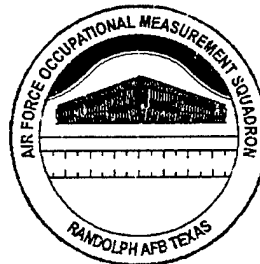




**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT



**AEROSPACE GROUND EQUIPMENT
AFSC 2A6X2**

OSSN: 2380

FEBRUARY 2000

**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
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PREFACE

This report presents the results of an Air Force Occupational Survey of the Aerospace Ground Equipment career ladder, Air Force Specialty Code (AFSC) 2A6X2. 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.

CMSgt. Gary Howell developed the survey instrument. Mr. Tyrone Hill provided computer-programming support and Ms. Dolores Navarro provide administrative support. Second Lieutenant Troy Guthrie 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 Aerospace Ground Equipment (AGE) 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 1,782 Active Duty (AD), Air National Guard (ANG), and Air Force Reserve Command (AFRC) respondents.
2. **Specialty Jobs:** Structure analysis identified 4 clusters and 11 jobs. The General AGE Repair Job is the predominant job or cluster accounting for 70 percent of the survey population.
3. **Career Ladder Progression:** Skill-level progression for members of the AGE career ladder is typical, with a move from technical work at the 3- and 5-skill levels to supervisory and management work beginning at the 7-skill level. Members spend less time on technical tasks as they progress through the skill levels.
4. **Training Analysis:** The current Specialty Training Standards (STS) provides comprehensive coverage of the work performed by career ladder personnel. Some STS elements warrant review of proficiency coding based on survey data. Tasks that were not matched to areas within the STS should be considered for inclusion based on high training emphasis and percentages of members performing. The 3-skill level course Plan of Instruction (POI) was well supported.
5. **Job Satisfaction:** Job satisfaction among AFSC 2A6X2 personnel is fairly low for all TAFMS groups (first-enlistment, second-enlistment, and career groups) when compared to responses from the 1998 comparative sample. Job satisfaction has also slightly declined since the previous OSR was conducted in 1997. Reenlistment intentions for all TAFMS groups are lower when compared to like AFSCs and the previous survey.
6. **Implications:** Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. The career ladder progression is normal, showing a movement away from the technical tasks common at the lower skill levels, as incumbents move toward the 7- and 9-skill levels. Career ladder training documents appear, on the whole, to be well supported by survey data, but require review to ensure appropriate proficiency coding. Job satisfaction is fairly low for all TAFMS groups when compared to both the comparative sample of like AFSCs and the previous survey.

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**OCCUPATIONAL SURVEY REPORT (OSR)
AEROSPACE GROUND EQUIPMENT
(AFSC 2A6X2)**

INTRODUCTION

This is an Occupational Survey Report (OSR) on the Air Force Specialty Code (AFSC) 2A6X2 career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). Authority for conducting occupational surveys is contained in AFI 36-2623. The last occupational survey report was published in Jan 97. Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs.

Background

As described in the AFMAN 36-2108, Airman Classification, 11 March 1998, Specialty Description, dated 30 April 1999, Aerospace Ground Equipment personnel maintain aerospace ground equipment (AGE), to include inspecting, testing, diagnosing, and repairing AGE, to support aircraft systems or subsystems. Personnel also prepare AGE for storage and deployment.

Upon graduation from Basic Military Training (BMT), airmen are assigned to the 361 TRS at Sheppard AFB, TX to attend the J3ABR2A632-001, Aerospace Ground Equipment Apprentice course. Upon graduation from this course, members are awarded the 3-skill level and are qualified as Mission Ready Technicians.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Mechanical-51 and Electrical-33; a strength factor of "H" (Weight lift of 50 lbs.) is also required.

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SURVEY METHODOLOGY

Inventory Development

This survey instrument was developed to include the tasks performed by AFSC 2A6X2, Aerospace Ground Equipment personnel. The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2380, dated April 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 51 subject-matter experts (SMEs) at the following training location and operational installations.

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB, TX	361 TRS
Kelly AFB, TX	149 FW (ANG)
Edwards AFB, CA	412 TW/LGMSA
Travis AFB, CA	60 CRS/LGMG
Davis-Monthan AFB, AZ	355 EMS/LGMG/305 RQS
Tucson IAP, AZ	162/LGM (ANG)
Eglin AFB, FL	728 ACS/LGM
Hurlburt Fld, FL	16 EMS/505 SS

The resulting JI contains a comprehensive listing of 1,154 tasks grouped under 22 duty headings, and a background section. The background questions request such information as grade, base, MAJCOM assigned, organizational level, component status, job title, functional area, work schedule, test equipment used or operated, aircraft support equipment used or operated, aircraft maintained, and forms used.

Survey Administration

From June - October 1999, Survey Control Monitors at operational units worldwide administered the inventory to eligible AFSC 2A6X2 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

Table 1 reflects the percentage of distribution, by Duty AFSC (DAFSC), of assigned AFSC 2A6X2 Aerospace Ground Equipment personnel as of May 1999. The 1,782 respondents in the final sample represent 26 percent of the total assigned personnel and 61 percent of the total personnel surveyed. Table 2 reflects the paygrade and MAJCOM distribution for this study.

TABLE 1

DAFSC DISTRIBUTION OF SURVEYED PERSONNEL

DAFSC	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE**
2A632	18	20
2A652	54	54
2A672	26	24
2A692	2	2

TOTAL ASSIGNED = 6,765

TOTAL SURVEYED = 2,937

TOTAL IN SURVEY SAMPLE = 1,782

PERCENT OF ASSIGNED IN SAMPLE = 26%

PERCENT OF SURVEYED IN SAMPLE = 61%

* Assigned strength as of May 1999

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

TABLE 2

PAYGRADE/ COMMAND DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	2A6X2	
	Percent of Assigned*	Percent of Sample
E-1 – E-3	16	18
E-4	19	18
E-5	30	30
E-6	21	20
E-7	11	11
E-8	2	2
E-9	**	**
COMMAND	2A6X2	
	Percent of Assigned*	Percent of Sample
USAFE	7	7
AFSOC	2	1
AMC	11	10
AFRC	12	13
AETC	6	7
PACAF	9	7
ACC	28	32
AFMC	2	2
ANG	23	21

*As of May 1999

**Less than 1%

As can be seen from Tables 1 and 2, the DAFSC, Paygrade, and Command distributions of the survey sample are extremely close to the percent assigned. This indicates a high probability that the survey is an accurate representation of the respective populations for these career ladders.

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 2A6X2 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 senior NCOs who completed a TE disk 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 (FTDs), mobile training teams (MTTs), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these raters was acceptable. The average TE rating was 2.30 with a standard deviation of 1.32. Any task with a TE rating of 3.62 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 senior NCOs who completed TD disks 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.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, four clusters and eleven independent jobs were identified within the career ladder. Figure 1 illustrates the clusters and jobs performed by AFSC 2A6X2 personnel.

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

- I. GENERAL AGE REPAIR JOB (STG148, N=1244)
- II. AGE DISPATCH JOB (STG144, N=5)
- III. POWERED AGE INSPECTION JOB (STG169, N=18)
- IV. NON POWERED AGE/ PRODUCTION SUPPORT JOB (STG164, N=6)
- V. NON POWERED AGE/ INSPECTION JOB (STG149, N=6)
- VI. GTACS (GROUND THEATER AIR CONTROL SYSTEM) JOB (STG170, N=34)
- VII. MUNITIONS AGE JOB (STG161, N=11)

- VIII. TRAINING CLUSTER (STG057, N=40)
 - FTD INSTRUCTOR JOB (STG193, N=8)
 - UNIT/ OJT TRAINING JOB (STG124, N=5)
 - RESIDENT INSTRUCTOR JOB (STG202, N=8)
- IX. QA CLUSTER (STG063, N=22)
 - QA AGE JOB (STG138, N=22)
 - QA AIRCRAFT JOB (STG132, N=7)
- X. SUPPLY/ EQUIPMENT CLUSTER (STG091, N=32)
 - BENCH STOCK JOB (STG125, N=20)
 - EPA/ HAZMAT JOB (STG143, N=7)
 - EQUIPMENT JOB (STG119, N=11)
- XI. PRODUCTION SUPPORT JOB (STG155, N=24)
- XII. SUPERVISORY CLUSTER (STG096, N=175)
 - CAT (COMBAT AGE TEAM) CHIEF JOB (STG159, N=23)
 - SUPERVISOR JOB (STG158, N=139)
- XIII. NCO MOBILITY JOB (STG115, N=12)
- XIV. HAZMAT MANAGER JOB (STG137, N=5)
- XV. TECHNICAL ORDER JOB (STG122, N=5)

The respondents forming these jobs and clusters account for 91 percent of the survey sample. The remaining 9 percent, for one reason or another, did not group into one of these jobs or clusters.

AFSC 2A6X2 CAREER LADDER SPECIALTY JOBS
(N = 1,782)

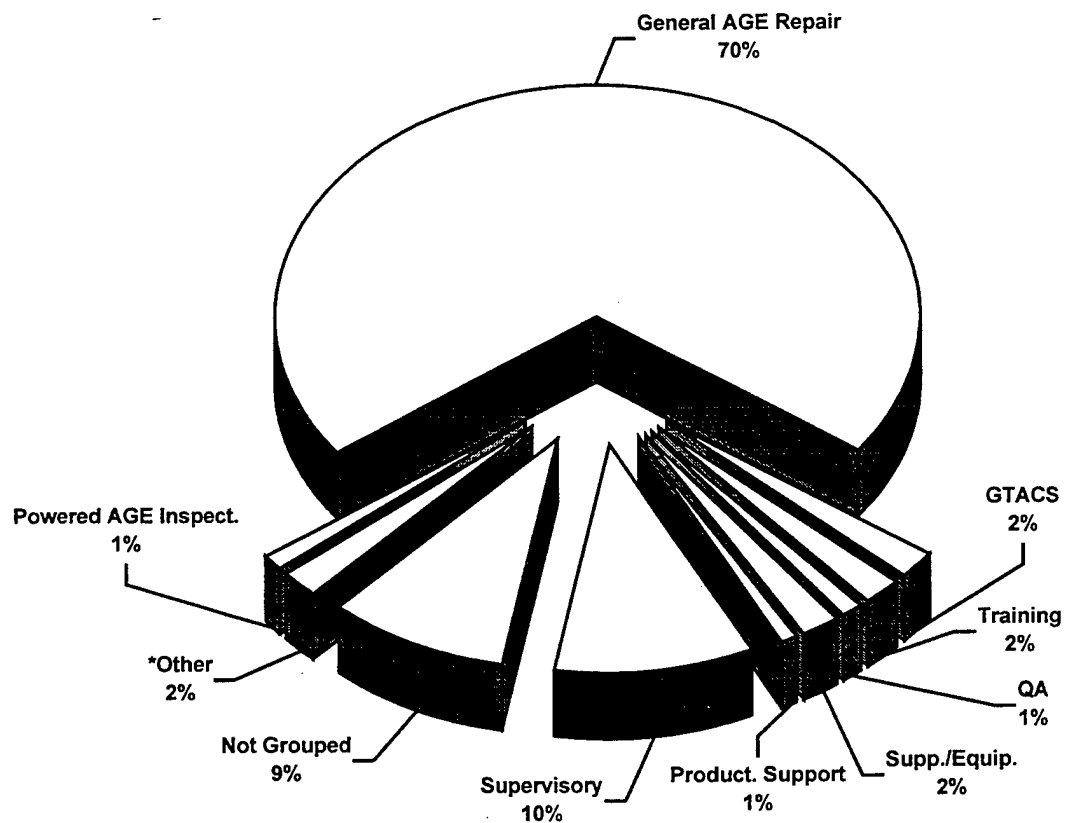


FIGURE 1

*Other includes AGE Dispatch, Non Powered AGE Production Support, Non Powered AGE Inspection, Munitions AGE, NCO Mobility, Hazmat Manager, and Technical Orders.

Group Descriptions

The following paragraphs contain brief descriptions of the clusters and jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty 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.

I. GENERAL AGE REPAIR JOB (STG148). The 1,244 airmen performing within this job (70 percent of the survey sample) represent the core of the career ladder. They spend 21 percent of their time in tasks associated with Performing Inspections of Duty C. They average performing 448 tasks, the highest of any other job or cluster, indicating their diversity in performing the core Aerospace Ground Equipment duties. Distinctive tasks performed include:

- Perform service inspections on air compressors
- Remove or install batteries
- Perform operational checks on air compressors
- Perform service inspections on heaters
- Perform operational checks on heaters
- Remove or install battery cables
- Perform service inspections on floodlight sets
- Perform operational checks on floodlight sets
- Perform operational checks on hydraulics stands
- Perform periodic checks on air compressors
- Clean AGE
- Pick up and deliver AGE
- Perform service inspections on air conditioners

This job contains the largest number of airmen performing the basic duties of the 2A6X2 career field. Nothing significant separated the duties these members were performing from one another.

The predominant paygrade for this job is E-5 (32 percent). Sixty-one percent of these airmen are AD, averaging nearly 7½ years in the career field and nearly 8½ years Total Active Military Service (TAFMS). Furthermore, 83 percent of these members are assigned to CONUS units.

II. AGE DISPATCH JOB (STG144). Comprising less than 1 percent of the survey sample, these 5 airmen report spending 36 percent of their time in Dispatching Age of Duty M. The members of this job perform an average of 60 tasks. Representative of these tasks are:

- Pick up or deliver AGE
- Follow pintle hook up procedures
- Operate two way radios
- Position AGE on flight line

Service AGE

Clean or wax vehicles

Turn in or pick up vehicle

Pick up or deliver AGE repair parts, other than locally manufactured or purchased repair parts

Monitor AGE fuel usage

Sixty percent of these members hold the 3-skill level and 40 percent have the 5-skill level. Sixty percent of these members are AD and 40 percent are ANG. The average time in the career ladder for these AD airmen is almost 4½ years, with 3½ years TAFMS. The predominant paygrades of this job are E-4 and E-5.

III. POWERED AGE INSPECTION JOB (STG169). Comprising 1 percent of the survey sample, these 18 airmen report 52 percent of their time is being spent in Performing Inspections of Duty C. The members of this job perform an average of 104 tasks. Representative of these tasks are:

Perform service inspections on bomb lifts

Perform periodic inspections on bomb lifts

Perform periodic inspections on floodlight sets

Perform periodic inspections on heaters

Perform service inspections on heaters

Perform service inspections on floodlight sets

Perform periodic inspections on engine driven generators

Perform service inspections on hydraulic stands

Perform service inspections on air conditioners

Perform operational checks on gas turbine engines

Forty-four percent of these members hold the 5-skill level. Forty-five percent of these members are AD and 50 percent are ANG. The average time in the career ladder for these AD airmen is almost 7 years, with 5½ years in TAFMS. The predominant paygrade for this job is E-5.

IV. NON POWERED AGE/ PRODUCTION SUPPORT JOB (STG164). Comprising less than 1 percent of the survey sample, these 6 airmen report spending 15 percent of their time in Maintaining AGE Enclosures, Chassis, and Drives of Duty C. The members of this job perform an average of 172 tasks. Representative of these tasks are:

Clean AGE

Remove or install AGE tire, tube, or wheel assembly

Inspect CTKs

Remove or install AGE brake assemblies

Break down or build up wheel assemblies

Operate two way radios

Maintain CTKs

- Remove or install non powered AGE hydraulic lines
- Remove or install non powered AGE hydraulic pumps
- Load test aircraft jack assemblies
- Remove or install doors, panels, or covers

Sixty-seven percent of these members hold the 5-skill level. Eighty-three percent of these members are AD. The average time in the career ladder for these AD airmen is almost 7½ years, with 8½ years TAFMS. The predominant paygrade for this job is E-5.

V. NON POWERED AGE INSPECTION JOB (STG149). Comprising less than 1 percent of the survey sample, these 6 airmen report spending 76 percent of their time in Performing Inspections of Duty C. This is the highest percent time spent in a duty area by any cluster or job in the sample survey. The members of this job perform an average of 43 tasks. Representative of these tasks are:

- Perform service inspections on air compressors
- Perform operational checks on air compressors
- Perform operational checks on aircraft tow bars
- Perform operational checks on aircraft tripods or axle jacks
- Perform service inspections on floodlight sets
- Perform operation checks on aircraft jack manifolds
- Perform service inspections on non powered AGE aircraft servicing equipment

Fifty percent of these members hold the 5-skill level and 33 percent have the 7-skill level. Sixty-seven percent of these members are AD. The average time in the career ladder for these AD airmen is almost 6 years, with 8½ years TAFMS. The predominant paygrades for this job are E-5 and E-6.

VI. (GTACS) GROUND THEATER AIR CONTROL SYSTEMS JOB (STG170). Comprising 2 percent of the survey sample, these 34 airmen report 14 percent of their time is being spent in Performing Ground Theater Air Control Systems (GTACS) Activities tasks of Duty A. They also spend 15 percent of their time performing Maintaining Aerospace Ground Equipment Electrical Systems tasks of Duty D and 12 percent performing the Maintaining AGE Engines tasks of Duty F. The members of this job perform an average of 232 tasks. Representative of these tasks are:

- Remove or install ground rods
- Remove or install batteries
- Erect tents
- Parallel generators
- Remove or install power cables
- Tear down, inspect, clean and reassemble weapons
- Remove or install camouflage
- Remove or install electrical gauges
- Remove or install mobilizer equipment

Sixty-two percent of these members hold a 5-skill level. Eighty-five percent of these members are AD. The average time in the career ladder for these AD airmen is almost 7½ years, with 8½ years TAFMS. The predominant paygrades for this job are E-4 and E-5.

VII. MUNITIONS AGE JOB (STG161). Comprising less than 1 percent of the survey sample, these 11 airmen report spending 30 percent of their time in Performing Inspections of Duty C. These tasks involve mainly munitions AGE. They also spend 11 percent of their time in Maintaining AGE Enclosures, Chassis, and Drives of Duty L. The members of this job perform an average of 95 tasks. Representative of these tasks are:

- Perform periodic inspections on bomb lifts
- Perform service inspections on emergency shop equipment
- Perform periodic inspections on munition equipment
- Perform operational checks on bomblifts
- Maintain CTKs
- Perform service inspections on bomblifts
- Operate two-way vehicle radios
- Weight test bomb lifts
- Perform service inspections on munitions handling trailers

Sixty-four percent of these members hold the 5-skill level and 36 percent have the 7-skill level. Eighty-three percent of these members are AD. The average time in the career ladder for these AD airmen is almost 7 years, with 8½ years TAFMS. The predominant paygrade for this job is E-5.

VIII. TRAINING CLUSTER (ST057). The 40 airmen forming this job (2 percent of the survey sample) are distinguished by the 39 percent of their time being spent performing the Performing Training Activities tasks of Duty T. They average performing 59 tasks. This cluster is separated into three specific jobs dealing with training. These jobs respectively involve resident instructors, FTD instructors, and unit/OJT trainers. Representative tasks performed by these incumbents include:

- Personalize lesson plans
- Administer or score tests
- Conduct formal course classroom training
- Counsel trainees on training progress
- Develop training programs, plans, or procedures
- Conduct AGE operation training
- Develop written tests
- Insert training materials or aids for operation
- Brief personnel concerning training programs
- Develop formal course curricula, POI, and STS
- Maintain training records or files

The resident instructors were characterized by having the T prefix on their AFSC as well as being located at Sheppard AFB, TX. They reside at the 361st Training Squadron.

The FTD instructors were dispersed in regards to their locations. The duty in which they spend the most time is in Maintaining AGE Engines. This separates the FTDs from the other trainers.

Unit/OJT trainers were still performing numerous technical tasks in addition to their training responsibilities. One of the primary job titles that separated this group was Flight Training Manager.

Ninety five percent of these airmen are AD, averaging 10½ years in the career field and 10½ years TAFMS. The predominant paygrades are E-5 and E-6. Seventy-five percent hold the 5-skill level and 25 percent the 7-skill level.

IX. QUALITY ASSURANCE (QA) CLUSTER (STG063). The 22 members of this job (only 1 percent of the survey sample) are distinguished by spending 39 percent of their time in Duty R, Performing AGE Quality Verification Activities. The QA Cluster is comprised of more experienced technical experts to ensure proper procedures are followed. The two jobs within this cluster are the QA AGE Job and the QA Aircraft Job. Representative tasks include:

- Perform quality verification inspections (QVIs) on AGE
- Inspect completed maintenance
- Perform quality assurance task evaluations
- Perform activity or performance spot checks
- Perform FOD prevention
- Perform NON AGE related control activities, other than aircraft
- Perform activity inspections
- Perform quality assurance supervisor evaluations
- Write inspection reports
- Perform exercise evaluation inspection duties
- Evaluate job hazards or compliance with AFOSH

The QA AGE Job deals with quality assurance in the area of support equipment. Their top tasks include evaluating maintenance or utilization of equipment, tool, parts, supplies, or workspace.

The personnel in the QA Aircraft Job focus their efforts more directly on the aircraft itself. One of the top tasks includes performing QVI's on aircraft.

Eighty-two percent of the members of this job hold the 7-skill level. Forty-six percent are AD, while 46 percent are ANG and 9 percent are AFRC. The predominant paygrades are E-6 to E-7. The AD members of this job average 14 years in the career field and 15 years TAFMS.

X. SUPPLY/EQUIPMENT CLUSTER (ST091). The 32 airmen forming this job (2 percent of the survey sample) perform an average of 56 tasks and are distinguished by the 26 percent of their time being spent performing the Performing General Supply and Equipment Activities tasks of Duty V. The three jobs within this cluster are the Bench Stock Job, EPA/Hazmat Job, and Equipment Job. Typical of the supply and equipment tasks performed include:

- Inspect CTKs
- Maintain CTKs
- Inventory equipment, tools, parts, or supplies
- Research national stock or parts numbers using (FEDLOG)
- Monitor shelf life programs
- Establish bench stock levels
- Evaluate serviceability of equipment, tools, parts, or supplies
- Build CTKs
- Issue or log turn ins of equipment, tools, or parts

The Bench Stock Job deals with maintaining bench stock levels and CTKs. One of the top tasks of this job is researching national stock or part numbers using FEDLOG.

The EPA/Hazmat Job focuses on tasks dealing with the compliance of EPA standards. The top tasks are associated with monitoring shelf life programs and implementing EPA programs.

Personnel in the Equipment Job monitor the use of equipment tools, parts, and supplies used in AGE duties. Top tasks include taking inventory, issuing, logging turn-ins, and initiating requisitions of equipment.

All of the members of this job are AD. The predominant paygrades for this cluster are E-4 and E-5. The AD members average almost 9 years in the career field and nearly 10 TAFMS.

XI. PRODUCTION SUPPORT JOB (STG155). Comprising 1 percent of the survey sample, these 24 airmen report 50 percent of their time is spent Performing General Production Support Activities, Duty B. The members of this job perform an average of 77 tasks. Representative of these production support tasks are:

- Inquire CAMS or G081 for AGE scheduled, unscheduled, or deferred equipment discrepancies
- Inquire CAMS or G081 for AGE event maintenance
- Inquire CAMS or G081 for AGE maintenance snapshots
- Inquire CAMS or G081 for AGE maintenance repairs
- Inquire CAMS or G081 for AGE maintenance data collection
- Inquire CAMS or G081 for work unit code equipment record
- Review or monitor AGE mission capable (MICAP)
- Create scheduled CAMS or G081 equipment discrepancies
- Maintain bench stocks

Load AGE periodic inspections in CAMS or G081

Sixty percent of these members hold a 5-skill level and 40 percent hold a 7-skill level. All of these members are AD. The average time in the career ladder for these AD airmen is almost 12½ years, with 12½ years TAFMS. The predominant paygrades for this job are E-5 and E-6.

XII. SUPERVISORY CLUSTER (ST096). The 175 airmen forming this job (10 percent of the survey sample) perform an average of 116 tasks and are distinguished by the 44 percent of their time spent in Performing the Management and Supervisory activities of Duty S. The two jobs that make up this cluster are the CAT (Combat AGE Team Chief) Job and the Supervisor Job. Representative tasks include include:

- Counsel subordinates concerning personal matters
- Evaluate personnel for compliance with performance standards
- Write recommendations for awards and decorations
- Inspect personnel for compliance with military standards
- Interpret policies, directives, or procedures for subordinates
- Conduct supervisory performance feedback sessions
- Write or endorse military performance
- Determine or establish work assignments or priorities
- Evaluate personnel for promotion, demotion, and reclassification
- Conduct general meetings-staff, briefing, and conference
- Conduct self inspections or self assessments

The two distinct jobs identified within this cluster are both performing supervisory activities. The separation of the jobs within this cluster was based upon one group of supervisors performing tasks associated with CAT (Combat AGE Team) functions.

The Supervisor Job holds many of the top tasks performed by the entire cluster. The top tasks include scheduling personnel for TDY, leave, or PCS and recommending personnel for training.

The CAT Job differs from the Supervisory Job in that the CAT Job deals with the use of CAMS and G081 for maintenance data. The top task performed is inquire CAM or G081 for AGE scheduled, unscheduled, or deferred equipment discrepancies.

The predominant paygrade for this job is E-7 comprising 53 percent. Seventy-three percent of these airmen are AD, averaging 18 years in the career field and 18 years TAFMS. The personnel in this sample comprise the most senior members of the survey sample.

XIII. NCO MOBILITY JOB (STG115). Comprising less than 1 percent of the survey sample, these 12 airmen report spending 46 percent of their time in Performing Mobility or Contingency Activities of Duty Q. They also spend 23 percent of their time in Performing Management and Supervisory Activities of Duty S. The members of this job perform an average of only 46 tasks. Representative of these tasks are:

- Inspect packed or palletized mobility or contingency equipment
- Maintain mobility personnel listings
- Coordinate mobility or contingency requirements
- Assign personnel to mobility or contingency positions
- Brief deploying personnel
- Inspect mobility bags or kits
- Develop mobility inspection checklists
- Maintain accountability or personnel selected for OPLAN
- Coordinate deployment of personnel with other major commands
- Request or distribute mobility requirement documents
- Complete operations plan (OPLAN) requirements
- Don or doff chemical warfare personnel protection

Sixty-seven percent of these members hold the 7-skill level. All of these members are AD. The average time in the career ladder for these AD airmen is almost 14½ years, with 15½ years in TAFMS. The predominant paygrade for this job is E-6.

XIV. HAZMAT JOB (STG137). Comprising less than 1 percent of the survey sample, these 5 airmen report 60 percent of their time is being spent Performing Management and Supervisory Activities of Duty S. The members of this job perform an average of 16 tasks. Representative of these tasks are:

- Implement EPA programs
- Monitor collection and disposal of hazardous waste material
- Direct EPA programs
- Implement safety or security programs
- Marks hazardous or dangerous material containers
- Recommend personnel for training
- Evaluate job hazards or compliance with AFOSH
- Review EPA programs
- Prepare for unit inspections
- Monitor shelf life programs
- Complete incident and accident reports
- Conduct safety inspections of equipment and facilities

Sixty percent of these members hold the 5-skill level and 40 percent have the 7-skill level. All of these members are AD. The average time in the career ladder for these AD airmen is almost 13 years, with 14 years TAFMS. The predominant paygrades of this job are E-5 and E-6.

XV. TECHNICAL ORDER JOB (STG122). Comprising less than 1 percent of the survey sample, these 5 airmen report spending 32 percent of their time Performing General Administrative and Technical Order (TO) Systems of Duty U. The members of this job perform an average of 16 tasks. Representative of these tasks are:

- Evaluate changes to TOs
- Maintain TO libraries
- Establish or maintain (ATOMS) accounts
- Perform TO verifications, validations, or pre-publications
- Prepare or submit AFTO 22
- Draft supplements or change to directives
- Write or endorse military training reports
- Conduct self inspections or self assessments
- Conduct supervisory performance feedback sessions
- Review drafts or supplements or changes

Sixty percent of these members hold the 5-skill level and 40 percent have the 7-skill level. All of these members are AD. The average time in the career ladder for these AD airmen is almost 13½ years, with 13½ TAFMS. The predominant paygrade for this job is E-6.

Comparison to Previous Study

Table 5 lists the jobs and clusters identified in this report and compares them to the jobs and clusters of the 1997 survey report. Ten of the fifteen jobs and clusters identified in the previous report matched similar jobs and clusters in this report. The unmatched jobs were the Pre-operation/ Inspection Job, FTD Instructor Job, Entry Level AGE Mechanic Job, Heater Systems Mechanic Job, and CAT Leader Job. Despite the differences in these job classifications, the core jobs of the AFSC have remained stable over time.

Summary

Structure analysis identified 4 clusters and 11 jobs. The General AGE Repair Job identifies the largest group of airmen in the Aerospace Ground Equipment career field. The current clusters and jobs of the AFSC 2A6X2 career field are as follows: General AGE Repair Job, AGE Dispatch Job, Powered AGE Inspection Job, Non Powered AGE Production Support Job, Non Powered AGE Inspection job, GTACS Job, Munitions AGE Job, Training Cluster, Quality Assurance Cluster, Supply/Equipment Cluster, Production Support Job, Supervision Cluster, NCO Mobility Job, Technical Order Job, and Hazmat Manager Job.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	General AGE		AGE Dispatch		Powered AGE		NP AGE		NP AGE		GTACS	
	Repair Job	(N=1244)	Job	(N=5)	Job	(N=18)	Product. Support Job	(N=6)	Inspect. Job	(N=6)	Job	(N=34)
A PERFORMING GROUND THEATER AIR CONTROL SYSTEMS (GTACS) ACTIVITIES	1		2		2		*		*			14
B PERFORMING GENERAL PRODUCTION SUPPORT ACTIVITIES	5		2		4		6		4			8
C PERFORMING INSPECTIONS	21		23		52		14		76			8
D MAINTAINING AEROSPACE GROUND EQUIPMENT ELECTRICAL SYSTEMS	9		6		8		6		3			15
E MAINTAINING ELECTRONIC SYSTEMS	3		1		1		1		*			5
F MAINTAINING AGE ENGINES	13		6		6		6		1			13
G MAINTAINING AGE MOTORS OR GENERATORS	3		0		1		1		1			3
H MAINTAINING AGE HEATING SYSTEMS	6		4		3		3		1			1
I MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	4		1		1		*		0			1
J MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	5		2		3		6		2			*
K MAINTAINING AGE PNEUMATIC SYSTEMS	5		1		3		6		*			*
L MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	7		7		5		15		*			5
M DISPATCHING AGE	5		36		6		10		5			6
N MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	2		3		*		4		1			3
O MAINTAINING NONPOWERED AGE	4		*		1		14		3			*
P PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	1		0		*		1		0			*
Q PERFORMING MOBILITY OR CONTINGENCY ACTIVITIES	1		1		1		1		*			9
R PERFORMING AGE QUALITY VERIFICATION ACTIVITIES	1		2		*		1		0			*
S PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2		1		1		2		0			4
T PERFORMING TRAINING ACTIVITIES	1		*		1		*		0			2
U PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*		1		*		*		*			1
V PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*		*		*		*		0			1

*Less than 1

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Munitions		Training Cluster (ST040) (N=40)	QA Cluster (ST063) (N=22)	Supply/ Equip Cluster (ST091) (N=032)	Product. Support Job (ST155) (N=24)	Super- visory Cluster (ST096) (N=175)
	AGE Job (ST161) (N=11)	AGE Job (ST161) (N=11)					
A PERFORMING GROUND THEATER AIR CONTROL SYSTEMS (GTACS) ACTIVITIES	2		*	2	2	1	1
B PERFORMING GENERAL PRODUCTION SUPPORT ACTIVITIES	8		2	3	16	50	14
C PERFORMING INSPECTIONS	30		12	13	2	1	2
D MAINTAINING AEROSPACE GROUND EQUIPMENT ELECTRICAL SYSTEMS	15		4	1	1	1	1
E MAINTAINING ELECTRONIC SYSTEMS	6		2	1	1	*	
F MAINTAINING AGE ENGINES	1		5	*	1	*	*
G MAINTAINING AGE MOTORS OR GENERATORS	1		1	*	*	*	*
H MAINTAINING AGE HEATING SYSTEMS	1		1	*	*	*	*
I MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	0		3	*	*	*	*
J MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	3		1	*	*	*	*
K MAINTAINING AGE PNEUMATIC SYSTEMS	1		*	*	*	*	*
L MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	12		*	*	*	*	*
M DISPATCHING AGE	6		2	*	8	3	3
N MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	6		2	4	13	5	2
O MAINTAINING NONPOWERED AGE	2		*	*	*	*	*
P PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	1		0	2	1	*	*
Q PERFORMING MOBILITY OR CONTINGENCY ACTIVITIES	1		2	5	2	2	5
R PERFORMING AGE QUALITY VERIFICATION ACTIVITIES	1		2	39	2	2	5
S PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*		15	18	16	10	44
T PERFORMING TRAINING ACTIVITIES	1		39	2	5	2	9
U PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1		4	6	3	4	7
V PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*		2	3	26	15	4

*Less than 1 percent

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	NCO Mobility Job (ST115) (N=12)				Hazmat Manager Job (ST137) (N=5)				Tech. Order Job (ST122) (N=5)			
	2	1	4		1	4			1	4		
A PERFORMING GROUND THEATER AIR CONTROL SYSTEMS (GTACS) ACTIVITIES	6	14	4		0	0			0	0		
B PERFORMING GENERAL PRODUCTION SUPPORT ACTIVITIES	*	0	0		0	0			0	0		
C PERFORMING INSPECTIONS	0	0	0		0	0			0	0		
D MAINTAINING AEROSPACE GROUND EQUIPMENT ELECTRICAL SYSTEMS	0	0	0		0	0			0	0		
E MAINTAINING ELECTRONIC SYSTEMS	0	0	0		0	0			0	0		
F MAINTAINING AGE ENGINES	*	0	0		0	0			0	0		
G MAINTAINING AGE MOTORS OR GENERATORS	0	0	0		0	0			0	0		
H MAINTAINING AGE HEATING SYSTEMS	0	0	0		0	0			0	0		
I MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	0	0	0		0	0			0	0		
J MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	0	0	0		0	0			0	0		
K MAINTAINING AGE PNEUMATIC SYSTEMS	*	0	0		0	0			0	0		
L MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	8	0	1		0	1			0	1		
M DISPATCHING AGE	2	3	*		0	*			0	*		
N MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	*	0	0		0	0			0	0		
O MAINTAINING NONPOWERED AGE	*	0	0		0	0			0	0		
P PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	46	2	1		0	0			0	0		
Q PERFORMING MOBILITY OR CONTINGENCY ACTIVITIES	1	0	27		0	27			0	27		
R PERFORMING AGE QUALITY VERIFICATION ACTIVITIES	23	59	23		0	23			0	23		
S PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	11	3		0	3			0	3		
T PERFORMING TRAINING ACTIVITIES	6	4	32		0	32			0	32		
U PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	6	4		0	4			0	4		
V PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	6	4		0	4			0	4		

* Less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	General		Powered		NP AGE		NP AGE		GTACS
	AGE Repair Job (ST148) (N=1244)	AGE Dispatch Job (ST144) (N=5)	AGE Inspect. Job (ST169) (N=18)	Product. Support Job (ST164) (N=6)	Inspect. Job (ST149) (N=6)	Inspect. Job (ST170) (N=34)			
PERCENT OF SAMPLE	70%	*	*	*	*		2%		
PERCENT IN CONUS	83%	100%	94%	50%	50%		97%		
DAFSC DISTRIBUTION:									
2A632	24%	60%	33%	17%	17%		20%		
2A652	59%	40%	61%	66%	50%		60%		
2A672	17%	0	6%	17%	33%		19%		
2A692	0	0	0	0	0		1%		
COMPONENT STATUS:									
ACTIVE DUTY	61%	60%	45%	83%	67%		85%		
AIR NATIONAL GUARD	24%	40%	50%	0	0		12%		
AIR FORCE RESERVE COMMAND	15%	0	5%	17%	33%		3%		
PAYGRADE DISTRIBUTION:									
E-1 - E-3	22%	20%	41%	17%	17%		18%		
E-4	22%	40%	13%	0	33%		32%		
E-5	32%	40%	46%	83%	17%		32%		
E-6	19%	0	0	0	33%		18%		
E-7	4%	0	0	0	0		0		
E-8	1%	0	0	0	0		0		
E-9	0	0	0	0	0		0		
AVERAGE MONTHS IN CAREER FIELD *	109	56	85	88	73		91		
AVERAGE TAFMS *	108	42	70	103	118		103		
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	32%	80%	50%	17%	34%		30%		
PERCENT SUPERVISING	39%	0%	6%	67%	0%		41%		
AVERAGE NUMBER OF TASKS PERFORMED	448	60	104	172	43		232		

* Less than 1 percent

* Less than 1 percent

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Munitions AGE Job (ST161) (N=11)	Training Cluster (ST040) (N=40)	QA Cluster (ST063) (N=22)	Supply/ Equip. Cluster (ST091) (N=032)	Product. Support Job (ST155) (N=24)	Super- visory Cluster (ST096) (N=175)
PERCENT OF SAMPLE	*	2%	1%	2%	1%	10%
PERCENT IN CONUS	91%	78%	73%	78%	67%	77%
DAFSC DISTRIBUTION:						
2A632	36%	0	0	9%	0	1%
2A652	64%	75%	18%	78%	60%	10%
2A672	0	25%	82%	13%	40%	71%
2A692	0	0	0	0	0	18%
COMPONENT STATUS:						
ACTIVE DUTY	82%	95%	46%	100%	100%	73%
AIR NATIONAL GUARD	18%	0	45%	0	0	13%
AIR FORCE RESERVE	0	5%	9%	0	0	14%
PAYGRADE DISTRIBUTION:						
E-1 - E-3	46%	0	0	12%	0	1%
E-4	27%	12%	0	38%	20%	0
E-5	27%	55%	22%	38%	40%	7%
E-6	0	30%	32%	9%	40%	22%
E-7	0	3%	41%	3%	0	52%
E-8	0	0	5%	0	0	17%
E-9	0	0	0	0	0	1%
AVERAGE MONTHS IN CAREER FIELD *	49	128	165	110	148	217
AVERAGE MONTHS TAFMS *	52	128	181	123	137	212
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	53%	11%	5%	12%	12%	9%
PERCENT SUPERVISING	9%	30%	18%	47%	40%	97%
AVERAGE NUMBER OF TASKS PERFORMED	95	59	56	56	16	116

* Less than 1 percent

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	NCO Mobility Job (ST115) (N=12)	Hazmat Manager Job (ST137) (N=5)	Tech. Order Job (ST122) (N=5)
PERCENT OF SAMPLE	*	*	*
PERCENT IN CONUS	75%	100%	80%
DAFSC DISTRIBUTION:			
2A632	0	0	0
2A652	33%	60%	60%
2A672	67%	40%	40%
2A692	0	0	0
COMPONENT STATUS:			
ACTIVE DUTY	100%	100%	100%
AIR NATIONAL GUARD	0	0	0
AIR FORCE RESERVE	0	0	0
PAYGRADE DISTRIBUTION:			
E-1 - E-3	0	0	0
E-4	0	20%	0
E-5	17%	40%	60%
E-6	66%	40%	20%
E-7	17%		20%
E-8	0	0	0
E-9	0	0	0
AVERAGE MONTHS IN CAREER FIELD *	175	158	164
AVERAGE MONTHS TAFMS *	188	170	166
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	8%	0%	0%
PERCENT SUPERVISING	23%	40%	20%
AVERAGE NUMBER OF TASKS PERFORMED	46	16	16

* Less than 1 percent

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1996 SURVEYS

CURRENT SURVEY
(N=1,782)

1996 SURVEY
(N=2,536)

GENERAL AGE REPAIR JOB	AGE MECHANIC JOB
AGE DISPATCH JOB	DISPATCHER JOB
POWERED AGE INSPECTION JOB	NOT IDENTIFIED
NON POWERED AGE PRODUCTION SUPPORT JOB	NOT IDENTIFIED
NON POWERED AGE INSPECTION JOB	NOT IDENTIFIED
GTACS JOB	TACS MAINTENANCE JOB
MUNITIONS AGE JOB	MUNITIONS AGE MECHANIC JOB
TRAINING CLUSTER	NOT IDENTIFIED
QUALITY ASSURANCE CLUSTER	QUALITY ASSURANCE INSPECTOR JOB
SUPPLY/EQUIPMENT CLUSTER	BENCH STOCK MONITOR JOB
PRODUCTION SUPPORT JOB	PRODUCTION SUPPORT JOB
SUPERVISORY CLUSTER	SUPERVISOR CLUSTER
NCO MOBILITY JOB	MOBILITY MANAGER JOB
TECHNICAL ORDER JOB	NOT IDENTIFIED
HAZMAT MANAGER JOB	ENVIRONMENTAL MANAGER JOB
NOT IDENTIFIED	PREOPERATIONS/SERVICE INSPECTIONS JOB
NOT IDENTIFIED	FTD INSTRUCTOR JOB
NOT IDENTIFIED	ENTRY LEVEL AGE MECHANIC CLUSTER
NOT IDENTIFIED	HEATER SYSTEMS MECHANIC JOB
NOT IDENTIFIED	CAT LEADER JOB

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 are displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across skill-level groups. These tables reflect the distribution of AD, ANG, and AFRC personnel. A somewhat typical pattern of progression is noted within the AFSC 2A6X2 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- and 9-skill level, they begin to perform more supervisory, training, and administrative tasks but still spend time performing the technical tasks of the career ladder.

Skill-Level Descriptions

ACTIVE DUTY

DAFSC 2A632. These 346 airmen make up 19 percent of the survey sample. Eighty-two percent of these members work within the General AGE Repair Job (see Table 8). The 3-skill level personnel spend 26 percent of their time in Duty C and an additional 12 percent in Duty F (see Table 9). Common tasks include inspections and operational checks of equipment (see Table 10). Table 6 and Table 7 display similar information on the personnel of the entire career field for comparative use.

DAFSC 2A652. Representing 33 percent of the total survey sample, these 588 airmen spend 70 percent of their time in the General AGE Repair Job. The 5-skill level personnel begin the trend of starting to move away from the technical tasks. Table 11 shows 5-skill level members are beginning to performing tasks associated with supervision and training. Differences between tasks performed in the 3- and 5-skill level can be observed in Table 12.

DAFSC 2A672. These 228 airmen make up 13 percent of the survey sample. Table 14 displays data that shows the primary tasks performed are associated with supervision. Forty-three percent are within the Supervisory Cluster and 26 percent of these members are clustered into the General AGE Repair Job. Table 14 shows the tasks which differentiate between the 5- and 7-skill level personnel. The 7-skill level personnel are moving further away from the technical tasks of the career field towards supervision.

DAFSC 2A692. Table 15 shows the 9-skill level personnel have primary tasks dealing in supervision. All members grouped fell into the supervisory cluster. The 9-skill level members make up 1 percent of the survey sample and spend 50 percent of their time in tasks associated with supervision. Table 16 displays data illustrating that 9-skill level personnel perform more supervisory tasks and less technical tasks than 7-skill level personnel.

ANG

DAFSC 2A652. These 220 airmen represent 12 percent of the survey sample. Typical duties lie heavily within Duty C, such as inspections and operational checks (see Table 19). Twenty percent of their time is spent in Duty C and 14 percent is spent in Duty F (see Table 18). The 5-skill level ANG members have the responsibilities of performing many of the technical tasks due to the lack of 3-skill level members in the ANG.

DAFSC 2A672. Table 20 displays the progression from technical tasks of Duty C towards quality assurance tasks associated with Duty R. These 132 members account for 7 percent of the survey sample. The tasks that differentiate between 5- and 7- skill level are displayed in Table 21. Similar to the active duty progression, performance of supervisory and training tasks increase with skill level. Table 17 and 18 also display this shift towards supervisory activities.

DAFSC 2A692. The 15 airmen constitute less than 1 percent of the total survey sample. As seen on Table 22, virtually all of the top tasks associated with this group are supervisory in nature. The 9-skill level personnel are performing clearly more supervisory tasks than the 7-skill level personnel (see Table 23). Table 17 show that 67 percent of these airmen are grouped in the Supervisory Cluster. Thirty percent of their time is spent in Duty S (see Table 18).

AFRC

DAFSC 2A632. The primary tasks performed by these members are concerned with dispatching AGE and performing inspections on AGE (see Table 26). These 11 personnel make up less than 1 percent of the survey sample. Ninety-one percent of these airmen work in the General AGE Repair Job (see Table 24).

DAFSC 2A652. The 141 airmen in this category account for 8 percent of the total survey sample. The tasks performed by 5-skill level members still remain technical in nature (see Table 27). The trend towards more supervisory and training tasks is less dramatic in the AFRC 5-skill level group (see Table 28) compared to their active duty equivalent. This is reflected once again in Table 24 and 25.

DAFSC 2A672. These 75 seven-skill level personnel represent 4 percent of the survey sample. Table 29 displays the transition into supervisory and training tasks from the technical tasks of the 5-skill level. This is illustrated in Table 30, which displays the tasks that differentiate the 5-skill level from the 9-skill level members. Tables 24 and 25 show an increase in the amount of training and management activities performed at this skill level in comparison to the 5-skill level.

DAFSC 2A692. Representing less than 1 percent of the survey sample, these 5 airmen perform primarily supervisory tasks (see Table 31). The further transition into supervisory tasks is evident in Table 32. Along with an increase in the amount of supervisory tasks at the 9-skill level, there is also an increase in training and quality assurance tasks. Tables 24 and 25 show the skill level progression from technical to more managerial activities for AFRC personnel.

Summary

Progression in the Aerospace Ground Equipment 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- and 9-skill level. An emphasis is clearly seen performing primarily the core job of General AGE Repair at the 3-skill level, with some broadening into supervisory functions at the 5-skill level. While AD craftsmen at the 7-skill level begin to shift to supervisory jobs, most of their time is still spent performing supervisory and management functions. The ANG and AFRC members at the 5- and 7-skill levels spend a higher percentage of their time performing technical tasks versus supervisory tasks than their AD counterparts. All of the 2A692 personnel were performing primarily supervisory duties across AD, ANG, and AFRC.

TRAINING ANALYSIS

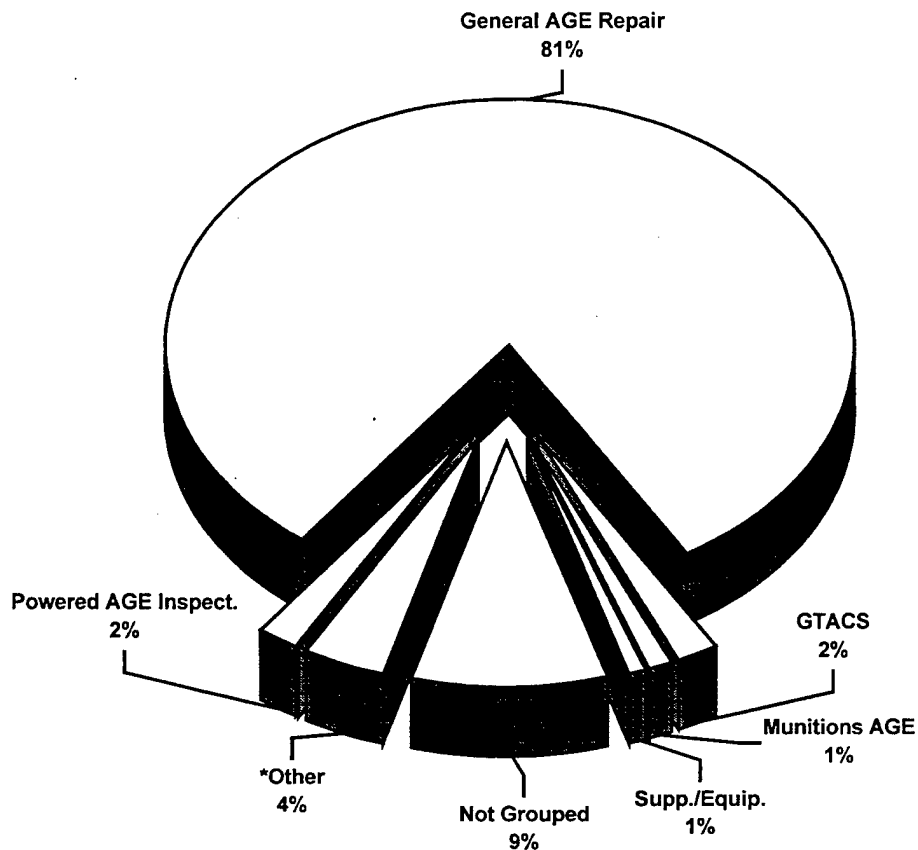
Occupational survey data are one of many sources of information that can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the work being performed 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 387 members in their first-enlistment (1-48 months TAFMS), representing 22 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder. Eighty-one percent of these airmen are performing General AGE Repair duties compared to 19 percent performing the rest of the assorted duties. Table 33 displays the relative percent of time spent on duties by first-enlistment personnel.

Table 34 lists representative tasks performed by first-enlistment personnel. Most involve the Performing Inspections tasks of Duty C. Table 35 reflects the equipment used by AD first-enlistment respondents.

**DISTRIBUTION OF 2A6X2 FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 357)**



*Others include AGE Dispatch Job, Non Powered AGE Production Support Job, Training Cluster, Supervisory Cluster, NCO Mobility Job, Non Powered AGE Inspection Job, and Production Support Job. Each of these specialty jobs was represented by less than 1 percent.

FIGURE 2

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, along with a measure of the difficulty of the JI tasks. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on 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 rating for 2A6X2 first-enlistment airmen. An average TE rating is 2.30, with a standard deviation of 1.32, making a high TE rating (avg. + 1 SD) equal to 3.62. For example, TE raters reported that tasks such as performing operational checks on air compressors and hydraulic tests stands requires a lot of training emphasis and, from the data, many airmen in the first job and within their first enlistment are performing these tasks. Table 37 displays those tasks that AFSC 2A6X2 raters judged to be most difficult to learn. An average TD rating is 5.0, with a standard deviation of 1.0, making a high TD rating (avg. +1 SD) equal to 6.0. Task Difficulty raters reported troubleshooting integrated or solid state circuitry malfunctions and measuring AGE solid state circuitry frequencies to be among the most difficult tasks to learn.

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.

Specialty Training Standard (STS)

A comprehensive review of STS 2A6X2, dated Dec 1997, compared STS items to survey data. Technical school personnel from Sheppard AFB, TX matched JI tasks to appropriate sections of the STS.

STS elements containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. AETCI36-2601 states that tasks performed by 20 percent or more of any criterion group should be considered for inclusion into the STS. Normally, STS elements with matched tasks that are performed by at least 20 percent of personnel in appropriate experience or skill-level groups (such as first-job, first-enlistment and 5- and 7- skill level groups) are considered supported and should be recognized for retention in the STS. Likewise, elements having tasks with less than 20 percent members performing across all criterion groups should be considered for deletion from the STS. Examples of these non-supported areas and their matched tasks can be seen in Table 38.

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.

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. Examples of 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.

Plan of Instruction

AETCI 36-2203 states OSR data should be used, when available, to determine which tasks are performed by the first enlistment personnel of the AFSC. Tasks performed or knowledge required by 30 percent or more of the personnel in each skill level of the AFSC should be considered for inclusion. In this study, tasks (that are currently instructed in the entry-level course) were matched to the 3-skill level course POI (J3ABR2A6X2) learning objectives. Any POI learning objective with low percentages (under 30 percent) of criterion group members (in this study, first job and first enlistment were used) performing matched tasks was considered unsupported. Using this standard, there were only a few POI learning objectives that went unsupported. Examples of these unsupported POI learning objectives are found in Table 40. With lower than 30 percent members performing and moderate TE and TD ratings, these areas of the POI should be carefully reviewed by training personnel to determine which areas, if any, are suitable for deletion.

Table 41 displays tasks that were not matched to any POI learning objective yet have moderate TD and high TE ratings. These unmatched tasks should be considered for inclusion in to the POI, if not already taught in a formalized setting.

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 42 presents job satisfaction data for AFSC 2A6X2 TAFMS groups, together with TAFMS data for a comparative sample of Manned Aerospace Maintenance career ladders surveyed in 1998. All TAFMS groups were rated in the areas of perception of job interest, utilization of talents, utilization of training, and sense of accomplishment gained from work. Data shows that the Aerospace Ground Equipment career field rates slightly higher in the areas of the perceived utilization of talents and training in than the comparative group. However, the first and second enlistment groups have much lower reenlistment intentions than the comparative sample.

An indication of how job satisfaction perceptions have changed over time is provided in Table 43. Again TAFMS data for the current survey respondents are presented, along with data from the last occupational survey report. This table shows current survey satisfaction ratings for job interest, perceived utilization of talents, perceived utilization of training, sense of accomplishment from work, and reenlistment intentions. The perceived use of talents and job interest ratings are rated lower than the previous survey for 1-48 and 49-96 months TAFMS groups. Reenlistment intentions for all TAFMS groups are lower than the 1999 survey.

In Table 44, a review of the job satisfaction ratings for the AD personnel in specialty jobs and clusters is displayed. A few of the notable observations are as follows. This survey reveals the lowest job interest ratings are among the AGE Dispatch Job, Munitions Job, and Hazmat Manager Job. The Tech Order Job had the lowest rating in perceived use of talents. Sense of accomplishment was highest among the QA Cluster. The highest reenlistment intentions are found among the members of the Training Cluster.

A review of the job satisfaction rating for ANG personnel is displayed in table 45. The jobs that reported the highest percentage of job satisfaction were the GTACS Job, Munitions AGE Job, and Production Support Job. The Powered AGE Inspection Job had the lowest percentage of perceived utilization of talent.

The job satisfaction ratings for AFRC members are found in Table 46. The jobs reporting being the most satisfied are the Powered AGE Inspection Job, CTACS Job, and the QA Cluster. The member in the Non Powered AGE Production Job reports the lowest satisfaction rating of any other job. The overall ratings in the area of perceived utilization of training, perceived utilization of talents, and sense of accomplishment for AFRC clusters and jobs are high.

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 indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Most personnel are distributed into the General AGE Repair Job (70 percent), or the Supervisory Cluster (10 percent).

Personnel in the Aerospace ground Equipment career ladder follow a typical career progression pattern. Three- and five- skill level personnel perform technical functions oriented toward general AGE repair. Seven- and nine- skill level members perform more supervisory and management tasks.

Career ladder training documents appear, on the whole, to be well supported by survey data, but require review by training personnel to ensure those tasks not matched are considered for inclusion in the STS or POI.

Job satisfaction is fairly low for all TAFMS when compared to both the comparative sample of like AFSCs and the previous survey.

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APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED
BY SPECIALTY JOB GROUPS

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TABLE A1

REPRESENTATIVE TASKS PERFORMED BY GENERAL AGE REPAIR JOB

TASKS		PERCENT MEMBERS PERFORMING (N=1244)
D0291	Remove or install batteries	98
C0110	Perform service inspections on air compressors	97
C0108	Perform operational checks on air compressors	96
C0204	Perform service inspections on heaters	96
C0202	Perform operational checks on heaters	96
D0292	Remove or install battery cables	96
C0186	Perform service inspections on floodlight sets	95
C0184	Perform operational checks on floodlight sets	95
C0109	Perform periodic inspections on air compressors	93
C0205	Perform operational checks on hydraulic test stands	93
D0296	Remove or install electrical fuses	92
M0787	Clean AGE	92
C0207	Perform service inspections on hydraulic test stands	92
D0312	Repair battery cables	92
D0306	Remove or install power cables	92
C0203	Perform periodic inspections on heaters	92
L0765	Remove or install AGE tire, tube, or wheel assemblies	91
M0802	Pick up or deliver AGE	91
L0755	Pack wheel bearings	91
C0185	Perform periodic inspections on floodlight sets	91
D0305	Remove or install power cable heads	90
D0290	Recharge batteries	90
M0795	Follow pintle hook procedures	90
F0420	Remove or install engine oil filters	90
M0799	Operate two-way vehicle radios	90

TABLE A2

REPRESENTATIVE TASKS BY AGE DISPATCH JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
M0802	Pick up or deliver AGE	100
M0795	Follow pintle hook procedures	100
M0799	Operate two-way vehicle radios	100
M0804	Position AGE on flightline	100
C0110	Perform service inspections on air compressors	100
C0108	Perform operational checks on air compressors	100
C0111	Perform operational checks on air conditioners	100
M0811	Service AGE	80
M0788	Clean or wax vehicles	80
M0787	Clean AGE	80
M0817	Turn in or pick up vehicles	80
F0411	Remove or install engine fan belts	80
N0824	Maintain CTKs	60
N0820	Inspect CTKs	60
C0184	Perform operational checks on floodlight sets	60
L0755	Pack wheel bearings	60
C0202	Perform operational checks on heaters	60
L0754	Lubricate enclosures, chassis, or drives	60
B0093	Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	60
L0765	Remove or install AGE tire, tube, or wheel assemblies	60
C0109	Perform periodic inspections on air compressors	60
D0290	Recharge batteries	60
M0805	Prepare AGE for mobility or training exercises, other than palletizing or depalletizing	60
C0113	Perform service inspections on air conditioners	60
H0532	Perform carbon monoxide tests (CMTs)	60

TABLE A3

REPRESENTATIVE TASKS PERFORMED BY POWERED AGE INSPECTION JOB

TASKS		PERCENT MEMBERS PERFORMING (N=18)
C0149	Perform service inspections on bomb lifts	100
C0148	Perform periodic inspections on bomb lifts	100
C0185	Perform periodic inspections on floodlight sets	100
C0203	Perform periodic inspections on heaters	100
C0204	Perform service inspections on heaters	100
C0110	Perform service inspections on air compressors	100
C0186	Perform service inspections on floodlight sets	94
C0184	Perform operational checks on floodlight sets	94
C0207	Perform service inspections on hydraulic test stands	94
C0147	Perform operational checks on bomb lifts	94
C0108	Perform operational checks on air compressors	94
C0202	Perform operational checks on heaters	94
C0109	Perform periodic inspections on air compressors	94
M0787	Clean AGE	89
C0206	Perform periodic inspections on hydraulic test stands	89
D0291	Remove or install batteries	89
C0113	Perform service inspections on air conditioners	89
C0205	Perform operational checks on hydraulic test stands	89
C0111	Perform operational checks on air conditioners	83
C0112	Perform periodic inspections on air conditioners	78
L0755	Pack wheel bearings	72
C0176	Perform periodic inspections on engine-driven generators	67
C0213	Perform service inspections on load banks	67
F0420	Remove or install engine oil filters	61
C0191	Perform periodic inspections on gas turbine compressors	61

TABLE A4

REPRESENTATIVE TASKS PERFORMED NON
POWERED AGE INSPECTION JOB

TASKS		PERCENT MEMBERS PERFORMING (N=6)
M0787	Clean AGE	100
L0765	Remove or install AGE tire, tube, or wheel assemblies	100
N0820	Inspect CTKs	100
L0761	Remove or install AGE brake assemblies	100
L0748	Break down or build up wheel assemblies	100
M0799	Operate two-way vehicle radios	100
N0824	Maintain CTKs	100
O0857	Remove or install nonpowered AGE hydraulic line assemblies	100
O0862	Remove or install nonpowered AGE ram assembly components	100
O0859	Remove or install nonpowered AGE hydraulic pumps	100
O0836	Load test aircraft jack assemblies	100
B0093	Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	100
M0811	Service AGE	83
L0774	Remove or install panels, doors, or covers	83
O0873	Repair nonpowered AGE ram assembly components	83
L0781	Spot paint, stencil, mark, or reflectorize AGE	83
L0773	Remove or install hinges, stays, or fasteners	83
L0744	Adjust brake systems	83
B0070	Inquire CAMS or GO81 for AGE maintenance snapshots	83
D0291	Remove or install batteries	83
O0856	Remove or install nonpowered AGE caster assemblies	83
O0858	Remove or install nonpowered AGE hydraulic pump components	83
M0817	Turn in or pick up vehicles	83
J0695	Weight test bomb lifts	83
C0113	Perform service inspections on air conditioners	83

TABLE A5

REPRESENTATIVE TASKS PERFORMED BY NON POWERED AGE INSPECTION JOB

TASKS		PERCENT MEMBERS PERFORMING (N=6)
C0111	Perform operational checks on air conditioners	100
C0110	Perform service inspections on air compressors	100
C0108	Perform operational checks on air compressors	100
C0113	Perform service inspections on air conditioners	83
C0132	Perform operational checks on aircraft tow bars	83
C0137	Perform service inspections on aircraft tripods or axle jacks	83
C0186	Perform service inspections on floodlight sets	83
C0135	Perform operational checks on aircraft tripods or axle jacks	83
C0134	Perform service inspections on aircraft tow bars	83
C0204	Perform service inspections on heaters	83
C0129	Perform operational checks on aircraft jacking manifolds	67
C0109	Perform periodic inspections on air compressors	67
C0131	Perform service inspections on aircraft jacking manifolds	67
C0202	Perform operational checks on heaters	67
C0184	Perform operational checks on floodlight sets	67
C0225	Perform service inspections on nonpowered AGE aircraft servicing equipment	67
C0207	Perform service inspections on hydraulic test stands	67
C0147	Perform operational checks on bomb lifts	50
C0149	Perform service inspections on bomb lifts	50
C0133	Perform periodic inspections on aircraft tow bars	50
C0228	Perform service inspections on nonpowered AGE maintenance stands	50
C0136	Perform periodic inspections on aircraft tripods or axle jacks	50
C0112	Perform periodic inspections on air conditioners	50
C0213	Perform service inspections on load banks	50
C0223	Perform operational checks on nonpowered AGE aircraft servicing equipment	50

TABLE A6

REPRESENTATIVE TASKS PERFORMED BY GTACS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=34)
A0051	Remove or install grounding rods	100
D0291	Remove or install batteries	100
D0292	Remove or install battery cables	100
Q0952	Erect tents	100
B0093	Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	97
A0027	Parallel generators	97
D0306	Remove or install power cables	97
Q0987	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	97
D0293	Remove or install cannon plugs	97
D0312	Repair battery cables	97
A0048	Remove or install camouflage	94
D0321	Repair power cables	94
D0296	Remove or install electrical fuses	94
D0297	Remove or install electrical gauges	94
D0305	Remove or install power cable heads	94
D0313	Repair cannon plugs	94
D0290	Recharge batteries	91
D0278	Build power cables	91
A0056	Service mobility equipment for ground deployments	91
M0787	Clean AGE	88
A0014	Drive in vehicle convoys	88
D0307	Remove or install receptacles	88
A0054	Remove or install tent lighting kits	88
M0797	Operate forklifts	85
A0052	Remove or install mobilizer equipment	85

TABLE A7

REPRESENTATIVE TASKS PERFORMED BY MUNITIONS AGE JOB

TASKS		PERCENT MEMBERS PERFORMING (N=11)
C0148	Perform periodic inspections on bomb lifts	100
N0828	Perform special inspections on emergency shop equipment, such as eye washes or first-aid kits	100
C0221	Perform periodic inspections on munitions handling equipment	91
C0147	Perform operational checks on bomb lifts	91
N0824	Maintain CTKs	91
C0220	Perform operational checks on munitions handling equipment	91
N0820	Inspect CTKs	91
N0823	Inspect shop equipment, other than overhead hoists or electric tugs	91
M0787	Clean AGE	82
C0149	Perform service inspections on bomb lifts	82
C0247	Perform operational checks on shop support equipment	82
C0248	Perform periodic inspections on shop support equipment	82
M0799	Operate two-way vehicle radios	82
E0330	Adjust circuit card output signals	82
E0337	Measure amperage, resistance, frequency, or voltage of AGE electronic circuitry systems	82
D0313	Repair cannon plugs	82
D0293	Remove or install cannon plugs	82
C0222	Perform service inspections on munitions handling equipment	73
M0795	Follow pintle hook procedures	73
C0269	Perform operator inspections on tow vehicles	73
C0249	Perform service inspections on shop support equipment	73
L0781	Spot paint, stencil, mark, or reflectorize AGE	73
L0755	Pack wheel bearings	73
M0788	Clean or wax vehicles	73
J0695	Weight test bomb lifts	73

TABLE A8

REPRESENTATIVE TASKS PERFORMED BY TRAINING CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=40)
T1097	Personalize lesson plans	90
T1076	Administer or score tests	88
T1080	Conduct formal course classroom training	83
T1084	Counsel trainees on training progress	80
T1089	Develop or procure training materials or aids	78
T1087	Develop training programs, plans, or procedures	70
T1079	Conduct AGE operation training	68
T1088	Develop written tests	63
T1094	Inspect training materials or aids for operation or suitability	60
T1077	Brief personnel concerning training programs or matters	60
T1086	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	60
T1096	Perform certified trainer duties	58
T1095	Maintain training records or files	58
T1090	Establish or maintain study reference files	55
S1052	Inspect personnel for compliance with military standards	50
S1017	Counsel subordinates concerning personal matters	50
C0111	Perform operational checks on air conditioners	48
C0113	Perform service inspections on air conditioners	48
U1122	Maintain TO libraries	43
T1093	Evaluate progress of trainees, including career development courses (CDCs) or upgrade training (UGT)	43
T1092	Evaluate effectiveness of training programs, plans, or procedures	43
T1091	Evaluate training methods or techniques of instructors	40
C0205	Perform operational checks on hydraulic test stands	38
C0190	Perform operational checks on gas turbine compressors	38
C0207	Perform service inspections on hydraulic test stands	38

TABLE A9

REPRESENTATIVE TASKS PERFORMED BY QA CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=22)
R1002	Perform quality assurance task evaluations	95
R1003	Perform quality verification inspections (QVIs) on AGE	91
R0995	Inspect completed maintenance	91
R1000	Perform non-AGE-related quality control activities, other than aircraft	86
R0997	Perform activity or performance spot checks	82
R0999	Perform foreign object damage (FOD) prevention inspections	82
R0996	Perform activity inspections	73
S1069	Write inspection reports	68
R1001	Perform quality assurance supervisor evaluations	64
N0820	Inspect CTKs	64
R0998	Perform exercise evaluation inspector duties	64
S1014	Conduct safety inspections of equipment or facilities	64
R0990	Evaluate reports of deficiency (RODs), such as product quality deficiency reports (PQDRs)	64
R0992	Evaluate unsatisfactory reports (URs)	59
S1042	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	55
N0823	Inspect shop equipment, other than overhead hoists or electric tugs	55
S1046	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	55
R0989	Evaluate changes to TOs	55
S1043	Evaluate personnel for compliance with performance standards	50
R1006	Submit suggestions for modifications	50
R1005	Perform TO verifications, validations, or prepublication reviews	50
S1011	Conduct self-inspections or self-assessments	45
R0993	Initiate one-time inspections (OTIs)	45
U1105	Complete accident or incident reports	45
R1004	Perform QVIs on aircraft	41

TABLE A10

REPRESENTATIVE TASKS PERFORMED BY SUPPLY/EQUIPMENT CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=32)
N0820	Inspect CTKs	94
N0824	Maintain CTKs	91
V1145	Maintain bench stocks	88
V1142	Inventory equipment, tools, parts, or supplies	81
B0098	Research national stock or part numbers using Federal Logistics (FEDLOG) system	81
S1058	Monitor shelf-life programs	78
V1137	Establish bench stock levels	75
V1138	Evaluate serviceability of equipment, tools, parts, or supplies	75
B0093	Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	75
N0818	Build composite tool kits (CTKs)	72
V1143	Issue or log turn-ins of equipment, tools, parts, or supplies	69
B0090	Monitor collection and disposal of hazardous waste materials	63
V1147	Maintain work order residues	63
V1148	Maintain documentation on items requiring inspections or calibrations	56
N0829	Perform turn-in or acceptance inspections on special tools or shop equipment or parts	56
M0817	Turn in or pick up vehicles	56
V1139	Identify and report equipment or supply problems	53
V1150	Pick up, deliver, or store equipment, tools, parts, or supplies, other than AGE, locally manufactured AGE repair parts, or vehicles	53
S1057	Monitor precious metal recovery programs	53
V1141	Initiate requisitions for equipment, tools, parts, or supplies, other than AGE repair kits or parts	50
N0819	Initiate missing tool reports	50
M0796	Monitor AGE fuel usage	47
B0087	Mark hazardous or dangerous material containers	47

TABLE A11

REPRESENTATIVE TASKS PERFORMED BY PRODUCTION SUPPORT JOB

TASKS	PERCENT MEMBERS PERFORMING (N=24)
B0098 Research national stock or part numbers using Federal Logistics (FEDLOG) system	100
B0071 Inquire CAMS or GO81 for AGE scheduled, unscheduled, or deferred equipment discrepancies	100
B0067 Inquire CAMS or GO81 for AGE event maintenance	100
B0070 Inquire CAMS or GO81 for AGE maintenance snapshots	96
B0069 Inquire CAMS or GO81 for AGE maintenance repair equipment histories	92
B0068 Inquire CAMS or GO81 for AGE maintenance data collection documents	92
B0075 Inquire CAMS or GO81 for work unit code equipment records	88
B0101 Review or monitor AGE mission capable (MICAP) status	88
B0063 Create and schedule CAMS or GO81 equipment discrepancies	88
V1145 Maintain bench stocks	83
B0081 Load AGE periodic inspections in CAMS or GO81	83
B0097 Request CAMS or GO81 output products for job numbers or corrective actions	83
B0065 Determine due-in-from maintenance (DIFM) equipment status	83
B0100 Review awaiting parts (AWP) equipment status	79
B0086 Maintain status boards, graphs, or charts	79
V1146 Maintain hold bin parts	79
B0078 Load AGE annual inspections in CAMS or GO81	79
B0095 Procure AGE repair kits or parts using CAMS, GO81, or standard base supply system (SBSS)	75
V1142 Inventory equipment, tools, parts, or supplies	75
B0080 Load AGE histories in CAMS or GO81	75
B0096 Request CAMS or GO81 output products for equipment historical records	75
B0079 Load AGE event maintenance in CAMS or GO81	71
B0060 Coordinate aerospace ground equipment (AGE) repair part requirements with local manufacturers	71

TABLE A12

REPRESENTATIVE TASKS PERFORMED BY SUPERVISORY CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=175)
S1017	Counsel subordinates concerning personal matters	94
S1043	Evaluate personnel for compliance with performance standards	94
S1074	Write recommendations for awards or decorations	93
S1052	Inspect personnel for compliance with military standards	92
S1053	Interpret policies, directives, or procedures for subordinates	91
S1013	Conduct supervisory performance feedback sessions	89
S1073	Write or indorse military performance reports	89
S1021	Determine or establish work assignments or priorities	89
S1044	Evaluate personnel for promotion, demotion, reclassification, or special awards	86
S1015	Conduct supervisory orientations for newly assigned personnel	85
S1010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	84
S1014	Conduct safety inspections of equipment or facilities	84
S1011	Conduct self-inspections or self-assessments	84
S1063	Recommend personnel for training	84
S1008	Assign personnel to work areas or duty positions	83
S1068	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	83
S1062	Prepare for unit inspections	81
S1037	Establish performance standards for subordinates	81
S1030	Develop or establish work schedules	79
S1022	Develop continuity folders	79
S1042	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	78
S1051	Initiate actions required due to substandard performance of personnel	78
T1095	Maintain training records or files	75
S1075	Write replies to inspection reports	75

TABLE A13

REPRESENTATIVE TASKS PERFORMED BY NCO MOBILITY JOB

TASKS		PERCENT MEMBERS PERFORMING (N=12)
Q0954	Inspect packed or palletized mobility or contingency equipment prior to transport	100
Q0959	Maintain mobility personnel listings	92
Q0943	Coordinate mobility or contingency requirements with appropriate agencies	92
Q0935	Assign personnel to mobility or contingency positions	92
Q0936	Brief deploying personnel	92
Q0953	Inspect mobility bags or kits	92
Q0948	Develop mobility inspection checklists	92
Q0960	Maintain accountability of personnel selected to fill OPLAN requirements	83
Q0941	Coordinate deployment of personnel with other MAJCOMs or joint service commands	83
Q0985	Request or distribute mobility requirements documents	75
S1066	Review mobility, contingency, disaster preparedness, or unit emergency or alert plans	75
Q0937	Complete operations plan (OPLAN) sourcing requirements	75
Q0950	Don or doff chemical warfare personal protective clothing	75
Q0939	Conduct contingency operation/mobility planning and execution system (COMPES) programs	67
S1022	Develop continuity folders	67
Q0951	Draft or write mobility or deployment after-action reports	67
S1027	Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans	58
M0797	Operate forklifts	58
Q0938	Compute OPLAN requirements status listings	58
Q0944	Coordinate specific source of personnel requirements with appropriate agencies	50
B0073	Inquire CAMS or GO81 for personnel training status	50
Q0964	Pack or palletize mobility or contingency equipment for shipment or movement	50
M0799	Operate two-way vehicle radios	50

TABLE A14

REPRESENTATIVE TASKS PERFORMED BY HAZMAT MANAGER JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
S1047	Implement EPA programs	100
B0090	Monitor collection and disposal of hazardous waste materials	80
S1031	Direct Environmental Protection Agency (EPA) programs	80
S1048	Implement safety or security programs	80
T1081	Conduct hazardous spill response training	80
B0087	Mark hazardous or dangerous material containers	80
S1045	Evaluate personnel compliance with EPA program standards	60
S1063	Recommend personnel for training	60
S1042	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	40
S1065	Review EPA programs	40
S1062	Prepare for unit inspections	40
S1053	Monitor shelf-life programs	40
U1105	Complete accident or incident reports	40
S1014	Conduct safety inspections of equipment or facilities	40
S1037	Establish performance standards for subordinates	40
S1056	Investigate accidents or incidents	40
S1028	Develop or establish training schedules	40
S1029	Develop or establish work methods or procedures	40
B0061	Coordinate disposal of hazardous or dangerous materials with action agencies	20
S1061	Plan layouts of facilities	20
S1069	Write inspection reports	20
S1075	Write replies to inspection reports	20
T1077	Brief personnel concerning training programs or matters	20
U1104	Compile data for records, reports, logs, or trend analyses	20
S1053	Interpret policies, directives, or procedures for subordinates	20

TABLE A15

REPRESENTATIVE TASKS PERFORMED BY TECHNICAL ORDER JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
R0989	Evaluate changes to TOs	100
U1122	Maintain TO libraries	100
U1112	Establish or maintain automated technical order management system (ATOMS) accounts	100
R1005	Perform TO verifications, validations, or prepublication reviews	80
U1127	Prepare or submit AFTO Forms 22 (Technical Order Improvement Report and Reply)	60
S1035	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	40
S1073	Write or indorse military performance reports	40
S1011	Conduct self-inspections or self-assessments	40
S1013	Conduct supervisory performance feedback sessions	40
S1067	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	40
T1083	Conduct on-the-job training (OJT)	40
B0098	Research national stock or part numbers using Federal Logistics (FEDLOG) system	40
S1074	Write recommendations for awards or decorations	40
S1071	Write staff studies, surveys, or routine reports, other than training or inspection reports	20
V1143	Issue or log turn-ins of equipment, tools, parts, or supplies	20
S1021	Determine or establish work assignments or priorities	20
B0095	Procure AGE repair kits or parts using CAMS, GO81, or standard base supply system (SBSS)	20
S1010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	20
M0793	Dip-check AGE main fuel supply tanks	20
T1095	Maintain training records or files	20
V1148	Maintain documentation on items requiring inspections or calibrations	20

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APPENDIX B

TABLES 6-42

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TABLE 6

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS CAREER LADDER CLUSTERS AND SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	DAFSC 2A632 (N=357)	DAFSC 2A652 (N=949)	DAFSC 2A672 (N=435)	DAFSC 3A692 (N=41)
I. GENERAL AGE REPAIR JOB	82	78	48	12
II. AGE DISPATCH JOB	*	*	0	0
III. POWERED AGE INSPECTION JOB	1	1	*	0
IV. NON POWERED AGE PRODUCTION SUPPORT JOB	*	*	*	0
V. NON POWERED AGE INSPECTION JOB	*	*	*	0
VI. GTACS JOB	2	2	1	0
VII. MUNITIONS AGE JOB	*	*	0	0
VIII. TRAINING CLUSTER	0	3	2	0
IX. QUALITY ASSURANCE CLUSTER	0	*	4	0
X. SUPPLY/ EQUIPMENT CLUSTER	*	3	*	0
XI. PRODUCTION SUPPORT JOB	*	1	*	0
XII. SUPERVISORY CLUSTER	*	2	29	76
XIII. NCO MOBILITY JOB	0	*	1	0
IXV. TECHNICAL ORDER JOB	0	*	*	0
XV. HAZMAT MANAGER JOB	0	*	*	0
XVI. NOT GROUPED	14	9	14	12
AVERAGE NUMBER OF TASKS PERFORMED	333	370	296	194
PERCENT OF SURVEY SAMPLE	20	53	25	2

* Less than 1 percent

TABLE 7

RELATIVE PERCENT TIME SPENT ON DUTIES BY 2A6X2 DAFSC MEMBERS
(PERCENT RESPONDING)

DUTIES	DAFSC 2A632 (N=357)	DAFSC 2A652 (N=949)	DAFSC 2A672 (N=435)	DAFSC 3A692 (N=41)
A PERFORMING GROUND TATER AIR CONTROL SYSTEM (GTACS) ACTIVITIES	2	2	2	1
B PERFORMING GENERAL PRODUCTION SUPPORT ACTIVITIES	6	6	10	11
C PERFORMING INSPECTIONS	26	18	12	2
D MAINTAINING AEROSPACE GROUND EQUIPMENT ELECTRICAL SYSTEMS	9	9	5	*
E MAINTAINING AGE ELECTRONIC SYSTEMS	2	3	2	*
F MAINTAINING AGE ENGINES	12	12	7	2
G MAINTAINING AGE MOTORS OR GENERATORS	2	3	2	*
H MAINTAINING AGE HEATING SYSTEMS	5	5	3	*
I MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	3	3	2	*
J MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICINIG HYDRAULIC SYSTEMS	4	4	3	*
K MAINTAINING AGE PNEUMATIC SYSTEMS	4	4	3	*
L MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	7	6	3	1
M DISPATCHING AGE	6	5	4	2
N MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	2	3	1	1
O MAINTANING NON POWERED AGE	5	3	1	1
P PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	*	*	*	*
Q PERFORMING MOBILITY OR CONTINGENCY ACTIVITIES	1	2	4	7
R PERFORMING AGE QUALITY VERIFICATION ACTIVITIES	1	1	4	7
S PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	5	19	41
T PERFORMING TRAINING ACTIVITIES	*	3	5	7
U PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	*	4	10
V PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	2	3	6

* Less than 1 percent

TABLE 8

DISTRIBUTION OF AFSC 2A6X2 ACTIVE DUTY SKILL LEVEL MEMBERS ACROSS CAREER LADDER JOBS

SPECIALTY JOBS	DAFSC 2A632 (N=346)	DAFSC 2A652 (N=588)	DAFSC 2A672 (N=228)	DAFSC 3A692 (N=21)
I. GENERAL AGE REPAIR JOB	284/ 82%	414/ 70%	60/ 26%	0
II. AGE DISPATCH JOB	3	0	0	0
III. POWERED AGE INSPECTION JOB	6	2	0	0
IV. NON POWERED AGE PRODUCTION SUPPORT JOB	1	3	1	0
V. NON POWERED AGE INSPECTION JOB	1	2	1	0
VI. GTACS JOB	7	18	4	0
VII. MUNITIONS AGE JOB	4	5	0	0
VIII. TRAINING CLUSTER	0	30	8	0
IX. QUALITY ASSURANCE CLUSTER	0	4	6	0
X. SUPPLY/ EQUIPMENT CLUSTER	3	25	4	0
XI. PRODUCTION SUPPORT JOB	2	19	2	0
XII. SUPERVISORY CLUSTER	1	14	98/ 43%	16
XIII. NCO MOBILITY JOB	0	4	8	0
IXV. TECHNICAL ORDER JOB	0	3	2	0
XV. HAZMAT MANAGER JOB	0	3	2	0
XVI. NOT GROUPED	34	42	32	5

TABLE 9

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD 2A6X2 DAFSC MEMBERS
(PERCENT RESPONDING)

DUTIES	DAFSC				DAFSC			
	2A632 (N=346)				2A652 (N=588)			
								DAFSC 3A692 (N=21)
A	PERFORMING GROUND TOWER AIR CONTROL SYSTEM (GTACS) ACTIVITIES	2	2	1	*			
B	PERFORMING GENERAL PRODUCTION SUPPORT ACTIVITIES	6	8	13	8			
C	PERFORMING INSPECTIONS	26	17	9	*			
D	MAINTAINING AEROSPACE GROUND EQUIPMENT ELECTRICAL SYSTEMS	9	8	3	0			
E	MAINTAINING AGE ELECTRONIC SYSTEMS	2	2	*	0			
F	MAINTAINING AGE ENGINES	12	10	4	0			
G	MAINTAINING AGE MOTORS OR GENERATORS	2	2	*	0			
H	MAINTAINING AGE HEATING SYSTEMS	5	4	2	0			
I	MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	3	3	*	0			
J	MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	4	4	1	0			
K	MAINTAINING AGE PNEUMATIC SYSTEMS	4	4	1	0			
L	MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	7	5	2	0			
M	DISPATCHING AGE	6	5	3	*			
N	MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	2	3	2	*			
O	MAINTAINING NON POWERED AGE	5	4	1	0			
P	PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	*	*	*	*			
Q	PERFORMING MOBILITY OR CONTINGENCY ACTIVITIES	1	2	6	6			
R	PERFORMING AGE QUALITY VERIFICATION ACTIVITIES	1	1	5	10			
S	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	7	30	50			
T	PERFORMING TRAINING ACTIVITIES	*	4	7	8			
U	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	2	6	13			
V	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	2	3	4			

* Less than 1 percent

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY 3-SKILL LEVEL AD PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=346)
D0291	Remove or install batteries	89
C0110	Perform service inspections on air compressors	88
C0186	Perform service inspections on floodlight sets	86
C0108	Perform operational checks on air compressors	86
C0184	Perform operational checks on floodlight sets	85
C0204	Perform service inspections on heaters	85
M0787	Clean AGE	84
C0202	Perform operational checks on heaters	84
C0109	Perform periodic inspections on air compressors	84
C0228	Perform service inspections on nonpowered AGE maintenance stands	83
C0226	Perform operational checks on nonpowered AGE maintenance stands	83
C0137	Perform service inspections on aircraft tripods or axle jacks	83
M0802	Pick up or deliver AGE	82
C0185	Perform periodic inspections on floodlight sets	82
L0755	Pack wheel bearings	80
C0113	Perform service inspections on air conditioners	80
C0227	Perform periodic inspections on nonpowered AGE maintenance stands	80
M0795	Follow pintle hook procedures	79
M0799	Operate two-way vehicle radios	79
N0820	Inspect CTKs	78
M0804	Position AGE on flightline	77
M0788	Clean or wax vehicles	77
B0093	Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	76
M0811	Service AGE	74
N0824	Maintain CTKs	74
B0071	Inquire CAMS or GO81 for AGE scheduled, unscheduled, or deferred equipment discrepancies	73
B0098	Research national stock or part numbers using Federal Logistics (FEDLOG) system	64

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY 5-SKILL LEVEL AD PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=588)
N0820	Inspect CTKs	83
N0824	Maintain CTKs	77
C0110	Perform service inspections on air compressors	75
C0108	Perform operational checks on air compressors	74
M0799	Operate two-way vehicle radios	73
B0093	Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	72
M0787	Clean AGE	72
M0795	Follow pintle hook procedures	72
C0202	Perform operational checks on heaters	72
B0098	Research national stock or part numbers using Federal Logistics (FEDLOG) system	71
C0186	Perform service inspections on floodlight sets	71
C0184	Perform operational checks on floodlight sets	71
B0071	Inquire CAMS or GO81 for AGE scheduled, unscheduled, or deferred equipment discrepancies	69
B0070	Inquire CAMS or GO81 for AGE maintenance snapshots	63
B0067	Inquire CAMS or GO81 for AGE event maintenance	63
R0999	Perform foreign object damage (FOD) prevention inspections	60
T1083	Conduct on-the-job training (OJT)	53
T1095	Maintain training records or files	51
T1084	Counsel trainees on training progress	47
V1142	Inventory equipment, tools, parts, or supplies	41
S1052	Inspect personnel for compliance with military standards	40
V1138	Evaluate serviceability of equipment, tools, parts, or supplies	39
T1096	Perform certified trainer duties	38
T1079	Conduct AGE operation training	34
U1122	Maintain TO libraries	24

TABLE 12

TASK WHICH BEST DIFFERENTIATE BETWEEN 3- AND 5-SKILL LEVEL AD PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A632 (N=346)	DAFSC 2A652 (N=588)	DIFFERENCE
C0185 Perform periodic inspections on floodlight sets	82	62	20
T1084 Counsel trainees on training progress	5	47	-43
S1017 Counsel subordinates concerning personal matters	4	45	-41
T1095 Maintain training records or files	14	51	-37
S1013 Conduct supervisory performance feedback sessions	4	40	-36
S1073 Write or indorse military performance reports	1	36	-35
S1074 Write recommendations for awards or decorations	2	37	-35
S1043 Evaluate personnel for compliance with performance standards	2	36	-34
B0091 Perform AGE supervisor maintenance actions reviews	6	40	-34
S1052 Inspect personnel for compliance with military standards	7	40	-33
T1083 Conduct on-the-job training (OJT)	19	53	-33

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY 7-SKILL LEVEL AD PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=228)
S1017	Counsel subordinates concerning personal matters	74
S1073	Write or indorse military performance reports	71
S1074	Write recommendations for awards or decorations	71
S1013	Conduct supervisory performance feedback sessions	71
T1095	Maintain training records or files	69
S1052	Inspect personnel for compliance with military standards	68
S1043	Evaluate personnel for compliance with performance standards	68
S1053	Interpret policies, directives, or procedures for subordinates	67
B0071	Inquire CAMS or GO81 for AGE scheduled, unscheduled, or deferred equipment discrepancies	66
S1011	Conduct self-inspections or self-assessments	66
S1068	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	64
S1022	Develop continuity folders	64
S1021	Determine or establish work assignments or priorities	63
S1014	Conduct safety inspections of equipment or facilities	61
S1062	Prepare for unit inspections	60
S1044	Evaluate personnel for promotion, demotion, reclassification, or special awards	59
S1008	Assign personnel to work areas or duty positions	58
B0067	Inquire CAMS or GO81 for AGE event maintenance	57
B0073	Inquire CAMS or GO81 for personnel training status	57
S1042	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	57
B0091	Perform AGE supervisor maintenance actions reviews	57
S1075	Write replies to inspection reports	57
S1010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	55
B0086	Maintain status boards, graphs, or charts	55
T1077	Brief personnel concerning training programs or matters	51

TABLE 14

TASKS WHICH DIFFERENTIATE BETWEEN 5- AND 7-SKILL LEVEL AD PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A652 (N=588)	DAFSC 2A673 (N=288)	DIFFERENCE
L0782 Stop-drill panel cracks	68	22	45
D0291 Remove or install batteries	76	31	45
L0781 Spot paint, stencil, mark, or reflectorize AGE	67	23	44
D0305 Remove or install power cable heads	71	27	44
L0755 Pack wheel bearings	68	24	44
M0802 Pick up or deliver AGE	68	25	43
D0312 Repair battery cables	71	27	43
D0297 Remove or install electrical gauges	71	28	43
L0765 Remove or install AGE tire, tube, or wheel assemblies	69	26	43
L0761 Remove or install AGE brake assemblies	65	22	43
S1068 Schedule personnel for temporary duty (TDY)	20	64	-45
S1011 Conduct self-inspections or self-assessments	28	66	-38
S1022 Develop continuity folders	27	64	-38
S1075 Write replies to inspection reports	20	57	-38
S1010 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	17	55	-38
S1009 Assign sponsors for newly assigned personnel	16	52	-37
S1073 Write or indorse military performance reports	36	71	-35
S1053 Interpret policies, directives, or procedures for subordinates	32	67	-35
S1063 Recommend personnel for training	27	62	-35

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY 9-SKILL LEVEL AD PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=21)
S1052	Inspect personnel for compliance with military standards	86
S1073	Write or indorse military performance reports	86
S1074	Write recommendations for awards or decorations	86
S1014	Conduct safety inspections of equipment or facilities	86
S1056	Investigate accidents or incidents	81
S1010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	81
S1013	Conduct supervisory performance feedback sessions	81
S1046	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	76
S1041	Evaluate inspection report findings or inspection procedures	76
S1043	Evaluate personnel for compliance with performance standards	76
S1011	Conduct self-inspections or self-assessments	76
S1042	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	76
S1045	Evaluate personnel compliance with EPA program standards	76
S1044	Evaluate personnel for promotion, demotion, reclassification, or special awards	71
S1075	Write replies to inspection reports	71
S1053	Interpret policies, directives, or procedures for subordinates	71
S1017	Counsel subordinates concerning personal matters	71
U1129	Write minutes of briefings, conferences, or meetings	67
R0991	Evaluate suggestions for modifications	67
U1105	Complete accident or incident reports	62
R0993	Initiate one-time inspections (OTIs)	57

TABLE 16

TASKS WHICH BEST DIFFERENTIATE BETWEEN 7- AND 9-SKILL LEVEL AD PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 2A672 (N=228)	DAFSC 2A692 (N=21)	DIFFERENCE
T1083	Conduct on-the-job training (OJT)	46	5	41
B0093	Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	39	*	39
C0108	Perform operational checks on air compressors	38	*	38
M0817	Turn in or pick up vehicles	38	*	38
C0247	Perform operational checks on shop support equipment	37	*	37
M0799	Operate two-way vehicle radios	46	10	36
N0824	Maintain CTKs	36	*	36
T1095	Maintain training records or files	69	33	36
C0110	Perform service inspections on air compressors	35	*	35
D0325	Research TOs, charts, diagrams, or owners manuals for	35	*	35
S1027	Develop inputs to mobility, contingency, disaster	23	76	-53
S1064	Review budget requirements	19	67	-48
S1024	Develop organizational or functional charts	33	76	-43
S1056	Investigate accidents or incidents	39	81	-42
S1060	Plan AGE support of special missions, war plans, or training exercises	21	62	-41
S1039	Evaluate AGE abuse reports	32	71	-40
S1026	Develop self-inspection or self-assessment program checklists	43	81	-38
R0993	Initiate one-time inspections (OTIs)	20	57	-37
R0991	Evaluate suggestions for modifications	31	67	-36
S1036	Establish organizational policies, such as operating instructions (OIs), standard operating procedures (SOPs), or local workcards	26	62	-36

TABLE 17

DISTRIBUTION OF AFSC 2A6X2 ANG SKILL LEVEL MEMBERS ACROSS CAREER LADDER JOBS

SPECIALTY JOBS	DAFSC	DAFSC	DAFSC
	2A652 (N=220)	2A672 (N=132)	3A692 (N=15)
GENERAL AGE REPAIR JOB	197	102	5
AGE DISPATCH JOB	2	0	0
POWERED AGE INSPECTION JOB	8	1	0
GTACS JOB	3	1	0
MUNITIONS AGE JOB	2	0	0
QUALITY ASSURANCE CLUSTER	0	0	0
PRODUCTION SUPPORT JOB	0	0	0
SUPERVISORY CLUSTER	0	13	10/67%
NOT GROUPED	8	15	0

TABLE 18

RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG 2A6X2 DAFSC MEMBERS
(PERCENT RESPONDING)

DUTIES	DAFSC 2A652 (N=220)	DAFSC 2A672 (N=132)	DAFSC 3A692 (N=15)
A PERFORMING GROUND TATER AIR CONTROL SYSTEM (GTACS) ACTIVITIES	2	3	3
B PERFORMING GENERAL PRODUCTION SUPPORT ACTIVITIES	4	7	13
C PERFORMING INSPECTIONS	20	14	3
D MAINTAINING AEROSPACE GROUND EQUIPMENT ELECTRICAL SYSTEMS	10	7	2
E MAINTAINING AGE ELECTRONIC SYSTEMS	3	2	1
F MAINTAINING AGE ENGINES	14	11	3
G MAINTAINING AGE MOTORS OR GENERATORS	4	3	4
H MAINTAINING AGE HEATING SYSTEMS	7	5	1
I MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	4	3	1
J MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICINIG HYDRAULIC SYSTEMS	5	5	*
K MAINTAINING AGE PNEUMATIC SYSTEMS	5	4	1
L MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	7	5	1
M DISPATCHING AGE	5	4	3
N MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	2	2	2
O MAINTAINING NON POWERED AGE	3	3	*
P PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	*	*	*
Q PERFORMING MOBILITY OR CONTINGENCY ACTIVITIES	2	3	6
R PERFORMING AGE QUALITY VERIFICATION ACTIVITIES	*	5	4
S PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	6	30
T PERFORMING TRAINING ACTIVITIES	*	2	6
U PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	2	8
V PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	3	7

* Less than 1 percent

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY 5-SKILL LEVEL ANG PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=220)
D0291	Remove or install batteries	97
C0203	Perform periodic inspections on heaters	95
C0204	Perform service inspections on heaters	95
D0290	Recharge batteries	94
M0787	Clean AGE	93
C0202	Perform operational checks on heaters	93
C0109	Perform periodic inspections on air compressors	93
C0110	Perform service inspections on air compressors	92
C0108	Perform operational checks on air compressors	92
M0802	Pick up or deliver AGE	90
L0755	Pack wheel bearings	90
C0185	Perform periodic inspections on floodlight sets	89
F0420	Remove or install engine oil filters	88
C0186	Perform service inspections on floodlight sets	87
C0184	Perform operational checks on floodlight sets	87
C0111	Perform operational checks on air conditioners	87
M0795	Follow pintle hook procedures	86
C0113	Perform service inspections on air conditioners	86
C0112	Perform periodic inspections on air conditioners	86
L0754	Lubricate enclosures, chassis, or drives	86
M0804	Position AGE on flightline	85
B0093	Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	85
M0799	Operate two-way vehicle radios	85
M0811	Service AGE	81
C0226	Perform operational checks on nonpowered AGE maintenance stands	60

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY 7-SKILL LEVEL ANG PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=132)
N0820	Inspect CTKs	86
B0093	Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	81
M0799	Operate two-way vehicle radios	80
C0202	Perform operational checks on heaters	80
M0795	Follow pintle hook procedures	79
C0184	Perform operational checks on floodlight sets	79
C0204	Perform service inspections on heaters	79
B0098	Research national stock or part numbers using Federal Logistics (FEDLOG) system	78
M0802	Pick up or deliver AGE	78
M0787	Clean AGE	78
N0823	Inspect shop equipment, other than overhead hoists or electric tugs	77
C0203	Perform periodic inspections on heaters	77
R0999	Perform foreign object damage (FOD) prevention inspections	74
M0811	Service AGE	74
B0071	Inquire CAMS or GO81 for AGE scheduled, unscheduled, or deferred equipment discrepancies	73
Q0967	Participate in self-aid/buddy care training	73
R0995	Inspect completed maintenance	70
V1138	Evaluate serviceability of equipment, tools, parts, or supplies	64
Q0950	Don or doff chemical warfare personal protective clothing	64
B0069	Inquire CAMS or GO81 for AGE maintenance repair equipment histories	63
R0997	Perform activity or performance spot checks	49
R0996	Perform activity inspections	45
R1000	Perform non-AGE-related quality control activities, other than aircraft	35
R1003	Perform quality verification inspections (QVIs) on AGE	33
R1002	Perform quality assurance task evaluations	30

TABLE 21

TASKS WHICH BEST DIFFERENTIATE BETWEEN 5- AND 7-SKILL LEVEL ANG PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A652 (N=220)	DAFSC 2A672 (N=132)	DIFFERENCE
B0091 Perform AGE supervisor maintenance actions reviews	12	52	-40
T1084 Counsel trainees on training progress	15	53	-38
R0995 Inspect completed maintenance	31	70	-38
T1095 Maintain training records or files	17	54	-37
T1085 Determine training requirements	10	46	-36
T1083 Conduct on-the-job training (OJT)	31	67	-36
T1096 Perform certified trainer duties	16	52	-35
U1103 Assign maintenance and repair work	13	48	-35
S1063 Recommend personnel for training	11	45	-34
S1018 Determine AGE corrosion control schedules	13	45	-32
S1021 Determine or establish work assignments or priorities	14	45	-32
R0997 Perform activity or performance spot checks	19	49	-31
S1008 Assign personnel to work areas or duty positions	16	47	-31
V1138 Evaluate serviceability of equipment, tools, parts, or supplies	34	64	-30

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY 9-SKILL LEVEL ANG PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=15)
S1043	Evaluate personnel for compliance with performance standards	100
S1030	Develop or establish work schedules	100
U1103	Assign maintenance and repair work	100
S1062	Prepare for unit inspections	100
S1021	Determine or establish work assignments or priorities	100
S1046	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	100
S1044	Evaluate personnel for promotion, demotion, reclassification, or special awards	100
S1028	Develop or establish training schedules	100
S1075	Write replies to inspection reports	100
S1017	Counsel subordinates concerning personal matters	100
S1063	Recommend personnel for training	100
S1016	Coordinate maintenance or facility work orders with action offices	100
S1068	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	100
S1008	Assign personnel to work areas or duty positions	93
S1072	Write or indorse civilian performance appraisals	93
S1010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	93
S1037	Establish performance standards for subordinates	93
S1015	Conduct supervisory orientations for newly assigned personnel	93
S1074	Write recommendations for awards or decorations	93
U1102	Analyze maintenance reports	93
S1020	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	93
S1070	Write job or position descriptions	93
S1007	Annotate time and attendance sheets for civilian employees	87
B0091	Perform AGE supervisor maintenance actions reviews	87
S1053	Interpret policies, directives, or procedures for subordinates	87

TABLE 23

TASK WHICH BEST DIFFERENTIATE BETWEEN 7- AND 9-SKILL LEVEL ANG PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A672 (N=132)	DAFSC 2A692 (N=15)	DIFFERENCE
C0206	73	13	60
C0185	76	20	56
C0205	76	20	56
C0207	75	20	55
C0191	67	13	54
L0785	66	13	53
C0184	79	27	52
F0384	72	20	52
L0783	72	20	52
D0297	78	27	51
S1068	20	100	-80
S1072	13	93	-80
S1016	21	100	-79
S1070	14	93	-79
S1051	16	93	-77
S1064	12	87	-75
S1075	27	100	-73
S1044	28	100	-72
S1054	14	87	-72
S1019	24	93	-69

TABLE 24

DISTRIBUTION OF AFSC 2A6X2 AFRC SKILL LEVEL MEMBERS ACROSS CAREER LADDER JOBS

SPECIALTY JOBS	DAFSC 2A632 (N=11)	DAFSC 2A652 (N=141)	DAFSC 2A672 (N=75)	DAFSC 3A692 (N=5)
	10/91%	126	46	0
GENERAL AGE REPAIR JOB	0	1	0	0
POWERED AGE INSPECTION JOB	0	1	0	0
NON POWERED AGE PRODUCTION SUPPORT JOB	0	1	1	0
NON POWERED AGE INSPECTION JOB	0	0	1	0
GTACS JOB	0	0	1	0
TRAINING CLUSTER	0	0	2	0
QUALITY ASSURANCE CLUSTER	0	0	2	0
SUPPLY/EQUIPMENT CLUSTER	0	4	14	5
NOT GROUPED	1	8	11	0

TABLE 25

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFRC 2A6X2 DAFSC MEMBERS
(PERCENT RESPONDING)

DUTIES	DAFSC 2A632 (N=11)	DAFSC 2A652 (N=141)	DAFSC 2A672 (N=75)	DAFSC 3A692 (N=5)
A PERFORMING GROUND THATER AIR CONTROL SYSTEM (GTACS) ACTIVITIES	1	1	2	*
B PERFORMING GENERAL PRODUCTION SUPPORT ACTIVITIES	4	5	6	15
C PERFORMING INSPECTIONS	24	20	17	3
D MAINTAINING AEROSPACE GROUND EQUIPMENT ELECTRICAL SYSTEMS	8	10	7	*
E MAINTAINING AGE ELECTRONIC SYSTEMS	2	3	2	*
F MAINTAINING AGE ENGINES	12	3	10	*
G MAINTAINING AGE MOTORS OR GENERATORS	2	14	2	*
H MAINTAINING AGE HEATING SYSTEMS	6	6	5	*
I MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	5	3	2	*
J MAINTAINING AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICING HYDRAULIC SYSTEMS	4	4	3	*
K MAINTAINING AGE PNEUMATIC SYSTEMS	4	5	3	0
L MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	6	8	4	*
M DISPATCHING AGE	11	5	4	4
N MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	1	2	2	2
O MAINTAINING NON POWERED AGE	4	4	3	*
P PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	*	*	*	*
Q PERFORMING MOBILITY OR CONTINGENCY ACTIVITIES	3	1	2	8
R PERFORMING AGE QUALITY VERIFICATION ACTIVITIES	*	1	3	7
S PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	2	13	33
T PERFORMING TRAINING ACTIVITIES	*	1	4	9
U PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*	*	3	9
V PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	*	2	7

* Less than 1 percent

TABLE 26

REPRESENTATIVE TASKS PERFORMED BY 3-SKILL LEVEL AFRC PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=11)
M0804	Position AGE on flightline	100
M0799	Operate two-way vehicle radios	100
M0787	Clean AGE	100
C0108	Perform operational checks on air compressors	100
C0110	Perform service inspections on air compressors	100
M0811	Service AGE	91
C0228	Perform service inspections on nonpowered AGE maintenance stands	91
C0111	Perform operational checks on air conditioners	91
D0291	Remove or install batteries	91
C0113	Perform service inspections on air conditioners	91
M0805	Prepare AGE for mobility or training exercises, other than palletizing or depalletizing	91
C0109	Perform periodic inspections on air compressors	91
M0802	Pick up or deliver AGE	82
M0788	Clean or wax vehicles	82
C0184	Perform operational checks on floodlight sets	82
C0147	Perform operational checks on bomb lifts	82
D0290	Recharge batteries	82
C0149	Perform service inspections on bomb lifts	82
C0186	Perform service inspections on floodlight sets	82
M0795	Follow pintle hook procedures	73
M0814	Track status of AGE oil or hydraulic dispensing carts	73
B0093	Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	73
M0813	Track status of AGE liquid oxygen or liquid nitrogen usage	64
M0812	Track AGE locations	64
M0801	Perform operator maintenance on vehicles, other than GTACS vehicles	64

TABLE 27

REPRESENTATIVE TASKS PERFORMED BY 5-SKILL LEVEL AFRC PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=141)
C0108	Perform operational checks on air compressors	96
D0291	Remove or install batteries	94
C0202	Perform operational checks on heaters	94
C0110	Perform service inspections on air compressors	94
C0109	Perform periodic inspections on air compressors	94
C0203	Perform periodic inspections on heaters	93
C0111	Perform operational checks on air conditioners	93
C0204	Perform service inspections on heaters	93
C0186	Perform service inspections on floodlight sets	92
C0185	Perform periodic inspections on floodlight sets	92
D0292	Remove or install battery cables	91
C0184	Perform operational checks on floodlight sets	90
C0113	Perform service inspections on air conditioners	89
C0112	Perform periodic inspections on air conditioners	88
M0804	Position AGE on flightline	87
F0420	Remove or install engine oil filters	87
L0755	Pack wheel bearings	86
M0787	Clean AGE	85
M0802	Pick up or deliver AGE	85
M0799	Operate two-way vehicle radios	85
M0795	Follow pintle hook procedures	84
G0495	Load test generator sets	84
B0093	Perform general shop housekeeping, such as cleaning drip pans or sweeping floors	82
L0754	Lubricate enclosures, chassis, or drives	79
M0811	Service AGE	75

TABLE 28

TASK WHICH BEST DIFFERENTIATE BETWEEN 3- AND 5-SKILL LEVEL AFRC PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A632 (N=11)	DAFSC 2A652 (N=141)	DIFFERENCE
C0157 Perform operational checks on cabin leakage testers (CLTs)	73	13	60
C0114 Perform operational checks on air-cycle machines	82	28	53
C0149 Perform service inspections on bomb lifts	82	28	53
C0159 Perform service inspections on CLTs	64	11	53
M0814 Track status of AGE oil or hydraulic dispensing carts	73	20	53
C0147 Perform operational checks on bomb lifts	82	30	52
C0116 Perform service inspections on air-cycle machines	73	25	48
M0813 Track status of AGE liquid oxygen or liquid nitrogen usage	64	18	46
C0148 Perform periodic inspections on bomb lifts	73	28	45
I0571 Adjust temperature controllers on air-cycle machines	64	21	42
C0146 Perform service inspections on blowers	*	40	-40
C0144 Perform operational checks on blowers	*	40	-40
C0143 Perform service inspections on battery start carts	9	47	-38
E0346 Remove or install voltage regulators	45	82	-37
C0130 Perform periodic inspections on aircraft jacking manifolds	27	63	-36
B0069 Inquire CAMS or GO81 for AGE maintenance repair equipment histories	18	53	-35
N0827 Maintain shop equipment, other than overhead hoists or electric tugs	27	62	-35
K0717 Remove or install mechanical filters	36	72	-35
L0756 Perform TO modifications on enclosures, chassis, or drives	27	60	-33
K0714 Remove or install compressor drive couplings	18	50	-31

TABLE 29

REPRESENTATIVE TASKS PERFORMED BY 7-SKILL LEVEL AFRC PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=75)
N0820	Inspect CTKs	75
C0184	Perform operational checks on floodlight sets	72
C0202	Perform operational checks on heaters	72
C0204	Perform service inspections on heaters	72
M0799	Operate two-way vehicle radios	71
C0185	Perform periodic inspections on floodlight sets	69
C0109	Perform periodic inspections on air compressors	69
C0186	Perform service inspections on floodlight sets	68
R0995	Inspect completed maintenance	61
S1052	Inspect personnel for compliance with military standards	61
T1095	Maintain training records or files	59
R0999	Perform foreign object damage (FOD) prevention inspections	59
T1084	Counsel trainees on training progress	57
S1008	Assign personnel to work areas or duty positions	55
T1096	Perform certified trainer duties	53
S1021	Determine or establish work assignments or priorities	52
S1073	Write or indorse military performance reports	51
S1044	Evaluate personnel for promotion, demotion, reclassification, or special awards	51
S1043	Evaluate personnel for compliance with performance standards	48
S1074	Write recommendations for awards or decorations	47
S1053	Interpret policies, directives, or procedures for subordinates	47
S1028	Develop or establish training schedules	45
T1085	Determine training requirements	45
S1030	Develop or establish work schedules	43
S1010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	40

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN 5- AND 7-SKILL LEVEL AFRC PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A652 (N=141)	DAFSC 2A672 (N=75)	DIFFERENCE
D0296 Remove or install electrical fuses	88	57	31
C0175 Perform operational checks on engine-driven generators	75	47	29
M0802 Pick up or deliver AGE	85	57	28
C0108 Perform operational checks on air compressors	96	69	27
D0297 Remove or install electrical gauges	84	57	26
C0205 Perform operational checks on hydraulic test stands	90	64	26
M0804 Position AGE on flightline	87	61	26
G0491 Adjust generator voltage or frequency output settings	72	47	26
D0280 Clean receptacles, terminals, or connectors, other than for printed circuit boards	76	51	25
L0765 Remove or install AGE tire, tube, or wheel assemblies	84	59	25
S1052 Inspect personnel for compliance with military	21	61	-40
S1017 Counsel subordinates concerning personal matters	18	55	-37
S1073 Write or indorse military performance reports	13	51	-37
S1044 Evaluate personnel for promotion, demotion, reclassification, or special awards	16	51	-35
S1015 Conduct supervisory orientations for newly assigned personnel	15	48	-33
S1074 Write recommendations for awards or decorations	13	47	-33
T1084 Counsel trainees on training progress	24	57	-33
S1008 Assign personnel to work areas or duty positions	23	55	-32

TABLE 31

REPRESENTATIVE TASKS PERFORMED BY 9-SKILL LEVEL AFRC PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=5)
S1011	Conduct self-inspections or self-assessments	100
V1151	Requisition equipment, tools, parts, supplies, or repair services using International Merchants Purchase Authorization Card (IMPAC)	100
S1014	Conduct safety inspections of equipment or facilities	100
S1073	Write or indorse military performance reports	100
S1030	Develop or establish work schedules	100
U1103	Assign maintenance and repair work	100
B0073	Inquire CAMS or GO81 for personnel training status	100
S1074	Write recommendations for awards or decorations	100
B0085	Maintain property custodian authorization/custody receipt listings (CA/CRLs)	100
S1016	Coordinate maintenance or facility work orders with action offices	100
S1021	Determine or establish work assignments or priorities	100
S1013	Conduct supervisory performance feedback sessions	100
S1026	Develop self-inspection or self-assessment program checklists	100
S1010	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	100
S1044	Evaluate personnel for promotion, demotion, reclassification, or special awards	100
S1066	Review mobility, contingency, disaster preparedness, or unit emergency or alert plans	100
S1068	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	100
S1015	Conduct supervisory orientations for newly assigned personnel	100
S1037	Establish performance standards for subordinates	100
S1008	Assign personnel to work areas or duty positions	100
R0989	Evaluate changes to TOs	100
S1043	Evaluate personnel for compliance with performance standards	100
R0997	Perform activity or performance spot checks	100
S1062	Prepare for unit inspections	100
T1084	Counsel trainees on training progress	100

TABLE 32

TASKS WHICH BEST DIFFERENTIATE BETWEEN 7- AND 9-SKILL LEVEL AFRC PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A672 (N=75)	DAFSC 2A692 (N=5)	DIFFERENCE
C0204 Perform service inspections on heaters	72	*	72
D0291 Remove or install batteries	71	*	71
C0203 Perform periodic inspections on heaters	71	*	71
C0110 Perform service inspections on air compressors	69	*	69
C0185 Perform periodic inspections on floodlight sets	69	*	69
C0109 Perform periodic inspections on air compressors	69	*	69
C0186 Perform service inspections on floodlight sets	68	*	68
C0111 Perform operational checks on air conditioners	68	*	68
D0292 Remove or install battery cables	67	*	67
D0306 Remove or install power cables	67	*	67
S1070 Write job or position descriptions	11	100	-89
S1016 Coordinate maintenance or facility work orders with action offices	13	100	-87
S1061 Plan layouts of facilities	13	100	-87
R0989 Evaluate changes to TOs	16	100	-84
T1092 Evaluate effectiveness of training programs, plans, or procedures	17	100	-83
U1108 Direct or prepare reports of survey	17	100	-83
S1068 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	17	100	-83
R0990 Evaluate reports of deficiency (RODs), such as product quality deficiency reports (PQDRs)	17	100	-83
R0993 Initiate one-time inspections (OTIs)	20	100	-80
R0991 Evaluate suggestions for modifications	20	100	-80

TABLE 33

RELATIVE PERCENT TIME SPENT ON DUTIES BY
AD FIRST-ENLISTMENT PERSONNEL
(N=387)

DUTIES	PERCENT TIME SPENT
A PERFORMING GROUND THATER AIR CONTROL SYSTEM (GTACS) ACTIVITES	2
B PERFORMING GENERAL PRODUCTION SUPPORT ACTIVITIES	6
C PERFORMING INSPECTIONS	25
D MAINTAINING AEROSPACE GROUND EQUIPMENT ELECTRICAL SYSTEMS	9
E MAINTAINING AGE ELECTRONINC SYSTEMS	2
F MAINTAINING AGE ENGINES	12
G MAINTAINING AGE MOTORS OR GENERATORS	2
H MAINTAINING AGE HEATING SYSTEMS	5
I MAINTAINING AGE REFRIGERATION SYSTEMS OR EQUIPMENT COOLERS	3
J MAINTAINNG AGE TEST STANDS, BOMB LIFTS, OR GROUND SERVICINIG HYDRAULIC SYSTEMS	5
K MAINTAINING AGE PNEUMATIC SYSTEMS	4
L MAINTAINING AGE ENCLOSURES, CHASSIS, OR DRIVES	6
M DISPATCHING AGE	7
N MAINTAINING SPECIAL TOOLS OR SHOP EQUIPMENT	3
O MAINTANING NON POWERED AGE	5
P PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	*
Q PERFORMING MOBILITY OR CONTINGENCY ACTIVITIES	1
R PERFORMING AGE QUALITY VERIFICATION ACTIVITIES	*
S PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITES	*
T PERFORMING TRAINING ACTIVITIES	*
U PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	*
V PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1

* Less than one percent

TABLE 34

REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT PERSONNEL
(N=387)

TASKS	PERCENT MEMBERS PERFORMING
D0291 Remove or install batteries	88
C0110 Perform service inspections on air compressors	88
C0108 Perform operational checks on air compressors	86
C0204 Perform service inspections on heaters	85
C0186 Perform service inspections on floodlight sets	84
C0109 Perform periodic inspections on air compressors	84
C0202 Perform operational checks on heaters	84
M0787 Clean AGE	83
C0184 Perform operational checks on floodlight sets	83
C0226 Perform operational checks on nonpowered AGE maintenance stands	83
C0137 Perform service inspections on aircraft tripods or axle jacks	83
D0292 Remove or install battery cables	83
C0207 Perform service inspections on hydraulic test stands	82
C0228 Perform service inspections on nonpowered AGE maintenance stands	82
C0135 Perform operational checks on aircraft tripods or axle jacks	82
M0802 Pick up or deliver AGE	82
C0134 Perform service inspections on aircraft tow bars	82
C0205 Perform operational checks on hydraulic test stands	81
C0185 Perform periodic inspections on floodlight sets	81
C0227 Perform periodic inspections on nonpowered AGE maintenance stands	81
L0755 Pack wheel bearings	80
C0132 Perform operational checks on aircraft tow bars	80
C0203 Perform periodic inspections on heaters	80
C0113 Perform service inspections on air conditioners	79
L0765 Remove or install AGE tire, tube, or wheel assemblies	79

TABLE 35

EQUIPMENT USED BY AD
FIRST-ENLISTMENT AFSC 2A6X2 PERSONNEL
(PERCENT MEMEBERS RESPONDING)

EQUIPMENT	1ST ENL (N=387)
Heat Shrink Gun	95
Wrench Torque	93
Battery Charger	90
Electric or Cordless Drill	87
Tap and Die	87
Jack Stands	85
Parts Cleaner	85
Bench Grinder	84
Multimeter, Digital Scale	82
Tester, Carbon Monoxide	81
Jumper Cables	80
Pneumatic Drill	79
Wrench, Impact	79
Soldering Gun	79
Soldering Iron	79
Crimping Tool	79
Impact Driver	71

TABLE 36

TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS	TRNG EMP	PERCENT MEMBERS PERFORMING				TASK DIFF
		2A6X2	1ST JOB (N=180)	2A6X2	1ST ENL (N=387)	
CO108	6.11	82	86	3.92		
C0205	6.10	82	81	5.49		
C0204	6.05	86	84	3.88		
C0111	6.04	82	78	4.12		
C0110	6.04	89	88	3.52		
C0184	6.04	86	83	3.86		
C0207	6.02	84	82	4.71		
C0113	6.01	83	79	3.98		
C0202	5.95	86	84	4.04		
C0192	5.94	72	71	4.56		
C0190	5.87	71	70	5.07		
C0186	5.85	87	84	3.73		
H0532	5.82	71	70	4.53		
C0185	5.54	84	81	4.63		
C0203	5.52	81	80	4.72		
C0109	5.52	84	84	4.50		
C0191	5.50	69	67	5.86		
C0328	5.48	61	63	6.45		

TE MEAN=2.30; S.D.=1.32; HIGH=3.62

TD MEAN=5.00; S.D.=1.00; HIGH=6.00

TABLE 37

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS		PERCENT MEMBERS PERFORMING					TRG EMP
		2A6X2 1ST JOB (N=180)	2A6X2 1ST ENL (N=387)	DAFSC 2A632 (N=346)			
		TASK DIFF					
E0352	Trouble shoot integrated or solid state circuitry malfunctions	7.35	37	35	35	3.63	
A0023	Measure AGE solid state circuitry frequencies	7.10	24	25	23	2.22	
A0022	Measure AGE integrated circuitry frequencies	7.07	24	23	22	2.27	
D0329	Troubleshoot load bank malfunctions	6.98	44	46	44	3.93	
P0913	Remove or install aircraft landing gear components	6.95	2	2	2	.02	
S1036	Establish organizational policies, such as operating instructions (OIs), standard operating procedures (SOPs), or local workcards	6.90	2	1	1	1.00	
F0477	Repair turbine MT-1 boxes	6.87	12	14	14	1.47	
I0634	Troubleshoot refrigeration system or equipment cooler malfunctions, other than using Sporlan diagnostic tester	6.86	24	26	25	4.29	
S1033	Draft budget requirements	6.86	3	2	2	.64	
F0371	Adjust turbine engine centrifugal switch assemblies	6.82	38	40	39	4.26	
A0035	Perform maintenance on EPU/frequency converters	6.80	21	23	22	2.17	
F0376	Adjust turbine engine trim control motors	6.75	37	40	40	4.31	
S1034	Draft host tenant or interservice agreements	6.74	2	2	1	.57	
P0909	Remove or install aircraft brake assemblies	6.72	2	2	2	.05	
U1115	Initiate classified reports, messages, or documents	6.70	2	2	1	.79	
F0468	Repair engines	6.70	45	45	45	3.15	
P0927	Service aircraft environmental systems	6.68	2	2	2	.02	
I0632	Silver solder refrigerant lines	6.68	12	12	12	3.01	
S1035	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	6.68	1	1	1	.73	
F0374	Adjust turbine engine fuel controls	6.58	32	42	41	4.40	

TABLE 38

EXAMPLES OF STS ELEMENTS NOT SUPPORTED BY CRITERION GROUP SURVEY DATA
(PERCENT MEMBERS PERFORMING)

TASKS	TASK DIFF	2A6X2		2A6X2		TRNG EMP
		1ST JOB (N=180)	1ST ENL (N=387)	1ST JOB (N=180)	1ST ENL (N=387)	
A2.16.3.5	Correct malfunctions (Gas Turbine Engines)					
F0435	Remove or install jet tube assemblies	17	17	17	17	1.69
F0471	Repair jet tube assemblies	7	9	7	9	1.39
A2.19.1.5	Correct malfunctions (Conditioned Air Systems/Units)					
I0616	Remove or install refrigerant or equipment cooler gauges	19	18	19	18	2.77
I0620	Remove or install refrigerant reheat valve components	18	18	18	18	2.57

TE MEAN=2.30; S.D.=1.32; HIGH=3.62

TD MEAN=5.00; S.D.=1.00; HIGH=6.00

TABLE 39

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

TASKS	TASK DIFF	2A6X2 1ST JOB (N=180)	2A6X2 1ST ENL (N=387)	DAFSC 2A632 (N=346)	DAFSC 2A652 (N=949)	DAFSC 2A672 (N=435)	TRNG EMP
B0067 Inquire CAMS or G081 for AGE maintenance	4.63	63	64	64	63	57	4.12
B0069 Inquire CAMS or G081 for AGE Maintenance repair equipment histories	3.91	52	53	53	54	57	4.06
B0071 Inquire CAMS or G081 for AGE scheduled, unscheduled, or deferred equipment discrepancies	4.92	69	72	73	69	66	3.84
B0098 Research national stock or part numbers using Federal Logistics (FEDLOG) systems	4.59	59	64	64	71	59	3.81
C0114 Perform operational checks on air cycle machines	4.54	31	39	36	38	21	3.99
C0213 Perform service inspections on load banks	5.32	77	77	78	67	31	4.29
C0217 Perform operational checks on motor generators	4.84	61	60	62	53	24	4.69
C0219 Perform service inspections on motor generators	4.67	64	63	64	52	21	4.13
C0247 Perform operational checks on shop support equipment	3.61	73	74	73	71	37	3.05
J0694 Weigh test bomb lifts	3.89	48	53	51	51	19	4.84

TE MEAN=2.30; S.D.=1.32; HIGH=3.62

TD MEAN=5.00; S.D.=1.00; HIGH=6.00

TABLE 40

EXAMPLES OF UNSUPPORTED POI OBJECTIVES
(LESS THAN 30 PERCENT MEMBERS PERFORMING)

POI ELEMENTS/ MATCHED TASKS	PERCENT MEMBERS PERFORMING				TASK DIFF
	TRNG EMP	2A6X2 1ST JOB (N=180)	2A6X2 1ST ENL (N=387)	2A6X2	
III.9.c Using and AFTO Form 350 and a case situation, make required entries on the form IAW and TOs I0583 Perform turn in or acceptance inspections on refrigeration or cooling equipment or parts	2.64	25	25		5.22
VI.4.b Using a commercial manual and CTK, perform coolant recycling C0138 Perform operational checks on antifreeze recycling systems TE MEAN=2.30; S.D.=1.32; HIGH=3.62 TD MEAN=5.00; S.D.=1.00; HIGH=6.00	2.73	27	26		3.99

TABLE 41

EXAMPLES OF TASKS PERFORMED BY MORE THAN 30 PERCENT
OF MEMBERS NOT MATCHED TO POI LEARNING OBJECTIVES

POI ELEMENTS/ MATCHED TASKS	PERCENT MEMBERS PERFORMING				TASK DIFF
	2A6X2	2A6X2	1ST ENL	1ST JOB	
	TRNG EMP	(N=180)	(N=387)	(N=180)	
B0067 Inquire CAMS or G081 for AGE event maintenance	4.63	63	64	64	4.12
B0069 Inquire CAMS or G081 for AGE event maintenance repair equipment histories	3.91	52	53	53	4.06
C0217 Perform operational checks on motor generators	4.84	61	60	60	4.69
C0218 Perform periodic inspections on motor generators	4.48	60	59	59	5.08
E0342 Remove or install diodes	3.89	54	56	56	5.25
E0346 Remove or install voltage regulators	3.98	54	57	57	5.02
F0385 Drain of flush radiators	4.09	63	65	65	4.01
F0443 Remove or install turbine engine combustor cans	4.56	59	61	61	5.42
H0523 Adjust burner control valves	4.39	53	52	52	5.24

TE MEAN=2.30; S.D.=1.32; HIGH=3.62

TD MEAN=5.00; S.D.=1.00; HIGH=6.00

TABLE 42

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

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1999 2A6X2 (N=387)	COMP SAMPLE* (N=5,173)	1999 2A6X2 (N=226)	COMP SAMPLE* (N=3,300)	1999 2A6X2 (N=568)	COMP SAMPLE* (N=9,078)
<u>EXPRESSED JOB INTEREST:</u>						
DULL	19	8	15	9	8	10
SO-SO	19	14	21	13	18	13
INTERESTING	62	78	64	78	74	77
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
NOT AT ALL/ VERY LITTLE	24	14	19	17	11	16
FAIRLY TO VERY WELL	63	62	65	57	66	57
EXCELLENT OR PERFECT	13	24	16	26	23	27
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
NOT AT ALL/ VERY LITTLE	16	17	11	15	12	16
FAIRLY TO VERY WELL	67	62	69	64	66	59
EXCELLENT OR PERFECT	17	21	20	21	22	25
<u>SENSE OF ACCOMPLISHMENT GAINED</u>						
<u>FROM WORK:</u>						
DISSATISFIED	20	20	18	25	15	21
NEUTRAL	17	13	18	6	10	8
SATISFIED	63	67	64	69	75	71
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	45	73	58	68	65	53
NO, OR PROBABLY NO	54	20	41	13	9	7
PLAN TO RETIRE	1	7	1	19	26	40

* Comparative sample of Manned Aerospace Maintenance career ladders surveyed in 1998 include the 2A0X1 A/B, 2A1X1, 2A1X2, 2A1X3, 2A1X4, 2A1X7, 2A3X1 A/B/C, 2A3X2 A/B/C, 2A6X1 A/B/C/D/E/F/G/H, 2A4X1, 2A4X2, 2A4X3, 2A5X1 A/B/C/D/E/F/G/H/I/K/L, 2A5X2, 2A5X3 A/B/C, 2A6X1 A/B/C/D/E, 2A6X2, 2A6X3, 2A6X4, 2A6X5, 2A6X6, 2A7X1, 2A7X2, 2A7X3, and 2A7X4.

TABLE 43

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2A6X2
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDY
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1999 (N=387)	1996 (N=679)	1999 (N=226)	1996 (N=288)	1999 (N=568)	1996 (N=877)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	62	69	64	68	74	77
SO-SO	19	19	21	19	18	17
DULL	19	12	15	13	8	6
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	76	81	81	82	89	88
LITTLE OR NOT AT ALL	24	19	19	18	11	12
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	84	90	89	87	88	84
LITTLE OR NOT AT ALL	16	10	11	13	12	16
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	63	69	64	70	75	77
NEUTRAL	17	18	18	13	10	9
DISSATISFIED	20	13	18	17	15	14
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	45	62	58	73	65	75
NO, OR PROBABLY NO	54	38	41	26	9	7
PLAN TO RETIRE	1	0	1	1	26	18

TABLE 44

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

General AGE Repair Job (ST148) (N=758)	AGE Dispatch Job (ST144) (N=3)	Powered AGE Inspect. Job (ST169) (N=8)	NP AGE Product. Support Job (ST164) (N=5)	NP AGE Inspect. Job (ST149) (N=4)	GTACS Job (ST170) (N=29)
12	0	13	20	25	24
20	67	13	20	25	10
68	33	74	60	50	66
17	33	0	0	0	31
66	67	100	100	100	59
17	0	0	0	0	10
9	33	0	0	25	31
70	67	100	100	75	62
21	0	0	0	0	7
16	0	13	40	50	28
14	33	13	20	25	17
70	67	74	40	25	55
6	0	0	0	25	7
35	100	50	40	50	38
59	0	50	60	25	55

EXPRESSED JOB INTEREST:

DULL

SO-SO

INTERESTING

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

SENSE OF ACCOMPLISHMENT GAINED

FROM WORK:

DISSATISFIED

NEUTRAL

SATISFIED

REENLISTMENT INTENTIONS:

PLAN TO RETIRE

NO, OR PROBABLY NO

YES, OR PROBABLY YES

TABLE 44 (CONTIUED)

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

Munitions AGE Job (ST161) (N=9)	Training Cluster (ST040) (N=38)	QA Cluster (ST063) (N=10)	Supply/ Equip. Cluster (ST091) (N=032)	Product. Support Job (ST155) (N=23)	Super visory Cluster (ST096) (N=101)
44	5	0	25	9	8
22	5	10	13	13	16
34	90	90	62	78	76
33	8	0	25	9	9
56	47	60	53	78	65
11	45	40	22	13	26
22	13	0	25	35	14
78	45	60	59	56	64
0	42	40	16	9	22
22	11	0	21	13	17
22	5	10	16	13	7
56	84	90	63	74	76
0	5	30	16	26	48
56	16	10	34	22	6
44	79	60	50	52	47

EXPRESSED JOB INTEREST:

DULL

SO-SO

INTERESTING

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

SENSE OF ACCOMPLISHMENT GAINEDFROM WORK:

DISSATISFIED

NEUTRAL

SATISFIED

REENLISTMENT INTENTIONS:

PLAN TO RETIRE

NO, OR PROBABLY NO

YES, OR PROBABLY YES

TABLE 44 (CONTIUED)

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

NCO Mobility Job (ST115) (N=12)	Haznat Manager Job (ST137) (N=5)	Tech. Order Job (ST122) (N=5)
17	40	20
33	20	20
50	40	60
42	20	60
50	60	40
8	20	0
58	20	20
42	60	80
0	20	0
25	60	40
33	0	0
42	40	60
17	20	20
8	20	40
75	60	40

EXPRESSED JOB INTEREST:

DULL,

SO-SO

INTERESTING

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

SENSE OF ACCOMPLISHMENT GAINED

FROM WORK:

DISSATISFIED

NEUTRAL

SATISFIED

REENLISTMENT INTENTIONS:

PLAN TO RETIRE

NO, OR PROBABLY NO

YES, OR PROBABLY YES

TABLE 45

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

General AGE Repair Job (ST148) (N=304)	AGE Dispatch Job (ST144) (N=2)	Powered AGE Inspect. Job (ST169) (N=9)	GTACS Job (ST170) (N=4)
4	0	0	0
10	0	22	25
86	100	78	75
6	0	11	0
75	100	67	100
19	0	22	0
7	0	0	0
72	100	100	100
21	0	0	0
7	0	0	0
13	50	22	0
80	50	78	100

EXPRESSED JOB INTEREST:

DULL

SO-SO

INTERESTING

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

SENSE OF ACCOMPLISHMENT GAINED

FROM WORK:

DISSATISFIED

NEUTRAL

SATISFIED

TABLE 45 (CONTIUED)

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

Munitions AGE Job (ST161) (N=2)	QA Cluster (ST063) (N=4)	Product. Support Job (ST155) (N=1)	Super- visory Cluster (ST096) (N=23)
0	0	0	0
0	20	0	4
100	80	100	96
0	0	0	0
100	70	0	78
0	30	100	22
0	0	0	0
100	70	0	76
0	30	100	24
0	0	0	0
0	20	0	4
100	80	100	96

EXPRESSED JOB INTEREST:

DULL

SO-SO

INTERESTING

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

SENSE OF ACCOMPLISHMENT GAINEDFROM WORK:

DISSATISFIED

NEUTRAL

SATISFIED

TABLE 46

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

General AGE Repair Job (ST148) (N=182)	Powered AGE Inspect. Job (ST169) (N=1)	NP AGE Product. Support Job (ST164) (N=1)	NP AGE Inspect. Job (ST149) (N=2)	GTACS Job (ST170) (N=1)
10	0	0	0	0
21	100	0	0	0
69	0	100	100	100
15	100	50	0	0
70	0	50	100	100
15	0	0	0	0
12	100	0	0	0
76	0	100	100	100
12	0	0	0	0
16	100	50	0	0
13	0	0	0	0
71	0	50	100	100

EXPRESSED JOB INTEREST:

DULL

SO-SO

INTERESTING

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

SENSE OF ACCOMPLISHMENT GAINEDFROM WORK:

DISSATISFIED

NEUTRAL

SATISFIED

TABLE 46 (CONTIUED)

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

Training Cluster (ST040) (N=2)	QA Cluster (ST063) (N=2)	Supply/ Equip. Cluster (ST091) (N=23)
0	0	9
0	0	13
100	100	78
0	0	13
100	100	70
0	0	17
0	0	17
100	100	66
0	0	17
0	0	13
50	0	13
50	100	74

EXPRESSED JOB INTEREST:

DULL

SO-SO

INTERESTING

PERCEIVED UTILIZATION OF TALENTS:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

PERCEIVED UTILIZATION OF TRAINING:

NOT AT ALL/VERY LITTLE

FAIRLY TO VERY WELL

EXCELLENT OR PERFECT

SENSE OF ACCOMPLISHMENT GAINEDFROM WORK:

DISSATISFIED

NEUTRAL

SATISFIED

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