

# Occupational Survey Report

AFSC 2M0X1A/B

## MISSILE AND SPACE SYSTEMS ELECTRONIC MAINTENANCE

SEPTEMBER 2000

**DISTRIBUTION STATEMENT A**  
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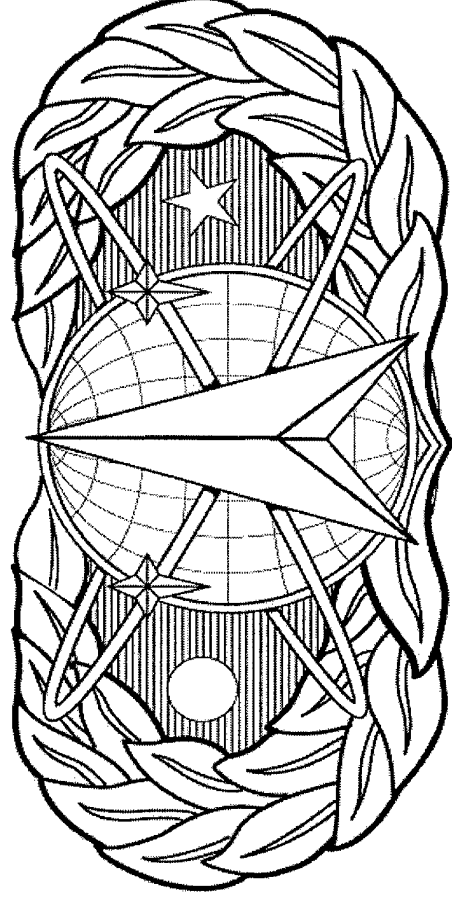
**DTC QUALITY INSPECTED 4**

2Lt Jean M. Callaghan  
Occupational Analyst  
  
Air Force Occupational Measurement Squadron  
Air Education and Training Command

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# OVERVIEW

- ✓ BACKGROUND
- ✓ CHARACTERISTICS OF SURVEY SAMPLE
- ✓ JOB STRUCTURE
- ✓ CAREER LADDER PROGRESSION
- ✓ FIRST-ENLISTMENT DATA
- ✓ STS & POI ANALYSIS
- ✓ JOB SATISFACTION
- ✓ IMPLICATIONS



# SURVEY BACKGROUND

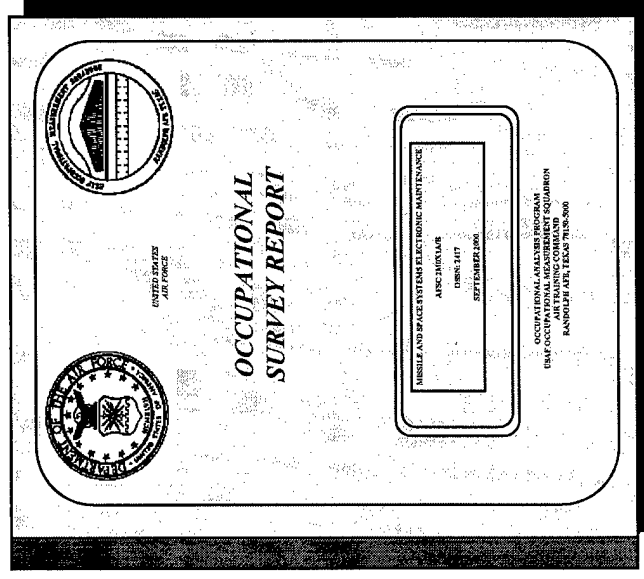
## SURVEY INITIATED TO:

- ✓ EVALUATE CURRENT CLASSIFICATION AND TRAINING DOCUMENTS
- ✓ IDENTIFY CURRENT UTILIZATION PATTERNS

## LAST OSR COMPLETED:

Dec 98

AD 3-, 5-, & 7-Skill Levels



# Survey Sample Characteristics

## ACTIVE DUTY ONLY

TOTAL  
ASSIGNED - 957

TOTAL  
SURVEYED - 843

TOTAL IN  
SAMPLE - 543 (64% of surveyed)

**Average time in career field: 9 yrs 1 mos**

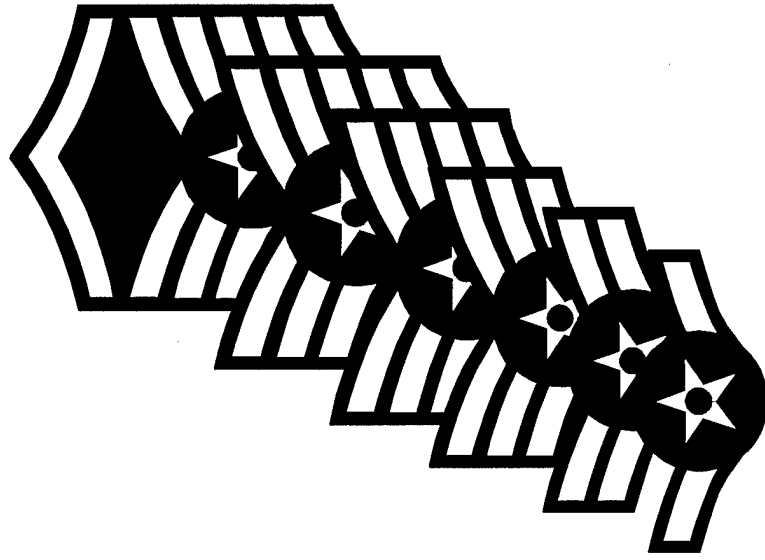
**Average total active federal military service: 10 yrs 1 mos**

**Percent in first enlistment: 28%**

# CHARACTERISTICS OF SURVEY SAMPLE

## SKILL LEVEL DISTRIBUTION ASSIGNED\* SAMPLE

3A-Level	14%	13%
3B-Level	13%	8%
5-Level	47%	51%
7-Level	26%	28%

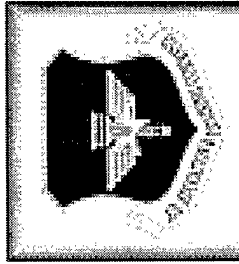


## PAYGRADE DISTRIBUTION ASSIGNED\* SAMPLE

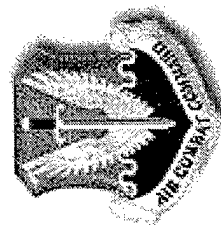
E-1 - E-2	2%	0%
E-3	16%	16%
E-4	25%	24%
E-5	29%	31%
E-6	16%	17%
E-7 - E-8	12%	12%

\*AS OF FEB 00

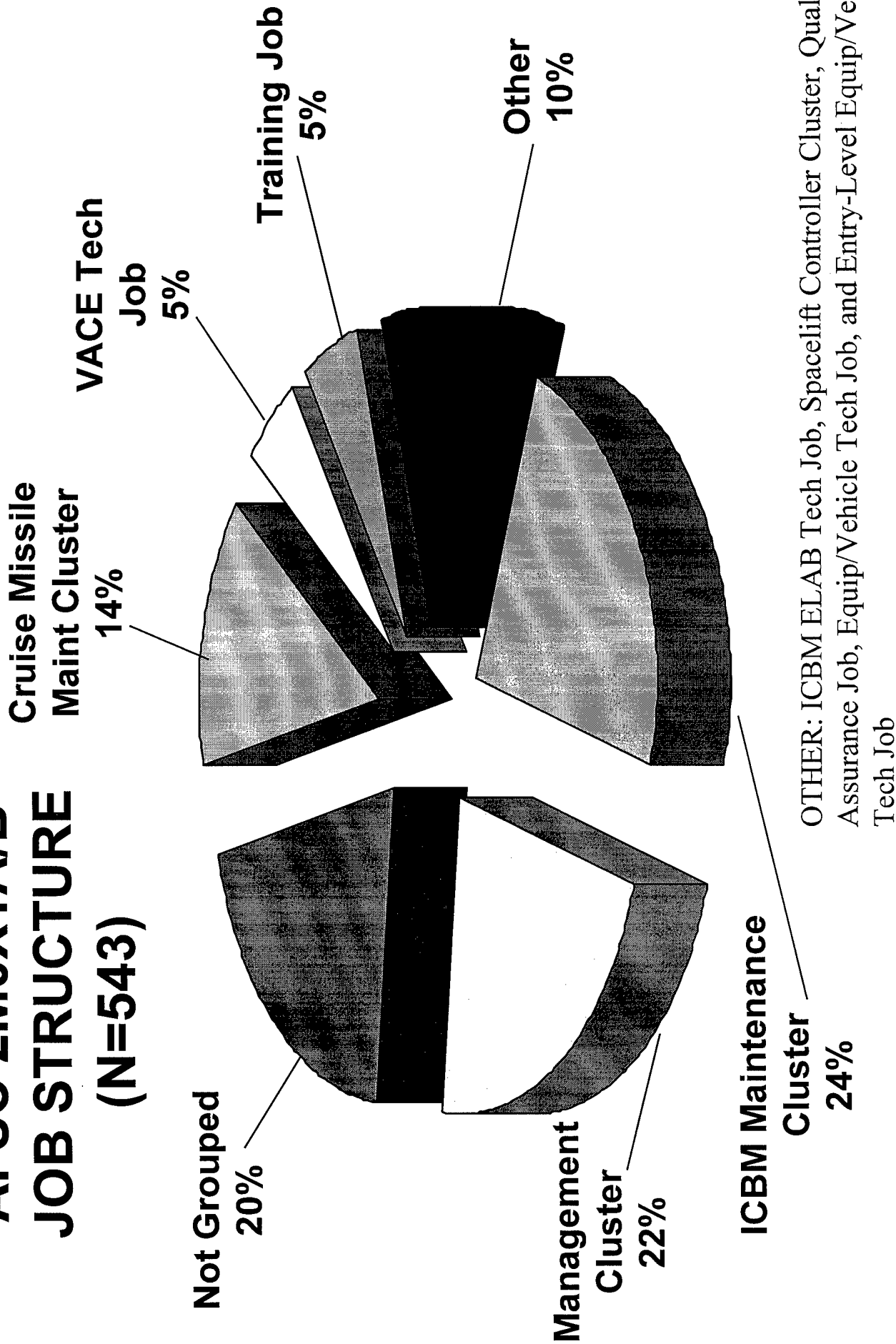
# COMMAND REPRESENTATION OF SURVEY SAMPLE



COMMAND	% OF ASSIGNED	% OF SAMPLE
AFSPC	58	58
ACC	34	34
AETC	5	5
AFMC	2	1
PACAF	1	2



# AFSC 2M0X1A/B JOB STRUCTURE (N=543)



OTHER: ICBM ELAB Tech Job, Spacelift Controller Cluster, Quality Assurance Job, Equip/Vehicle Tech Job, and Entry-Level Equip/Vehicle Tech Job

# DISTRIBUTION OF DAFSC MEMBERS ACROSS SPECIALTY JOBS

	2M031A (N=73)	2M031B (N=38)	2M051 (N=278)	2M071 (N=154)
ICBM MAINTENANCE CLUSTER	0	0	21	8
MANAGEMENT CLUSTER	0	0	17	7
CRUISE MISSILE MAINT CLUSTER	0	0	13	4
VACE TECHNICIAN JOB	0	3	7	5
TRAINING JOB	0	0	7	13
OTHER	10	5	13	16
NOT GROUPED	5	10	22	16

# RELATIVE TIME SPENT ON DUTIES BY DAFSC

DUTIES/ACTIVITIES	2M031A (N=73)	2M031B (N=38)	2M051 (N=278)	2M071 (N=154)
A. GENERAL MISSILE MAINTENANCE	█	█	24	█
B. LAUNCH FACILITY MAINTENANCE	█	0	8	3
C. MISSILE ALERT FACILITY MAINTENANCE	█	0	4	1
D. OPERATIONAL TEST LAUNCH	1	0	0	0
E. ICBM ELECTRONIC LABORATORY (ELAB)	5	0	5	1
F. CRUISE MISSILE	*	█	6	3
G. MISSILE ELECTRIC OR ELECTRONIC SUPPORT EQUIPMENT	*	7	5	2
H. AIRCRAFT PYLONS OR ROTARY LAUNCHERS	0	6	2	1
I. SPACELIFT ACTIVITIES	0	0	4	6
J. RESEARCH AND DEVELOPMENT	1	0	1	0
K. MANAGEMENT AND SUPERVISORY	0	0	18	█
L. GENERAL ADMIN AND TECH ORDER SYSTEM	1	4	9	9
M. TRAINING	0	1	10	4
N. GENERAL SUPPLY AND EQUIPMENT	7	5	4	4

*Less than 1 percent*

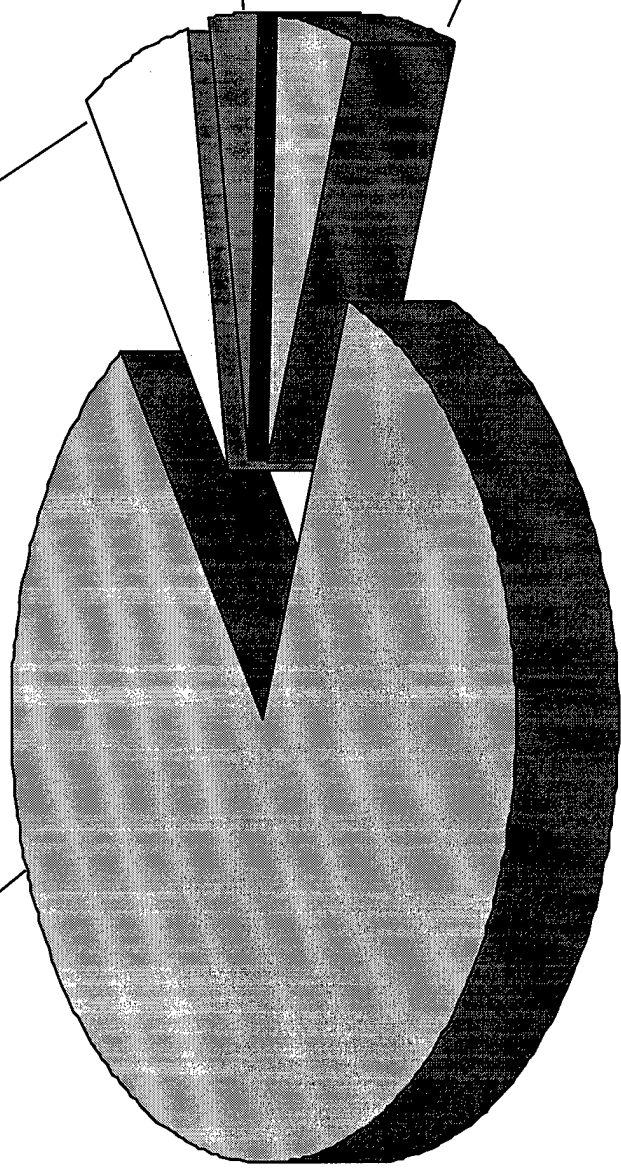
**AFSC 2M0X1A  
FIRST ENLISTMENT  
JOB STRUCTURE  
(N=72)**

**ICBM Maintenance  
Cluster  
85%**

**Entry-Level  
Equip/Veh  
Tech Job  
7%**

**Equip/Veh  
Tech Job  
3%**

**Not  
Grouped  
5%**

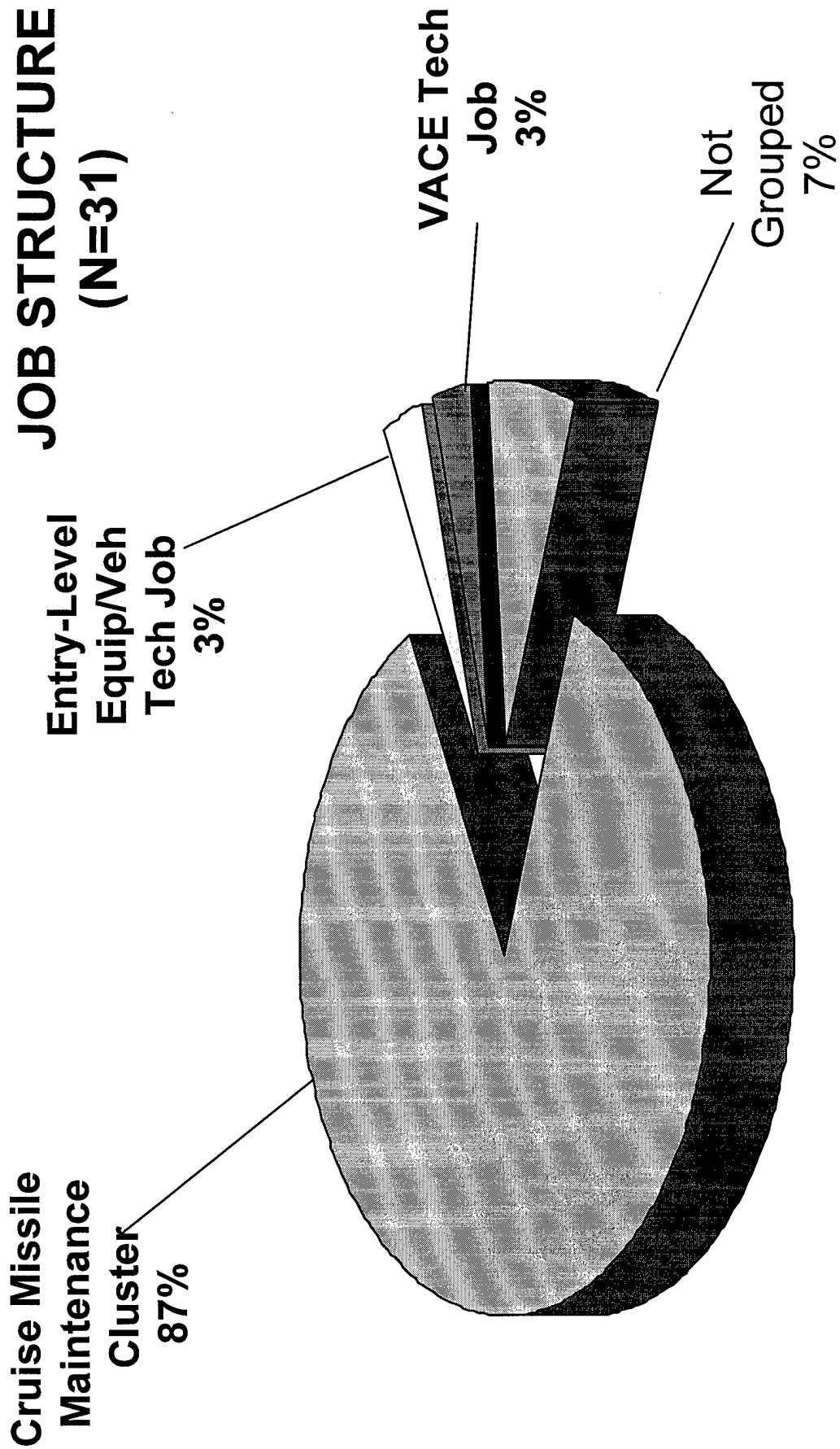


# Representative Tasks Performed By 2M0X1A First-Enlistment Personnel

PERCENT  
MEMBERS  
PERFORMING  
(N=72)

TASKS	PERCENT MEMBERS PERFORMING (N=72)
A0070	86
A0067	83
A0064	83
B0168	81
B0155	81
B0149	81
B0144	81
B0126	81
B0138	81
A0125	79
B0150	79
B0170	79
C0192	79
B0152	78
B0169	78
C0200	78

**AFSC 2M0X1B  
FIRST ENLISTMENT  
JOB STRUCTURE  
(N=31)**



# Representative Tasks Performed By 2M0X1B First-Enlistment Personnel

PERCENT  
MEMBERS  
PERFORMING  
(N=31)

TASKS	PERCENT MEMBERS PERFORMING (N=31)
F0384 Perform cruise missile transfers	94
F0383 Perform cruise missile safe status checks	94
F0379 Perform cruise missile Level 1 checkouts	90
F0370 Deploy or stow cruise missile aerosurfaces	90
F0369 Crate or uncrate missiles	87
F0399 Remove or install cruise missile engines	87
F0375 Perform cruise missile environmental control system (ECS) leak checks	87
F0385 Perform cruise missile transports	84
A0010 Clean missile surfaces	84
F0382 Perform cruise missile receipt inspections	84
F0427 Repair desiccant assemblies	84
F0371 Fuel or defuel cruise missiles	84
F0405 Remove or install cruise missile desiccant assemblies	81
F0378 Perform cruise missile fuel primings	81
F0417 Remove or install cruise missile inertial navigation elements (INEs)	81
F0377 Perform cruise missile corrosion-resistant coating repairs	81

# **SPECIALTY TRAINING STANDARD (STS) REVIEW FOR 2M0X1A and 2M0X1B**

- ✿ **2M0X1A STS is well supported**
- ✿ **2M0X1B STS should be reviewed for proficiency coding**
- ⇒ **Several technical tasks not referenced to the 2M0X1A and 2M0X1B STS elements**

# Examples of 2M0X1B Technical Tasks Performed By More Than 20 Percent And Recommended For Possible Proficiency Review

Percent Members Performing

Task	1 <sup>ST</sup> JOB	1 <sup>ST</sup> ENL	3B-SKL LVL	Task Diff
Tng Emph	80	71	66	3.94

(N=10) (N=31) (N=38)

## Tasks

### 5 COMMON MAINTENANCE PRACTICES

Task	Rating	TE
5d Corrosion Identification	A	3.21
A0066 Perform corrosion control procedures		80

### 8c DESCRIBE MISSILE MAINTENANCE PROCESSES

Task	Rating	TE
8c(2) Missile fuel/defuel/emergency refueling	A	1.12
F0371 Fuel or defuel cruise missiles		80
F0376 Perform cruise missile emergency defuels		40
8c(3) Missile general repair	b	1.25
A0010 Clean missile surfaces		90
A0017 Evaluate damage to missile surfaces		30

\* Average TD Rating is 5.00

\*\* Average TE Rating is 1.01; Standard Deviation is 1.22 (High TE = 2.23)

# Job Satisfaction

## Current Sample VS Comparative Sample

	1-48 Mos TAFMS 2M0X1A 2M0X1B Comp (N=72) (N=31) (N=4646)	49-96 Mos TAFMS 2M0X1 Comp (N=78) (N=2551)	97+ Mos TAFMS 2M0X1 Comp (N=796) (N=6609)
<b>Indicator:</b>			
Job is interesting	76	72	78
Talents utilized	82	80	86
Training utilized	64	84	70
Sense of accomplishment	90	64	74
Plan to reenlist	85	72	68
	79	61	72
	52	61	69

58

Comparative Sample: Logistic career ladders surveyed in 1999

64

58

# Job Satisfaction

## 2000 Sample VS 1998 2M0X1A/B Survey

	1-48 Mos TAFMS		49-96 Mos TAFMS		97+ Mos TAFMS	
	2000	2000 1998	2000	1998	2000	1998
	2M0X1A	2M0X1B 2M0X1	2M0X1	2M0X1	2M0X1	2M0X1
<b>Indicator:</b>	(N=72)	(N=31) (N=224)	(N=78)	(N=181)	(N=311)	(N=412)
Job is interesting	76	45 60	72	65	78	76
Talents utilized	82	58 65	80	73	86	83
Training utilized	90	80 78	84	76	70	73
Sense of accomplishment	79	52 63	64	67	74	72
Plan to reenlist	64	58 56	72	70	68	78

# Job Satisfaction Across Clusters and Jobs

	ICBM Maint (N=132)	Mgt (N=122)	Crs Mssl Maint (N=78)	VACE Tech (N=27)	Training (N=26)
84	81	63	93	85	
87	88	71	96	88	
95	65	82	100	69	
79	79	63	74	92	
70	48	76	78	88	

**Indicator:**

Job is interesting

Talents utilized

Training utilized

Sense of accomplishment

Plan to reenlist

# Job Satisfaction Across Clusters and Jobs

	Spelft Cntrllr (N=19)	ICBM Tech (N=19)	ELAB Assur (N=11)	Quality Tech (N=7)	Equip/Veh Tech (N=7)	Entry-Lvl Equip/Veh (N=7)
Job is interesting	74	84	73	29	71	71
Talents utilized	63	95	100	71	86	86
Training utilized	63	95	100	43	57	57
Sense of accomplishment	53	79	64	57	86	86
Plan to reenlist	84	84	82	57	57	57

**Indicator:**

Job is interesting

Talents utilized

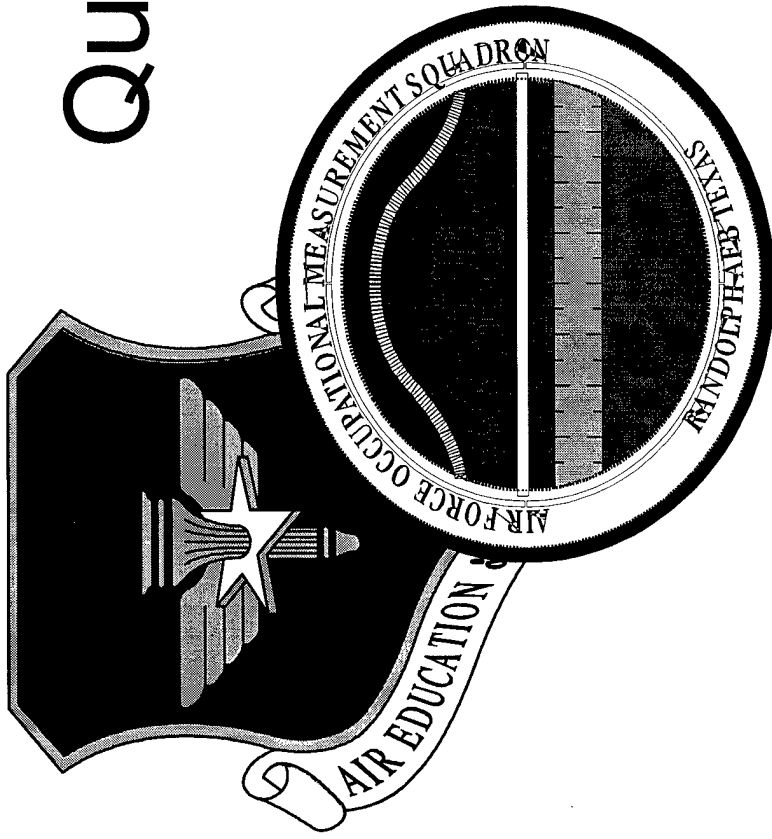
Training utilized

Sense of accomplishment

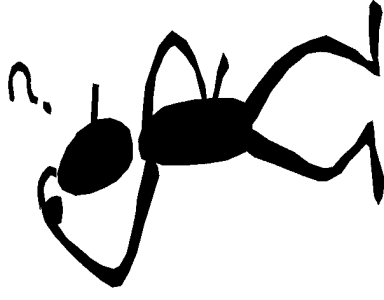
Plan to reenlist

# IMPLICATIONS

- ❖ Present classification structure reflects jobs being performed
  - ❖ **3A-skill levels - - ICBM Maintenance Cluster**
  - ❖ **3B-skill levels - - Cruise Missile Maintenance Cluster**
  - ❖ **5-skill levels are performing some management & supervisory tasks, but the majority of their activities consists of technical tasks**
  - ❖ **7-skill levels performing primarily in management & supervisory tasks**
  
- ❖ **2M0X1A STS is well-supported; 2M0X1B STS requires review for proficiency coding**
  - Tasks not referenced should be reviewed
  
- ❖ Job satisfaction indicators:
  - ❖ **Job satisfaction is overall higher for this career field than the comparative sample**
  - ❖ **ICBM shred is higher than Cruise Missile shred across all categories**



# Questions?



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[www.omsg.af.mil](http://www.omsg.af.mil)

E-Mail: [jean.callaghan@randolph.af.mil](mailto:jean.callaghan@randolph.af.mil)

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