plain dress messages	48
D0186	Receive, transmit, or relay foxtrot broadcasts	48
D0198	Use prowords in data transmission	46
D0168	Perform signal testing in radio communications	46
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	46
A0073	Verify keying of cryptological equipment	46
N0517	Maintain two-person integrity of top secret materials	45
D0148	Determine operating frequencies	44
D0197	Use prosigns in data transmission	44
A0023	Rotate antennas using radio dial codes	44
I0303	Accept and connect calls	43
N0512	Maintain position logs	43
E0204	Identify console malfunctions	43
B0091	Configure consoles or terminals for phone patch operations	42
D0175	Prepare message using HF voice format	74

* Average Number of Tasks Performed -70

TABLE 34

COMMUNICATIONS EQUIPMENT USED BY ACTIVE DUTY
FIRST-ENLISTMENT AFSC 3C1X1 PERSONNEL

EQUIPMENT	1ST ENL (N=195)
Radio Equipment	73
Secured Telephones	73
Computer Equipment	68
Printer	68
Cryptographic equipment	63
Tape recorder	48
Message distribution terminal	38
Satellite communications equipment	28
Radio teletype equipment	25
Transmission security equipment	23
Facsimile	16
Global Positioning Satellite	12
LMR	10
Mobile antenna system	9
Remote monitoring system	8
Cellular Phones	7
LMR Repeater	7
Advanced data controller	2

TABLE 35

COMMUNICATIONS MODES USED BY ACTIVE DUTY
FIRST-ENLISTMENT AFSC 3C1X1 PERSONNEL

MODES	1ST ENL (N=195)
Upper sideband	57
Single sideband	36
Data transmission	26
Independent sideband	25
Frequency modulation	16
Amplitude modulation	10
Demand assigned multiple access	8
MILSTAR waveform	5
Have quick	4

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel training (see Table 36 for the top-rated tasks), along with a measure of the difficulty of the JI tasks (see high rated tasks presented in Table 37). 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 both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

Table 36 presents tasks with the highest TE ratings for AFSC 3C1X1 first-enlistment airmen, while Table 37 displays those tasks AFSC 3C1X1 raters judged to be most difficult to learn. For example, TE raters (refer to Table 36) reported that tasks such as the inventory and destruction of COMSEC materials procedures require a high degree of training emphasis and, from the data, most airmen in their first job and within their first enlistment are performing these tasks. Table 37 shows TD raters reported preparing planning communications support for exercises or special missions to be among the most difficult tasks to learn. However, due to the low numbers of individuals performing these types of tasks, they would be inappropriate for inclusion in a resident curriculum and are more appropriately taught as OJT items.

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

TABLE 36

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG	PERCENT MEMBERS PERFORMING			TASK
		EMP*	1ST	1ST	
			(N=157)	JOB	
			(N =195)	DIFF**	
F0234	Inventory or destroy COMSEC materials	7.39	74	74	5.38
D0160	Maintain accountability for communications security(COMSEC) materials	7.22	59	62	5.83
D0194	Use COMSEC materials	6.74	75	77	5.68
D0179	Receive and relay aircraft emergencies	6.61	51	52	5.40
D0152	Encode or decode messages manually	6.35	30	31	4.32
D0139	Authenticate stations using challenge-and-reply systems	6.26	56	56	4.16
D0138	Authenticate message traffic using transmission authentication systems	6.22	51	52	4.22
D0184	Receive, transmit, or relay emergency action messages (EAMs)	6.22	54	56	4.49
A0011	Key or zeroize secure cryptographic systems	6.09	76	77	3.39
N0519	Make entries on Air Force communications security(AFCOMSEC) forms	5.78	33	34	4.44
D0186	Receive, transmit, or relay foxtrot broadcasts	5.74	46	48	4.14
D0167	Perform radio checks	5.70	72	72	2.47
N0497	Destroy classified or COMSEC materials or documents	5.65	63	66	4.75
D0140	Broadcast radio transmissions	5.65	52	54	3.65
A0073	Verify keying of cryptological equipment	5.57	45	46	4.32
D0165	Perform hand printing techniques	5.17	30	30	2.09
D0155	Identify incoming calls using call-sign lists	5.17	52	51	3.61
D0166	Perform microphone techniques in radio communications	5.13	28	31	2.54
N0511	Maintain master station logs	5.13	46	50	4.49
N0517	Maintain two-person integrity (TPI) of top secret materials	5.04	41	45	5.24
D0175	Prepare messages using HF voice format	5.00	42	42	4.33
D0178	Prevent transmission of obscene or indecent language	4.96	34	35	3.23
N0541	Transport classified or COMSEC materials	4.96	20	19	5.35
A0071	Tune transceivers to obtain readable signals	4.96	23	22	4.07
N0510	Maintain inventories for COMSEC materials	4.91	53	54	5.08
N0512	Maintain position logs	4.87	42	43	4.40
D0151	Encode or decode messages automatically	4.87	17	18	3.90
D0168	Perform signal testing in radio communications	4.83	46	46	2.48

* Mean TE Rating is 1.69, and Standard Deviation is 1.52 (High TE = 3.21)

** Average TD Rating is 5.00

TABLE 37

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	TASK DIFF	1ST JOB (N=157)	PERCENT MEMBERS PERFORMING					TNG EMP
			1ST ENL (N=195)	3-SKL LVL (N=148)	5-SKL LVL (N=245)	7-SKL LVL (N=91)		
K0346	7.30	0	0	0	1	2	.00	
D0193	7.03	2	2	1	1	1	.57	
K0347	6.99	1	1	0	0	10	.26	
J0329	6.94	1	2	1	5	1	.83	
K0348	6.94	0	0	0	0	2	.00	
K0358	6.93	3	2	3	1	1	.00	
L0443	6.90	3	3	2	8	18	.00	
L0434	6.90	0	0	0	0	11	.00	
L0408	6.87	0	0	0	4	33	.22	
L0444	6.77	1	1	0	6	16	.00	
K0343	6.76	1	1	1	1	11	.00	
K0340	6.75	1	1	1	2	5	.00	
L0445	6.72	1	1	1	5	22	.00	
K0345	6.70	0	0	0	1	15	.00	
L0410	6.67	1	1	1	2	12	.00	
L0446	6.67	0	0	0	4	33	.00	
M0471	6.65	0	0	0	1	7	.00	
L0409	6.65	1	1	0	7	34	.00	
J0327	6.65	0	1	0	4	0	.70	
F0232	6.64	4	4	4	9	7	1.22	
L0455	6.64	0	0	0	0	2	.00	
K0344	6.61	0	1	1	5	15	.13	
K0341	6.61	1	1	1	4	4	.00	

* Mean TE Rating is 1.69, and Standard Deviation is 1.52 (High TE = 3.21)

** Average TD Rating is 5.00

Specialty Training Standard (STS)

A comprehensive review of STS 3C1X1, dated March 1996, compared STS items to survey data (based on the previously mentioned assistance from subject-matter experts 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 30 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 all of the essential elements. Some elements with no performance coding have high percentages of personnel performing matched tasks and should be reviewed by training personnel for possible inclusion in the basic course (Table 38).

Tasks not referenced to any element of the STS are listed at the end of the STS computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Those technical tasks 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 39. Training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the STS is justified.

TABLE 38

EXAMPLES OF TECHNICAL TASKS PERFORMED BY AFSC 3C1X1 GROUP MEMBERS
SUGGESTED FOR PROFICIENCY CODE REVIEW TO PERFORMANCE CODING
(PERCENT MEMBERS PERFORMING)

TASKS			TNG EMP	PERCENT MEMBERS PERFORMING			TASK DIFF	ATI
				3-SKL LVL (N=148)	5-SKL LVL (N=245)	7-SKL LVL (N=91)		
4.b.(6)(b)	SECURITY/DEVICES	A B						
D0138	Authenticate message traffic using transmission authentication systems		6.22	59	49	25	4.22	17
6.d.(2)(a)	TRAFFIC	a B						
D0179	Receive and relay aircraft emergencies		6.61	58	48	22	5.40	18
D0184	Receive, transmit, or relay EAMS		6.22	62	47	25	4.49	18
9.a.(1)(a)	GLOBAL HF SYSTEMS	A B						
D0160	Maintain accountability for COMSEC materials		7.22	64	72	59	5.83	18
N0510	Maintain inventories for COMSEC materials		4.91	57	67	65	5.08	18
N0511	Maintain master station logs		5.13	51	61	46	4.49	18

* Mean TE Rating is 1.68, and Standard Deviation is 1.52 (High TE = 3.20)

** Average TD Rating is 5.00

TABLE 39

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

TASKS	PERCENT MEMBERS PERFORMING						TASK DIFF	ATI
	TNG EMP	3-SKL (N=148)		5-SKL (N=245)		7-SKL (N=91)		
		LVL	LVL	LVL	LVL			
D0167	5.70	76		65	38	2.47	13	
E0209	1.70	20		32	22	4.57	7	
N0506	3.74	37		59	77	3.56	10	
N0549	1.30	31		32	22	5.20	14	

* Mean TE Rating is 1.68, and Standard Deviation is 1.52 (High TE = 3.20)

** Average TD Rating is 5.00

JOB SATISFACTION ANALYSIS

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 40 presents job satisfaction data for AFSC 3C1X1 TAFMS groups, together with TAFMS data for a comparative sample of Mission Support career ladders surveyed in 1998. All TAFMS groups rated perception of job interest, utilization of talents, utilization of training, and sense of accomplishment gained from work much lower than the comparative sample. These same groups have slightly higher reenlistment intentions for first- and second-enlistment personnel than the comparative sample. Reenlistment intentions of career ladder personnel increases with time in service for all TAFMS groups. A high 46 percent of the second enlistment personnel indicate they find their job dull.

An indication of how job satisfaction perceptions have changed over time is provided in Table 41, where again TAFMS data for the current survey respondents are presented, along with data from the last occupational survey report. Reviewing this table, current survey satisfaction ratings for job interest have dropped significantly since the previous survey for first- and second-enlistment airmen. The career group (97 + TAFMS) rated all areas slightly higher than the previous survey, with the exception of their reenlistment intentions which they rated lower. Reenlistment intentions for all TAFMS groups are much lower than the 1996 survey. Again, the most noticeable difference can be seen in the expressed job interest of first- and second-enlistment personnel.

In Table 42, a review of the job satisfaction ratings for the specialty jobs and clusters identified in this survey reveals very low satisfaction ratings for expressed job interest and sense of work accomplishment among the Global HF members. It is interesting to note the high ratings for utilization of talents and perceived utilization of training for the members of the Radio Set-Up Cluster.

TABLE 40

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 3C1X1 (N=195)	COMP SAMPLE* (N=249)	2000 3C1X1 (N=54)	COMP SAMPLE* (N=190)	2000 3C1X1 (N=238)	COMP SAMPLE* (N=383)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	32	77	26	80	58	81
SO-SO	29	13	28	10	21	12
DULL	39	10	46	10	21	7
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	49	85	48	82	68	83
LITTLE OR NOT AT ALL	51	15	52	18	32	17
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	75	88	76	85	68	81
LITTLE OR NOT AT ALL	25	12	24	15	32	19
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	38	74	41	72	63	73
NEUTRAL	36	10	11	11	12	9
DISSATISFIED	26	16	48	17	25	18
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	49	47	57	56	68	72
NO, OR PROBABLY NO	51	53	43	44	13	11
PLAN TO RETIRE	0	0	0	0	19	17

* Comparative sample of Mission Support career ladders surveyed in 1998 includes the 3N0X1, 3N0X2, and 3V0X2 AFSCs.

TABLE 41

COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 3C1X1 (N=195)	1996 3C1X1 (N=195)	2000 3C1X1 (N=54)	1996 3C1X1 (N=256)	2000 3C1X1 (N=238)	1996 3C1X1 (N=466)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	32	43	26	40	58	55
SO-SO	29	21	28	24	21	23
DULL	39	36	46	36	21	22
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	49	50	48	48	68	63
LITTLE OR NOT AT ALL	51	50	52	52	32	37
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	75	69	76	59	68	64
LITTLE OR NOT AT ALL	25	31	24	41	32	36
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	38	48	41	45	63	58
NEUTRAL	36	16	11	21	12	14
DISSATISFIED	26	36	48	34	25	28
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	49	59	57	72	68	73
NO, OR PROBABLY NO	51	41	43	28	13	9
PLAN TO RETIRE	0	0	0	0	19	18

TABLE 42

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

Global HF Cluster (ST054) (N=173)	Radio Set-Up Cluster (ST044) (N=108)	Management Supervisor Cluster (ST038) (N=79)	Combat Comm Job (ST085) (N=68)	MILSTAR Terminal Job (ST087) (N=33)	Operations Center Cluster (ST048) (N=29)	Mystic Star Job (ST063) (N=19)
30	72	75	43	52	48	42
35	15	12	23	18	11	11
35	13	13	34	30	41	47
51	81	76	46	70	52	58
49	19	24	54	30	48	42
82	79	65	51	64	62	84
18	21	35	49	36	38	16
39	75	73	56	61	52	32
30	11	7	18	18	17	31
31	14	20	26	21	31	37
56	72	66	56	61	79	32
39	19	9	40	27	14	63
5	9	25	4	12	7	5

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

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 some review to ensure appropriate proficiency coding. The career ladder progression is typical of other AFSCs due to the fact that AFRC members perform more mobility tasks throughout the skill levels. Job satisfaction is lower for first-enlistment personnel in all areas except for reenlistment intentions for first-enlistment and second-enlistment personnel. Additionally, this career ladder has very low expressed job interest among all members.

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APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED
BY SPECIALTY JOB GROUPS

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TABLE A1
GLOBAL HF CLUSTER (ST054)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
D0167	Perform radio checks	99
D0194	Use COMSEC materials	93
D0140	Broadcast radio transmissions	92
D0184	Receive, transmit, or relay emergency action messages (EAMs)	91
D0186	Receive, transmit, or relay foxtrot broadcasts	91
D0179	Receive and relay aircraft emergencies	91
D0139	Authenticate stations using challenge-and-reply systems	90
D0138	Authenticate message traffic using transmission authentication systems	88
D0170	Perform time hacks	87
A0011	Key or zeroize secure cryptographic systems	87
D0143	Conduct phone patches manually	83
D0196	Use phonetic alphabet in data transmission	81
D0160	Maintain accountability for communications security (COMSEC) materials	81
D0155	Identify incoming calls using call-sign lists	80
N0511	Maintain master station logs	79
N0497	Destroy classified or COMSEC materials or documents	79
F0234	Inventory or destroy COMSEC materials	77
D0183	Receive, transmit, or relay abbreviated plain dress messages	73
N0539	Set station clocks	73
N0512	Maintain position logs	72
B0091	Configure consoles or terminals for phone patch operations	71
N0525	Post call-sign lists	71
D0168	Perform signal testing in radio communications	71
D0175	Prepare messages using HF voice format	70
E0204	Identify console malfunctions	70
D0187	Receive, transmit, or relay MDT messages	69
N0510	Maintain inventories for COMSEC materials	68
C0137	Use or maintain recording devices	66
I0314	Place calls	65
N0544	Verify accuracy of call-sign lists	65
E0218	Identify telephone malfunctions	64
D0198	Use prowords in data transmission	63
D0197	Use prosigns in data transmission	62
C0130	Perform operational checks of radio systems	62
D0178	Prevent transmission of obscene or indecent language	62
D0163	Perform conference call procedures	62
E0216	Identify recording equipment malfunctions	62
A0023	Rotate antennas using radio dial codes	61
A0073	Verify keying of cryptological equipment	61
D0169	Perform three-way call procedures	61
D0172	Prepare messages using automated digital information network (AUTODIN) format	60
E0221	Identify transmitter malfunctions	59
E0212	Identify message distribution terminal (MDT) system malfunctions	59
D0144	Conduct phone patches using automatic techniques	58
D0166	Perform microphone techniques in radio communications	58

TABLE A2
RADIO SET-UP CLUSTER (ST044)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
A0012	Load or unload radio equipment	96
D0167	Perform radio checks	95
A0002	Connect or disconnect antennas to radio equipment	95
A0011	Key or zeroize secure cryptographic systems	90
C0130	Perform operational checks of radio systems	88
A0014	Orient high frequency (HF) tactical antennas	88
D0139	Authenticate stations using challenge-and-reply systems	87
D0194	Use COMSEC materials	86
A0032	Set up antenna masts	86
D0160	Maintain accountability for communications security (COMSEC) materials	86
A0038	Set up HF dipole antennas	86
A0046	Set up HF whip antennas	85
A0001	Connect or disconnect antenna couplers	85
A0006	Connect or disconnect cryptographic equipment	85
A0021	Reconfigure antennas	83
D0196	Use phonetic alphabet in data transmission	82
C0116	Adjust antenna guy lines or ropes	82
C0126	Inspect communications equipment cables or cable connections	82
A0040	Set up HF inverted V antennas	81
A0073	Verify keying of cryptological equipment	80
A0067	Site radio equipment	78
D0168	Perform signal testing in radio communications	77
D0138	Authenticate message traffic using transmission authentication systems	77
C0136	Tighten communications equipment cable connectors	76
D0197	Use prosigns in data transmission	75
K0377	Prepare equipment for deployments	75
K0352	Don or doff chemical warfare personal protective clothing	75
A0066	Site radio antennas	75
A0045	Set up HF sloping V antennas	75
A0005	Connect or disconnect computer equipment	75
J0330	Prepare packing lists for mobile radio and antenna equipment	75
E0201	Identify antenna system malfunctions	75
A0058	Set up radio equipment for remote operations	74
A0020	Program equipment presets	74
D0198	Use prowords in data transmission	73
A0074	Verify or load equipment presets	73
D0162	Notify stations of frequency changes	72
A0041	Set up HF long wire antennas, other than sloping long wire	72
D0166	Perform microphone techniques in radio communications	71
B0081	Change transceiver frequencies manually	71
A0071	Tune transceivers to obtain readable signals	71
A0043	Set up HF near vertical incidents skywave (NVIS) antennas	71
N0497	Destroy classified or COMSEC materials or documents	71
F0234	Inventory or destroy COMSEC materials	70
A0003	Connect or disconnect auxiliary mobile field generators	70

TABLE A3

MANAGEMENT/SUPERVISOR CLUSTER (ST408)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
L0395	Counsel subordinates concerning personal matters	82
L0392	Conduct supervisory orientations of newly assigned personnel	82
L0393	Conduct supervisory performance feedback sessions	81
M0459	Brief personnel concerning training programs or matters	81
N0497	Destroy classified or COMSEC materials or documents	80
N0506	Initiate electronic mail (E-mail)	78
N0500	Establish or maintain accountability records for classified or COMSEC materials or documents	78
N0510	Maintain inventories for COMSEC materials	78
L0414	Establish performance standards for subordinates	78
L0404	Develop or establish work methods or procedures	78
N0491	Change safe or lock combinations	77
L0452	Write recommendations for awards or decorations	76
L0398	Determine or establish work assignments or priorities	76
M0465	Counsel trainees on training progress	76
M0480	Evaluate progress of trainees	76
L0426	Evaluate personnel for promotion, demotion, reclassification, or special awards	76
L0429	Evaluate work schedules	76
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	75
M0463	Conduct OJT	73
N0501	Establish or maintain administrative files	73
M0484	Maintain training records or files	73
L0405	Develop or establish work schedules	73
L0390	Conduct self-inspections or self-assessments	73
M0488	Schedule training, such as OJT, proficiency training, field training, or orientation training	72
M0479	Evaluate personnel for training needs	72
N0505	Identify and report suspected security or COMSEC compromises	72
L0437	Inspect personnel for compliance with military standards	71
L0456	Write or indorse military performance reports	71
D0160	Maintain accountability for communications security (COMSEC) materials	70
L0425	Evaluate personnel for compliance with performance standards	68
F0234	Inventory or destroy COMSEC materials	67
N0540	Store classified or COMSEC materials, other than at deployed locations	67
L0413	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	67
M0458	Assign on-the-job training (OJT) trainers or supervisors	67
L0388	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	66
L0416	Establish or update access lists	66
N0519	Make entries on Air Force communications security (AFCOMSEC) forms	66
M0489	Select or schedule personnel for training	65
N0507	Initiate or maintain standby rosters or workcenter pyramid recall rosters	65
L0433	Initiate actions required due to substandard performance of personnel	65
N0541	Transport classified or COMSEC materials	65

TABLE A4

COMBAT CREW COMMUNICATIONS JOB (ST085)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
F0234	Inventory or destroy COMSEC materials	100
F0235	Issue communications kits	100
F0240	Retrieve communications kits	99
F0239	Pack combat crew communications (CCC) materials	96
F0245	Sign out or issue classified information for special missions	94
F0233	File communications kit materials	93
F0226	Break down communications kits	91
F0244	Review flying schedules	90
F0247	Unpack CCC materials after exercises	90
F0236	Issue FLIPs	88
F0241	Retrieve FLIPs	88
F0224	Assemble peacetime communications kits	87
F0248	Update FLIPs	84
F0227	Brief aircrews on peacetime communications procedures	84
F0225	Assemble special missions kits	84
F0230	Conduct peacetime communications training	79
N0497	Destroy classified or COMSEC materials or documents	76
F0223	Assemble flight information publication (FLIP) bags	76
F0246	Test aircrews on communications procedures	76
N0500	Establish or maintain accountability records for classified or COMSEC materials or documents	75
A0011	Key or zeroize secure cryptographic systems	75
N0510	Maintain inventories for COMSEC materials	69
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	68
N0540	Store classified or COMSEC materials, other than at deployed locations	59
N0519	Make entries on Air Force communications security (AFCOMSEC) forms	57
D0194	Use COMSEC materials	53
F0238	Load or update transfer service modules	51
D0160	Maintain accountability for communications security (COMSEC) materials	49

TABLE A5

MILSTAR TERMINAL OPERATOR JOB (ST087)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
H0286	Log on or log off MILSTAR networks or satellites	100
H0293	Perform point-to-point (PTP) call procedures	97
H0289	Perform EHF network procedures	94
H0300	Set up or tear down MILSTAR PTP calls	94
H0292	Perform message processing procedures	91
H0299	Set up or tear down MILSTAR networks	91
H0290	Perform emergency shutdown or reset procedures	91
E0213	Identify MILSTAR false alarms and advisories	88
H0298	Perform terminal initialization procedures	88
H0284	Establish or modify EHF acquisitions or logon parameters	85
A0011	Key or zeroize secure cryptographic systems	85
H0281	Configure MILSTAR terminals as monitor net controllers	85
H0291	Perform ephemeris update procedures	85
H0283	Configure MILSTAR terminals as net control stations	82
D0194	Use COMSEC materials	79
G0268	Load or update TSMs	79
N0497	Destroy classified or COMSEC materials or documents	79
H0297	Perform terminal control procedures	79
F0234	Inventory or destroy COMSEC materials	76
C0118	Change paper in high-speed printers	76
D0160	Maintain accountability for communications security (COMSEC) materials	73
H0302	Set up COMSEC equipment	73
H0282	Configure MILSTAR terminals as net control elements (NCEs)	73
H0288	Perform DAMA procedures	73
H0280	Configure MILSTAR terminals as beam management terminals	70
B0090	Configure consoles or terminals for MILSTAR operations	67
H0285	Initiate bit procedures or tests	64
A0073	Verify keying of cryptological equipment	61
N0491	Change safe or lock combinations	61
H0296	Perform spot beam procedures	61
N0511	Maintain master station logs	58
N0517	Maintain two-person integrity (TPI) of top secret materials	58
N0506	Initiate electronic mail (E-mail)	55
N0510	Maintain inventories for COMSEC materials	55
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	52
E0219	Identify terminal malfunctions	52
H0287	Perform anomaly resolution procedures	52
G0250	Configure consoles or terminals for secure or nonsecure voice or data communications	52
N0519	Make entries on Air Force communications security (AFCOMSEC) forms	48
N0500	Establish or maintain accountability records for classified or COMSEC materials or documents	45
N0540	Store classified or COMSEC materials, other than at deployed locations	42
I0308	Initiate loopback tests	39

TABLE A6
OPERATIONS CENTER CLUSTER (ST048)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
N0497	Destroy classified or COMSEC materials or documents	97
D0160	Maintain accountability for communications security (COMSEC) materials	93
A0011	Key or zeroize secure cryptographic systems	93
N0511	Maintain master station logs	90
N0510	Maintain inventories for COMSEC materials	86
F0234	Inventory or destroy COMSEC materials	86
D0194	Use COMSEC materials	86
D0167	Perform radio checks	86
N0519	Make entries on Air Force communications security (AFCOMSEC) forms	83
N0517	Maintain two-person integrity (TPI) of top secret materials	72
N0515	Maintain security or COMSEC forms for safes, containers, or rooms	72
A0073	Verify keying of cryptological equipment	72
N0491	Change safe or lock combinations	69
N0506	Initiate electronic mail (E-mail)	62
I0314	Place calls	62
N0540	Store classified or COMSEC materials, other than at deployed locations	62
N0500	Establish or maintain accountability records for classified or COMSEC materials or documents	59
I0303	Accept and connect calls	55
D0184	Receive, transmit, or relay emergency action messages (EAMs)	55
D0196	Use phonetic alphabet in data transmission	55
C0117	Change computer diskettes or tapes	55
N0503	Extract call-signs	55
N0505	Identify and report suspected security or COMSEC compromises	55
N0525	Post call-sign lists	52
E0203	Identify computer equipment malfunctions	52
E0205	Identify cryptographic equipment malfunctions	52
E0204	Identify console malfunctions	48
N0518	Maintain or update status indicators, such as boards, graphs, or charts	45
D0180	Receive and relay departure reports	45
N0520	Make entries on computerized data logs	45
D0166	Perform microphone techniques in radio communications	45
N0539	Set station clocks	45
D0199	Use universal coordinated time (UCT) in data transmission	41
N0501	Establish or maintain administrative files	41
H0302	Set up COMSEC equipment	41
E0217	Identify secure voice system malfunctions	41
N0541	Transport classified or COMSEC materials	41
I0317	Set up telephone conference calls	38
D0165	Perform hand printing techniques	38
C0118	Change paper in high-speed printers	38
C0130	Perform operational checks of radio systems	38
I0316	Reroute calls	34
D0182	Receive and relay position reports	34
N0492	Compile data for records, reports, logs, or trend analyses	31

TABLE A7

MYSTIC STAR OPERATOR JOB (ST063)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
D0167	Perform radio checks	95
B0088	Configure consoles for clear voice operations	89
D0148	Determine operating frequencies	84
A0070	Tune receivers to obtain readable signals	84
A0023	Rotate antennas using radio dial codes	84
B0091	Configure consoles or terminals for phone patch operations	79
E0204	Identify console malfunctions	79
F0234	Inventory or destroy COMSEC materials	74
D0194	Use COMSEC materials	74
B0094	Configure equipment for duplex operations	74
I0314	Place calls	74
A0011	Key or zeroize secure cryptographic systems	74
A0072	Tune transmitters to produce readable signals	68
I0303	Accept and connect calls	68
D0143	Conduct phone patches manually	63
N0517	Maintain two-person integrity (TPI) of top secret materials	63
B0095	Configure equipment for simplex operations	63
A0030	Select transmit power	63
B0078	Change receiver frequencies manually	58
D0160	Maintain accountability for communications security (COMSEC) materials	58
B0083	Change transmitter frequencies manually	58
C0137	Use or maintain recording devices	58
B0082	Change transmitter frequencies by remote control	58
B0077	Change receiver frequencies by remote control	58
D0168	Perform signal testing in radio communications	58
D0180	Receive and relay departure reports	58
A0071	Tune transceivers to obtain readable signals	58
B0107	Configure transceivers for phone patch operations	58
B0092	Configure consoles or terminals for secure radio teletype data	58
N0511	Maintain master station logs	53
D0198	Use prowords in data transmission	53
N0497	Destroy classified or COMSEC materials or documents	53
E0221	Identify transmitter malfunctions	53
A0021	Reconfigure antennas	53
D0196	Use phonetic alphabet in data transmission	47
G0250	Configure consoles or terminals for secure or nonsecure voice or data communications	47
D0144	Conduct phone patches using automatic techniques	47
N0512	Maintain position logs	47
D0197	Use prosigns in data transmission	42
A0057	Set up phone patch equipment	42
N0510	Maintain inventories for COMSEC materials	37
D0178	Prevent transmission of obscene or indecent language	37

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