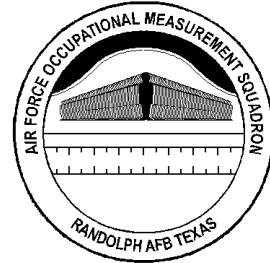




**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT



AIRCRAFT LOADMASTER

AFSC 1A2X1

OSSN: 2526

OCTOBER 2003

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

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

Report Documentation Page				Form Approved OMB No. 0704-0188	
Public reporting burden for the collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to a penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.					
1. REPORT DATE 00 OCT 2003		2. REPORT TYPE N/A		3. DATES COVERED -	
4. TITLE AND SUBTITLE Aircraft Loadmaster AFSC 1A2X1 OASN: 2526				5a. CONTRACT NUMBER	
				5b. GRANT NUMBER	
				5c. PROGRAM ELEMENT NUMBER	
6. AUTHOR(S)				5d. PROJECT NUMBER	
				5e. TASK NUMBER	
				5f. WORK UNIT NUMBER	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Air Force Occupational Measurement Squadron 1550 5th Street East Randolph Afb, Texas 78150-4449				8. PERFORMING ORGANIZATION REPORT NUMBER	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)				10. SPONSOR/MONITOR'S ACRONYM(S)	
				11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release, distribution unlimited					
13. SUPPLEMENTARY NOTES See also ADM001566., The original document contains color images.					
14. ABSTRACT					
15. SUBJECT TERMS					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT UU	18. NUMBER OF PAGES 88	19a. NAME OF RESPONSIBLE PERSON
a. REPORT unclassified	b. ABSTRACT unclassified	c. THIS PAGE unclassified			

DISTRIBUTION FOR AFSC 1A2X1 OSR

AFOMS/TEX	1
AFOMS/OAOD	2
CCAF/DFAX	1
DEFENSE TECHNICAL INFORMATION CENTER	2
HQ AFPC/DPAADOM4	1
HQ AFPC/DPPAC	1
USMC TRAINING AND EDUCATION, STANDARDS BRANCH	1
HQ AETC/DOO	1
HQ ACC/DPPE	3
HQ AETC/DPSEO	3
HQ AMC/DPPET	3
HQ AFSOC/DPPMT	
HQ PACAF/DPPET	3
86 MSS/DPMAT	3
HQ AMC/DPPET	3
HQ ANG/DPDT	3
HQ AFRC/DPTS	5
HQ AFMRDS/CC	4
HQ USAF/XOOT	1
AFRC/DOTA (ATTN: CMSGT LECLAIR, 155 RICHARD RAY BLVD, ROBINS AFB GA 31098-1635)	1
ANG/XOTE (ATTN: SMSGT FERRELL, JEFFERSON PLAZA 1, 1411 JEFFERSON DAVIS HWY, SUITE 5533, ARLINGTON VA 22202-3231)	1
19 AF/DOM (ATTN: MSGT HOLLAWAY, 73 MAIN CIRCLE, SUITE 1, RANDOLPH AFB TX 78150-4449)	5

TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
<u>PREFACE</u>	viii
<u>EXECUTIVE SUMMARY</u>	ix
<u>INTRODUCTION</u>	1
<u>Occupational Analysis Program</u>	1
<u>Survey Development Process</u>	1
<u>Survey Analysis</u>	1
<u>Uses of Survey Data</u>	2
<u>OCCUPATIONAL SURVEY REPORT (OSR) AIRCRAFT LOADMASTER (AFSC 1A2X1)</u>	5
<u>Career Ladder Background</u>	5
<u>SURVEY METHODOLOGY</u>	6
<u>Inventory Development</u>	6
<u>AFSC 1A2X1 Survey Administration</u>	6
<u>Survey Sample</u>	7
<u>AFSC 1A2X1 SPECIALTY JOBS</u>	10
<u>Overview of Specialty Jobs</u>	10
<u>Comparison of Current Specialty Jobs to Previous Survey</u>	14
<u>SKILL AND EXPERIENCE ANALYSIS</u>	15
<u>Total Sample</u>	
<u>Jobs</u>	15
<u>Duties</u>	15
<u>Active Duty</u>	16
<u>Duties</u>	16
<u>Tasks</u>	17
<u>Air National Guard</u>	18
<u>Duties</u>	18
<u>Tasks</u>	19
<u>Air Force Reserve Command</u>	21
<u>Duties</u>	21
<u>Tasks</u>	21

TABLE OF CONTENTS (Cont.)

	<u>PAGE NUMBER</u>
<u>TRAINING ANALYSIS</u>	23
<u>First-Enlistment Personnel (1-48 months' TAFMS)</u>	23
<u>Task Factor Surveys</u>	25
<u>Specialty Training Standard (STS) Analysis</u>	26
<u>Loadmaster Syllabus Analysis</u>	26
<u>ANALYSIS OF MAJCOMS</u>	28
<u>JOB SATISFACTION ANALYSIS</u>	28
<u>RETENTION DIMENSIONS</u>	30
<u>Reenlistment</u>	30
<u>Separation</u>	30
<u>WRITE-IN COMMENTS</u>	31
<u>TABLE 1</u> MAJCOM REPRESENTATION OF TOTAL SAMPLE	7
<u>TABLE 2</u> PAYGRADE DISTRIBUTION OF SAMPLE	8
<u>TABLE 3</u> SKILL-LEVEL DISTRIBUTION OF SAMPLE	9
<u>TABLE 4</u> COMPONENT CHARACTERISTICS	9
<u>TABLE 5</u> RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTER AND JOBS	12
<u>TABLE 6</u> SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTER AND JOBS ...	13
<u>TABLE A1</u> REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE LOADMASTER CLUSTER	33
<u>TABLE A2</u> REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE LOAD PLANNING JOB	34
<u>TABLE A3</u> REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE LOADMASTER JOB	35
<u>TABLE A4</u> SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 2000 SURVEYS	36
<u>TABLE A5</u> DISTRIBUTION OF AFSC 1A2X1 SKILL-LEVEL MEMBERS ACROSS CAREER LADDER JOBS (PERCENT IN EACH JOB)	36

TABLE OF CONTENTS (Cont.)

	<u>PAGE NUMBER</u>
<u>TABLE A6</u> TIME SPENT ON DUTIES BY TOTAL MEMBERS OF AFSC 1A2X1 SKILL-LEVEL GROUPS (PERCENT RESPONDING).....	37
<u>TABLE A7</u> TIME SPENT ON DUTIES BY AD MEMBERS OF AFSC 1A2X1 SKILL-LEVEL GROUPS (PERCENT RESPONDING).....	38
<u>TABLE A8</u> REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A231 PERSONNEL	39
<u>TABLE A9</u> REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A251 PERSONNEL	40
<u>TABLE A10</u> TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 1A231 AND 1A251 PERSONNEL.....	41
<u>TABLE A11</u> REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A271 PERSONNEL	42
<u>TABLE A12</u> TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 1A251 AND 1A271 PERSONNEL.....	43
<u>TABLE A13</u> REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A291 PERSONNEL	44
<u>TABLE A14</u> TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 1A271 AND 1A291 PERSONNEL.....	45
<u>TABLE A15</u> REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A200 PERSONNEL	46
<u>TABLE A16</u> TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 1A291 AND 1A200 PERSONNEL.....	47
<u>TABLE A17</u> TIME SPENT ON DUTIES BY ANG MEMBERS OF AFSC 1A2X1 SKILL-LEVEL GROUPS (PERCENT RESPONDING).....	48
<u>TABLE A18</u> REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 1A251 PERSONNEL	49
<u>TABLE A19</u> REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 1A271 PERSONNEL.....	50
<u>TABLE A20</u> TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 1A251 AND 1A271 PERSONNEL.....	51

TABLE OF CONTENTS (Cont.)

	<u>PAGE NUMBER</u>
<u>TABLE A21</u> REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 1A291 PERSONNEL.....	52
<u>TABLE A22</u> TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 1A271 AND 1A291 PERSONNEL	53
<u>TABLE A23</u> REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 1A200 PERSONNEL.....	54
<u>TABLE A24</u> TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 1A291 AND 1A200 PERSONNEL	55
<u>TABLE A25</u> TIME SPENT ON DUTIES BY AFRC MEMBERS OF AFSC 1A2X1 SKILL-LEVEL GROUPS (PERCENT RESPONDING).....	56
<u>TABLE A26</u> REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 1A251 PERSONNEL	57
<u>TABLE A27</u> REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 1A271 PERSONNEL.....	58
<u>TABLE A28</u> TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSC 1A251 AND 1A271 PERSONNEL	59
<u>TABLE A29</u> REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 1A291 PERSONNEL.....	60
<u>TABLE A30</u> TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSC 1A271 AND 1A291 PERSONNEL	61
<u>TABLE A31</u> REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 1A200 PERSONNEL.....	62
<u>TABLE A32</u> TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSC 1A291 AND 1A200 PERSONNEL.....	63
<u>TABLE A33</u> PERCENT TIME SPENT ON DUTIES BY FIRST-ENLISTMENT PERSONNEL (1-48 MONTHS' TAFMS).....	64
<u>TABLE A34</u> REPRESENTATIVE TASKS PERFORMED BY AFSC 1A2X1 FIRST- ENLISTMENT PERSONNEL (1-48 MONTHS' TAFMS).....	65
<u>TABLE A35</u> EQUIPMENT USED OR OPERATED BY FIRST-ENLISTMENT AFSC 1A2X1 PERSONNEL (PERCENT USING OR OPERATING).....	66

TABLE OF CONTENTS (Cont.)

	<u>PAGE NUMBER</u>
<u>TABLE A36</u> AFSC 1A2X1 TASKS WITH HIGHEST TRAINING EMPHASIS (TE) RATINGS	67
<u>TABLE A37</u> AFSC 1A2X1 TASKS WITH HIGHEST TASK DIFFICULTY (TD) RATINGS	68
<u>TABLE A38</u> EXAMPLES OF STS ELEMENTS WITHOUT PROFICIENCY CODES MATCHED TO TASKS WITH 20% OR MORE MEMBERS PERFORMING.....	69
<u>TABLE A39</u> EXAMPLES OF TASKS PERFORMED BY 20% OR MORE MEMBERS BUT NOT REFERENCED TO ANY STS ELEMENT	70
<u>TABLE A40</u> EXAMPLES OF TASKS PERFORMED BY 30% OR MORE MEMBERS BUT NOT REFERENCED TO ANY LOADMASTER SYLLABUS OBJECTIVE	71
<u>TABLE A41</u> PERCENT TIME SPENT ON DUTIES BY AFSC 1A2X1 MAJCOM GROUPS.....	72
<u>TABLE A42</u> JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS (PERCENT MEMBERS RESPONDING)	73
<u>TABLE A43</u> COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 1A2X1 AND COMPARATIVE SAMPLE GROUP (PERCENT MEMBERS RESPONDING)	74
<u>TABLE A44</u> JOB SATISFACTION INDICATORS FOR AD, ANG, AND AFRC MEMBERS (PERCENT MEMBERS RESPONDING)	75
<u>TABLE A45</u> COMPARISON OF JOB SATISFACTION INDICATORS BETWEEN CURRENT AND 2000 SURVEYS (PERCENT MEMBERS RESPONDING)	76
<u>TABLE A46</u> COMPARISON OF REENLISTMENT FACTORS BY TAFMS GROUPS (AVERAGE RESPONSE SCORE)	77
<u>TABLE A47</u> COMPARISON OF SEPARATION FACTORS BY TAFMS GROUPS (AVERAGE RESPONSE SCORE)	78
<u>FIGURE 1</u> AFSC 1A2X1, AIRCRAFT LOADMASTER SPECIALTY CLUSTER	11
<u>FIGURE 1A</u> JOBS WITHIN LOADMASTER CLUSTER (N=1,489).....	11
<u>FIGURE 2</u> AFSC 1A2X1 FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=65)	24

PREFACE

This report presents the results of an Air Force Occupational Survey of the Aircraft Loadmaster career ladder (AFSC 1A2X1). Authority for conducting an occupational survey is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Career Field Manager, technical training school, all major using commands, and other interested operations and training officials.

First Lieutenant Molly Cook, Inventory Development Specialist, developed the survey instrument. Ms. Adriana Rodriguez, Occupational Analyst, analyzed the data and wrote the final report. Ms. Jeannie Guesman provided computer-programming support, and Ms. Sherry Evans provided administrative support. Major Jose Caussade, Chief, Enlisted Analysis Section, reviewed and approved this report for release.

Additional copies of this report may be obtained by writing to AFOMS/OAOD, 1550 5th Street East, Randolph AFB TX 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our website at <https://www-r.omsq.af.mil/>. (Note: If you experience a Microsoft Word security problem after clicking on the above link, please copy the web address into the Address window in your web browser.)

JOHN W. GARDNER, Lt Col, USAF
Commander
Air Force Occupational Measurement Squadron

JOHN L. KAMMRATH
Chief, Occupational Analysis
Air Force Occupational Measurement Squadron

**OCCUPATIONAL SURVEY
AIRCRAFT LOADMASTER
(AFSC 1A2X1)**

EXECUTIVE SUMMARY

1. Survey Coverage: The Aircraft Loadmaster career ladder was surveyed to obtain current task and equipment data for use in evaluating current training programs. The data will also be used to support specialty knowledge test (SKT) development. Surveys were sent to 1,427 active duty (AD), 812 Air National Guard (ANG), and 1,218 Air Force Reserve Command (AFRC) personnel. Survey results were based on 1,528 members responding (550 AD, 397 ANG, and 581 AFRC).

2. Specialty Jobs: Job structure analysis identified one cluster and two jobs within the cluster (Loadmaster Cluster which includes the Load Planning Job and Loadmaster Job). The career ladder was found to be very homogenous with the vast majority of members performing similar tasks within the Loadmaster Job.

3. Career Ladder Progression: The Aircraft Loadmaster career ladder progression is atypical in comparison to other career ladders. The 3-, 5-, and 7-skill levels in the AD, ANG, and AFRC components are primarily spending their time on technical tasks. In addition, 9-skill-level personnel and CEMs still continue to perform an inordinate number of technical tasks. CEMs spend a close to a quarter of their time performing training, supervisory, and administrative duties.

4. Training Analysis: The specialty training standard (STS) for the specialty, dated 1 August 2002, was reviewed against the survey data. Overall, the STS is supported by the survey data. A complete review of the STS has been provided to the technical school for evaluation. The AETC Validation Draft Syllabus Basic Loadmaster (BLM) for the 3-skill-level course, dated 1 October 2002, was also reviewed.

5. Job Satisfaction Analysis: Overall, job satisfaction was good. The Aircraft Loadmaster career field reported generally higher ratings for all TAFMS groups and across all indices than the comparative sample. The current survey, in comparison to the previous study, also reported higher ratings for all TAFMS groups and across all indices, with the exception of a slightly lower job interest in the 1-48 and 49-96 months' TAFMS groups. A noticeable trend was the marginally acceptable reenlistment ratings for the 1-48 months' TAFMS group. Specialty jobs were positive across all job satisfaction indices.

6. Retention Dimensions: Members in the three TAFMS groups (1-48 months' TAFMS, 49-96 months' TAFMS, and 97+ months' TAFMS) agreed on several factors potentially influencing their decision to reenlist or separate from the Air Force. Top factors for reenlistment included job security, bonus or special pay, and retirement benefits. The top factors for separating from the Air Force include the number/duration of TDYs or deployments, pay and allowances, and

military lifestyle. The reasons for separating and reenlisting are also supported in the **WRITE-IN COMMENTS** section of the OSR. However, there was some diversity between the TAFMS groups. While first-enlistment personnel reported military lifestyle as a top reason for reenlisting, career airmen reported medical/dental care for family members as one of their top reasons for reenlisting.

INTRODUCTION

Air Force Occupational Measurement Squadron (AFOMS)

Occupational Analysis Program

Our mission is to provide occupational data for decision makers, allowing them to make informed personnel, training, and education decisions, based not on opinion and conjecture, but on empirical, quantitative data.

Survey Development Process

An occupational survey begins with a job inventory (JI) -- a list of all the tasks performed by members of a given Air Force Specialty Code (AFSC) as part of their actual career field work (that is, additional duties and the like are not included). We include every function that career field members perform by working with technical training personnel and operational subject-matter experts (SMEs) to produce a task list that is complete and understandable to the typical job incumbent. The SMEs write each task to the same level of specificity across duty areas, and no task is duplicated in the task list.

In addition to this comprehensive task list, job inventories include a number of background questions that deal with demographic information, job satisfaction, equipment usage, and any other area that our customers, such as career field managers (CFMs) and technical school personnel, may request.

Furthermore, the JI is only one of the survey instruments that AFOMS produces. The JI task list is used in creating several other surveys that are important for developing and refining career field training programs and for developing career field promotion tests; these surveys and how their results are used will be described later in this report.

Survey respondents are asked to examine all tasks in the JI and select each task that they perform in their present job. They are then asked to rate each task they chose on a scale of 1 to 9 according to how much relative time they spend performing that task in their present job, compared to all the other tasks in the inventory. These ratings are converted into estimates of actual relative job time spent performing each task.

Survey Analysis

Survey responses are processed using a set of computer programs called the Comprehensive Occupational Data Analysis Programs (CODAP). We are able to calculate some important basic information about each task from the information that respondents provide in the JI: the percent members performing (PMP) and the percent time spent (PTS). CODAP forms groups of survey respondents according to the similarity of their task performance, and our analysts study these groupings to identify distinct jobs. Further, we can provide PMP and PTS information for any subgroup. For example, we can easily determine the percent of E-5s or 3-skill-level or first-term

airmen who perform each task, and estimate the average amount of job time they spend performing it. This is important because many of the applications of our data target particular subgroups within the career ladder.

Uses of Survey Data

Survey results are formally reported in an **occupational survey report (OSR)**. The OSR is by no means the only product of an occupational survey study. The OSR provides a high-level "snapshot" of an entire AFSC in a compact package, but it is not intended to provide the comprehensive information needed to support important decisions about a career field. That is the purpose of "data extracts," which are comprehensive, detailed sets of CODAP-generated reports designed for particular applications.

The Training Extract -- AFOMS survey data are essential to technical training personnel. The training extract provides information about what career ladder incumbents are actually doing in their jobs at each stage of their career, along with supporting information regarding when and how members should be trained to perform their jobs. The data found in the training extract regarding first-term and 3-skill-level members are the *primary source of empirical information* available to support such decisions.

In addition to the JI, AFOMS produces two other surveys that directly support the training community. Depending on the size of the career ladder, a sample of at least 50 (and frequently 100 or more) 7-skill-level craftsmen is selected to complete a training emphasis (TE) survey. A similar-sized sample of other 7-skill-level craftsmen is selected to complete a task difficulty (TD) survey.

The TE survey, like the JI, contains the complete career ladder task list, and, like the JI, respondents are asked to rate tasks on a 1 to 9 scale (tasks not rated by the respondent are assigned a "0" rating). Unlike the JI, however, respondents are asked to rate tasks based on how much emphasis they believe should be placed on that task for entry-level structured training. A "1" rating indicates the respondent's belief that very little emphasis be placed on providing structured training on that task. A rating of "9" indicates that it is essential to provide structured training on the task. Structured training is defined as resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. The responses of the entire sample of raters are averaged for each task, and the result is a TE rating for each task.

The TD survey also contains the full task list and requests that respondents rate each task *with which they are familiar* on a scale of 1 to 9 ("1" is low, "9" is high), but this time respondents are asked to rate the amount of time needed to learn to perform that task satisfactorily. In other words, as the name implies, TD is an indicator of how difficult the task is to perform. The average TD rating for each task in the inventory is standardized with a mean rating of 5.0 and a standard deviation of 1.0.

When used in conjunction with the PMP and PTS for first-enlistment members, average TE and TD ratings provide insight into the appropriate training requirements for new personnel in

the career ladder. These four indices (PMP, PTS, TE, and TD) are used to compute a composite index, the automated training indicator (ATI), for each task. The ATI expresses, in a single number between 1 and 18, the most appropriate training setting and approach for providing training for that task. ATIs allow training developers quickly to focus attention on those tasks that are most likely to qualify for resident course consideration. Further information concerning TE and TD ratings and ATIs for the entire task list can be found in the training extract that accompanies this OSR.

The major users of training extract information are attendees at utilization and training workshops (U&TWs). The U&TW is a summit of representative career ladder, training, and classification leaders who evaluate current training efficiency and effectiveness in order to propose and approve changes to the specialty training standard (STS) or course training standard (CTS), particularly with regard to 3-skill-level training, and to address utilization issues. The AFSC's job description in Attachment 6 of AFMAN 36-2108, *Enlisted Classification*, is also reviewed and appropriately revised in light of the survey data to reflect the jobs being performed by the career ladder members.

Part of the process of compiling the training extract involves the *STS matching* process, during which technical school personnel match JI tasks to STS elements; that is, they tell us what particular task or tasks correspond to each STS element when it is covered in training. This is especially useful when STS performance codes are being reviewed for the 3-skill-level course. For example, the U&TW attendees might be asked to consider adding a task performance code to an STS element that previously has been trained only to a knowledge level. JI, TE, and TD data, combined in the form of the ATI, are important in determining the appropriate proficiency code. Separate training extracts are produced for active duty (AD), Air National Guard (ANG), and Air Force Reserve Component (AFRC) members.

The Specialty Knowledge Test (SKT) Extract -- AFOMS survey data are key to ensuring that SKTs are valid. SKTs are an important part of the Weighted Airman Promotion System (WAPS). Since an airman's test score is frequently the deciding factor in determining who is promoted, SKTs must be valid, fair, and credible.

In terms of SKTs, *valid* means that every question on the test is tied to a task which has been shown to be important to successful performance in the specialty. This tie is crucial to documenting the validity of SKT content.

AFOMS surveys provide test writers with information on the PMP, PTS, TD, and TE. This information is combined to produce a composite index called the predicted testing importance (PTI). Those tasks that are rated highest in PTI are ones that tend to be high in all four of our primary indices -- PMP, PTS, TD, and TE -- exactly the kinds of tasks that one would generally consider job-essential and that should form the basis for test questions. PTI information is used for minor test revisions; how it is used will be explained shortly.

Field-validated testing importance (FVTI) data are produced for major test revisions. Approximately 6 months before the start of test development, a sample of 100 senior career field NCOs is sent a survey containing a list of the 150-200 tasks rated highest in PTI. Respondents

are asked to provide a 1-7 rating ("1" is low, "7" is high) of how important they believe it is to include a question concerning that task on the SKT. The responses are averaged for each task, yielding the FVTI index -- a direct measure of the opinions of career field experts as to what constitutes "job-essential" knowledge.

PTI and FVTI information is included in the SKT extract, which is specifically tailored for use by the SKT teams who come to AFOMS to write the promotion examinations. Two sets of reports are prepared -- one set uses only data for E-5s and the other uses combined data for E-6s and E-7s. Each report gives the SKT team information on every task's PMP, PTS, and PTI, and, for major test revisions, FVTI data. Occupational survey data are thus the only objective source of information available to the team regarding how to make the test they write meet legal requirements for validity and fairness.

The Analysis Extract -- The analysis extract is an archive of all the data collected in the course of a study that are not incorporated into one of the other extracts. We typically produce separate analysis extracts for AD and ANG/AFRC members. The analysis extract is usually an enormous document, a compilation of the many reports that "slice and dice" the data in virtually every potentially useful way. Just about any question anyone has regarding career ladder work, personnel, or training and utilization issues can be answered by consulting one or another of the reports in the analysis extract.

The Occupational Survey Report -- The OSR captures survey data and analysis both in breadth and depth. For ease of reading, the first half of the OSR concentrates on breadth with compelling factors and implications across the specialty. Tables following the narrative show depth with regard to these factors and implications. Where appropriate, highlights of the tables are contained in the body.

OCCUPATIONAL SURVEY REPORT (OSR) AIRCRAFT LOADMASTER (AFSC 1A2X1)

This is a report of an occupational survey of the Aircraft Loadmaster career ladder, conducted by the Occupational Analysis Flight, AFOMS. The OSR reports the findings of current data that are available for use in guiding the development and evaluation of training and support planned changes within this career ladder. In addition, the data are used to support SKT development. The previous OSR was completed in December 2000.

Career Ladder Background

According to the specialty description in AFMAN 36-2108, *Enlisted Classification*, dated 30 April 2003, personnel in this career ladder: evaluate aircraft weight and balance records and cargo manifests; carry out initial pre-flight of aircraft and pre-flight specific aircraft systems, such as restraint rail and airdrop equipment; and supervise aircraft loading and offloading. In addition, personnel ensure the availability of fleet service equipment, such as blankets and pillows, and perform cargo and personnel airdrops.

There are two technical training schools for this AFSC. All entrants into AFSC 1A2X1 are required to complete one of the two subsequent courses, based upon the airframe they are selected for: Basic Loadmaster Course Altus (BLM AL) for C-17 and C-5 loadmasters or Basic Loadmaster Course Little Rock (BLM LR) for C-130 loadmasters. The BLM course at Altus AFB OK is 5 weeks' long and the BLM course at Little Rock AFB AR is 5 weeks and 3 days' long. Both courses provide graduates with the knowledge and skills for the following principles and activities:

- Training on activities specific to the Loadmaster career ladder to include customer relations, passenger briefings, customs requirements, AF publications, and transportation of hazardous materials.
- Training on formulas used to load the aircraft, such as basic weight, arm, moment, and center of gravity formulas; adding and removing cargo; loadshift; safety procedures; and vehicle center of gravity computations.

Entry into AFSC 1A2X1 requires an Armed Forces Vocational Aptitude Battery (ASVAB) "general" score of 55 and a strength requirement of "K" (weight lift of 70 pounds). For entry, award, and retention in this AFSC, personnel must meet minimum physical profile requirements: PULHES 111121 according to AFI 48-123, *Medical Examination and Standards*. Other requirements include: physical qualification for aircrew duty according to AFI 48-123 and qualification for aviation service according to AFI 11-402, *Aviation and Parachutist Service, Aeronautical Ratings and Badges*. For award and retention, members must have eligibility for a Secret security clearance according to AFI 31-501, *Personal Security Program Management*. Finally, this AFSC is not open to non-United States citizens but is open to U.S. nationals.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF job inventory (JI) occupational survey study number (OSSN) 2526, dated July 2002. During the development of the comprehensive task list, 42 subject-matter experts (SMEs) from 1 specialty knowledge test (SKT) SME team, 6 operational bases, and 1 training unit were interviewed. The survey requested standard background information such as: base of assignment; command of assignment; total active federal military service (TAFMS), time in career field (TICF), and time in present job (TIPJ); job title; work or functional area; paygrade; job satisfaction and reenlistment intentions; and equipment used or operated. Additional background items concerned the number of deployments and days TDY, additional duties performed, and percent time spent on additional duties. The inventory listed 535 tasks grouped under 14 duty headings and a background section. (The complete survey is available on the CD containing the products from this study.)

<u>BASE</u>	<u>REASON FOR VISIT</u>
Little Rock AFB AR	Technical training school for C-130 loadmasters
Hurlburt Field FL	AFSOC personnel assigned; MC-130E, MC-130H, and AC-130H loadmasters
Charleston AFB SC	C-17 loadmasters
Pope AFB NC	C-130 loadmasters
McGuire AFB NJ	C-141 loadmasters
Dover AFB DE	C-5 loadmasters
Randolph AFB TX	Validation by SKT team TDY to AFOMS

AFSC 1A2X1 Survey Administration

From July 2002 to January 2003, survey control monitors at the technical training school and operational bases administered the inventory to all eligible DAFSC 1A231, 1A251, 1A271, and 1A291 AD, ANG, and AFRC personnel. Members ineligible to take the survey included the following: (1) hospitalized members; (2) members in transition for a permanent change of station; (3) members retiring within the time the inventories were administered to the field; and (4) members who had been in their present jobs for less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Survey Sample

The data on survey returns were examined to ensure that the final sample reflected an accurate representation across major commands (MAJCOMs), paygrades, and skill levels. [Table 1](#) displays the distribution of the survey sample by MAJCOM, while [Table 2](#) displays the survey distribution by paygrade groups. [Table 3](#) displays the final sample distribution by skill level. [Table 4](#) displays the component characteristics for the AD, ANG, and AFRC members in the final sample.

The command, paygrade, and skill-level distributions of the survey sample are close to the percent assigned, indicating that the sample is a good representation of the career ladder population.

TABLE 1

MAJCOM REPRESENTATION OF SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
AFRC	33	38
AMC	28	23
ANG	23	26
AETC	5	7
AFSOC	5	4
PACAF	2	2
USAFE	2	0
ACC	1	0
AFMC	**	0
USAFA	**	0
AFSPC	**	0
TOTAL ASSIGNED*		3,918
TOTAL SURVEYED		3,457
TOTAL IN SURVEY SAMPLE		1,528
PERCENT OF ASSIGNED IN SAMPLE		39%
PERCENT OF SURVEYED IN SAMPLE		44%

* As of June 2002

** Indicates less than 1%

** Ineligibility defined as: hospitalized members; members in transition for a permanent change of station; members retiring within the time the inventories were administered to the field; and members who had been in their present jobs for less than 6 weeks.

Note: Columns may not add to 100% due to rounding.

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
E-1 - E-3	7	2
E-4	11	9
E-5	21	19
E-6	26	28
E-7	25	29
E-8	7	9
E-9	3	3

* As of June 2002

Note: Columns may not add to 100% due to rounding

TABLE 3

SKILL-LEVEL DISTRIBUTION OF SAMPLE

<u>SKILL LEVEL</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
1A231	6	2
1A251	26	23
1A271	58	63
1A291	8	10
1A200	3	3

* As of June 2002

Note: Columns may not add up to 100% due to rounding

TABLE 4

COMPONENT CHARACTERISTICS

	<u>AD</u>	<u>ANG</u>	<u>AFRC</u>
ASSIGNED*	1,727	882	1,309
SURVEYED	1,427	812	1,218
SAMPLE	550	397	581
% OF SURVEYED	39%	49%	48%

* As of June 2002

AFSC 1A2X1 SPECIALTY JOBS

The first step in the analysis process is to identify the career ladder structure in terms of the jobs performed by the respondents. CODAP creates 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. Human analysis of the final output, aided by additional measures of similarities and differences between groups, determines the final job structure of the career field as described below.

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**. Jobs not falling within any cluster are identified as **Independent Jobs (IJs)**. The structure of the career ladder is then defined in terms of clusters, jobs, and independent jobs. The job structure resulting from this grouping process (the various jobs within the AFSC) can be used to evaluate the changes that have occurred in the AFSC since the previous OSR. It can also be used to guide future changes in the AFSC. The above terminology will be used in the discussion of the AFSC 1A2X1 career ladder.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, one cluster with two jobs was identified within the Aircraft Loadmaster career ladder. [Figure 1](#) displays this job structure. [Table 5](#) displays the relative percent time spent on duty areas by the specialty cluster and the jobs within the cluster. A written outline of the job structure follows. The stage (STG) number shown beside the title refers to computer-generated tracking information of no importance to the reader. The letter “N” represents the number of members in the group. [Tables A1-A3](#) (in the Appendix) provide detailed descriptions of the cluster and the jobs within the cluster listed below. Demographic and relevant background information on members is displayed in [Table 6](#).

- I. LOADMASTER CLUSTER (STG 19, N=1,489)
 - A. Load Planning Job (STG 22)
 - B. Loadmaster Job (STG 27)

Two variations were also found within the Loadmaster Cluster: Rescue Qualified (MC-130 Loadmaster) and Special Operations (AC-130 Loadmaster). Although these variations were not strong enough to be identified as actual jobs, their existence does warrant mentioning.

The military members forming this cluster account for 97% of the survey sample. The remaining 3% were performing tasks or series of tasks that did not group with any of the defined jobs. Typical job titles include C-5 Loadmaster, C-17 Loadmaster, and C-130 Loadmaster.

**AFSC 1A2X1,
AIRCRAFT LOADMASTER
SPECIALTY CLUSTER
(N=1,528)**

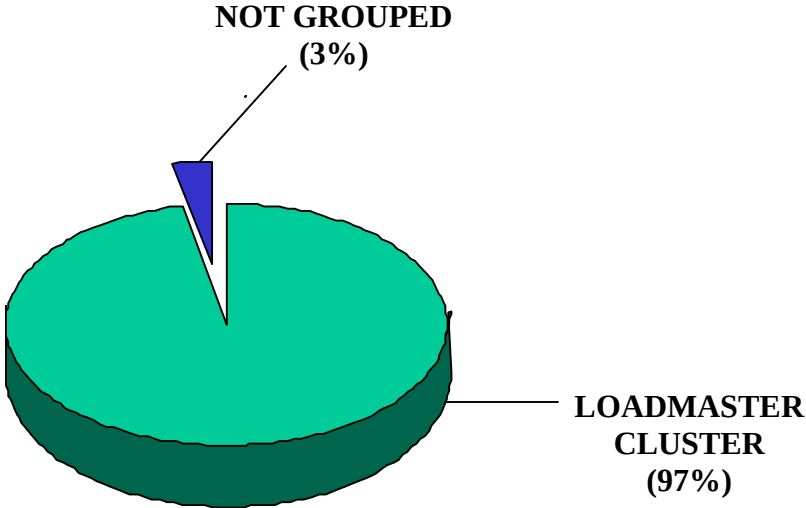


FIGURE 1

**JOBS WITHIN
LOADMASTER CLUSTER
(N=1,489)**



FIGURE 1A

TABLE 5

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTER AND JOBS

<u>DUTIES</u>	LOADMASTER CLUSTER STG 19 (N=1,489)	<u>LOADMASTER CLUSTER</u>	
		Load Planning Job (STG 22) (N=24)	Loadmaster Job (STG 27) (N=1,465)
A PERFORMING COMMON AIRCREW ACTIVITIES	14	42	13
B PERFORMING PRELIMINARY LOAD PLANNING	9	28	9
C PERFORMING AIRCRAFT PREFLIGHT ACTIVITIES	17	11	18
D PERFORMING GROUND SUPPORT ACTIVITIES	5	*	5
E PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	9	1	9
F LOADING OR UNLOADING AIRCRAFT	17	8	17
G PERFORMING IN-FLIGHT ACTIVITIES	8	2	8
H PERFORMING MODULAR AIRBORNE FIRE FIGHTING SYSTEM (MAFFS) AND MODULAR AERIAL SPRAY SYSTEM (MASS) ACTIVITIES	*	*	*
I PERFORMING AND REVIEWING EMERGENCY PROCEDURES	10	1	10
J PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2	1	2
K PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	0	*
L PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	2	1
M PERFORMING TRAINING ACTIVITIES	3	1	3
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	2	4

*Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE 6

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTER AND JOBS

		<u>LOADMASTER CLUSTER</u>	
		Load	
	LOADMASTER CLUSTER (STG 19)	Planning Job (STG 22)	Loadmaster Job (STG 27)
NUMBER IN CLUSTER AND JOBS	1,489		
PERCENT OF SAMPLE	97%		
PERCENT ASSIGNED OVERSEAS	11%	17%	11%
<u>DAFSC DISTRIBUTION:</u>			
1A231	2%	0%	2%
1A251	23%	38%	23%
1A271	63%	54%	63%
1A291	10%	8%	10%
1A200	3%	0%	3%
<u>COMPONENT STATUS:</u>			
PERCENT IN AD	34%	55%	35%
PERCENT IN ANG	27%	13%	27%
PERCENT IN AFRC	38%	33%	38%
<u>GRADE</u>			
E-2 to E-3	2%	0%	2%
E-4	9%	13%	9%
E-5	19%	17%	19%
E-6	28%	46%	28%
E-7	29%	17%	29%
E-8	9%	8%	9%
E-9	3%	0%	3%
AVG MONTHS TAFMS (AD)	150 months	171 months	149 months
PERCENT IN FIRST ENLISTMENT (AD)	4%	0%	4%
PERCENT SUPERVISING	3%	3%	3%
AVERAGE NUMBER OF TASKS PERFORMED	230	57	233
PREDOMINANT AD MAJCOM	AMC	AMC	AMC

Note: Columns may not add up to 100% due to rounding

Comparison of Current Specialty Jobs to Previous Survey

For the most part, specialty jobs found in the present analysis are comparable to specialty jobs from the previous study. However, some minor differences exist. [Table A4](#) displays the cluster and the jobs within the cluster identified in this study compared to the previous study conducted in 2000.

- First, the Aircraft Loadmaster Cluster found in the 2000 survey (N=1,665) is similar in some aspects but slightly different from the Loadmaster Cluster found in the 2003 survey (N=1,489). The Instructor Job and Guard/Reserve Job identified in the previous study were found in the current analysis but were not as strongly identified, and while they are noteworthy, they do not necessitate formal discussion. These jobs fell within the present study's Loadmaster Cluster.
- The Load Planning Job identified in the current analysis was not found in the previous survey. This group of 24 members performs a low average number of tasks (57) in comparison to the tasks performed by the Loadmaster Job (233). Members in the Load Planning Job differentiate themselves from the Loadmaster Job by the percentage of their job time spent (28%) in preliminary load planning activities.
- Overall, the job structure found in the current survey is comparable to the previous survey. Differences that exist may be explained by slight differences in task lists and current task clustering procedures used to identify work performed by respondents. Subsequently, the vast majority of work found in both studies illustrates the career field has remained relatively stable over time.

SKILL AND EXPERIENCE ANALYSIS

An analysis of DAFSC groups in conjunction with the analysis of the career ladder structure is an important part of each OSR. This information may be used to evaluate how well career ladder documents, such as AFMAN 36-2108, *Enlisted Classification*, reflect what career ladder personnel are actually doing in the field.

Total Sample

Jobs

[Table A5](#) – Distribution of skill-level members across career ladder cluster and jobs:

- A large percentage of 3-skill-level members are accounted for in the Loadmaster Job (96%). No 3-skill-level members are included in the Load Planning Job.
- The 5-skill-level members are concentrated in the Loadmaster Job (94%). Within the cluster, 5-skill-level members make up the largest number of members in the Load Planning Job at 3%.
- A slightly higher percentage of 7-skill-level members are found in the Loadmaster Job (96%).
- The highest concentration of the 9-skill-level members and CEMs (98% and 96%, respectively) found performing work as described within the Loadmaster Job. No CEMs were found performing work in the Load Planning Job.

Duties

[Table A6](#) – Time spent on duties by members of skill-level groups:

- The time spent on the following duty areas are evenly represented by all skill-level groups: Duty D (Performing Ground Support Activities); Duty E (Preparing Aircraft for Airdrop Operations); and Duty G (Performing In-Flight Activities).
- Three-skill-level members spend most of their job time Performing Aircraft Preflight Activities (Duty C) and Loading or Unloading Aircraft (Duty F) (22% and 16%, respectively).
- Five-skill-level members are also spending most of their time in Duty C (Performing Aircraft Preflight Activities) (18%). An additional 17% of their job time is spent in Duty F (Loading or Unloading Aircraft). Five-skill-level members make up the highest concentration of members performing common aircrew activities (Duty A, 16%).

- Seven-skill-level members' scope of work is spread out across Duty C (Performing Aircraft Preflight Activities) (17%) and Duty F (Loading or Unloading Aircraft) (17%).
- Nine-skill-level members are also spending most of their time Performing Aircraft Preflight Activities (Duty C) and Loading or Unloading Aircraft (Duty F) (16% and 15%, respectively). An additional 17% of their job time is spent on Performing Preliminary Load Planning (Duty B, 9%) and Performing Management and Supervisory Activities (Duty N, 8%).
- CEMs have the highest concentration of job time spent in Duty N (Performing Management and Supervisory Activities) (17%). However, CEMs are also performing technical loadmaster activities with 13% of their job time in Duty C (Performing Aircraft Preflight Activities) and 12% of their time in Duty F (Loading or Unloading Aircraft).

Active Duty

Duties

[Table A7](#) – Time spent on duties by AD members of skill-level groups:

- Small differences in percent time spent across all skill-level groups is evident in [Table A7](#). The typical career progression seen in many Air Force specialties is not evident for the Aircraft Loadmaster. Unlike other AFSCs, Loadmasters perform technical work across all skill levels with only slight increases in management, supervisory, and training activities. Seven- and 9-skill levels and CEMs are still performing the technical work in the career field.
- AD 3-, 5-, and 7-skill-level members spend more time in Duty C (Performing Aircraft Preflight Activities) (22%, 17%, and 15%, respectively) and Duty F (Loading or Unloading Aircraft) (16%, 16%, and 15%, respectively) than all other duty areas.
- Over all skill levels, AD 3-skill-level members are spending more time performing technical tasks.
- AD 5- and 7-skill-level members spend the same percentage of time Performing Preliminary Load Planning Activities (Duty B, 9%). However, AD 5-skill-level members spend more time than AD 7-skill-level members Performing Common Aircrew Activities (15% and 13%, respectively) and Loading or Unloading Aircraft (16% and 15%, respectively).
- At the 7-skill level, a slight shift toward training activities (Duty M, 6%) can be seen.
- AD 9-skill-level members and CEMs spend more time on Duty N (Performing Management and Supervisory Activities) (15% and 21%, respectively) than the lower

skill-level groups. The next highest concentration of their time is found in Duty C (Performing Aircraft Preflight Activities) (14% and 12%, respectively).

Tasks

[Table A8](#) – Tasks performed by AD DAFSC 1A231 members:

- Tasks performed by a large percentage of 3-skill-level members include general preflight activities and common aircrew activities, such as inspecting troop doors and reviewing flight crew information files (FCIFs).

[Table A9](#) – Tasks performed by AD DAFSC 1A251 members:

- Tasks performed by most AD 5-skill-level members are similar to the tasks performed by 3-skill-level members; however, an increase in preflight activities can be seen. In addition, there is a small difference in the average number of tasks being performed between 3- and 5-skill-level members (203 and 201, respectively).

[Table A10](#) – Tasks that differentiate between AD DAFSC 1A231 and 1A251 members:

- Tasks that differentiate between AD 3- and 5-skill-level members include loading or unloading aircraft tasks and performing aircraft preflight tasks. More AD 3-skill levels are performing these tasks than their AD 5-skill-level counterparts. On the other hand, more 5-skill-level members are performing common aircrew tasks and preparing an aircraft for airdrop than AD 3-skill-level members. Another difference is a slight increase in management and supervisory tasks for AD 5-skill-level members.

[Table A11](#) – Tasks performed by AD DAFSC 1A271 members:

- On average, AD 7-skill-level members perform 219 tasks. Performing common aircrew activities and loading or unloading aircraft activities encompass the largest concentration of work.

[Table A12](#) – Tasks that differentiate between AD DAFSC 1A251 and 1A271:

- AD 5- and 7-skill levels commonly spend their highest concentration of their time on common aircrew activities, such as maintaining flight manuals, safety or operational supplements, or flight crew checklists. Tasks that best differentiate between AD 5- and 7-skill-level members are training activities and management and supervisory activities. More AD 7-skill-level members are performing training and administrative tasks than AD 5-skill-level members.

[Table A13](#) – Tasks performed by AD DAFSC 1A291 members:

- On average, AD 9-skill-level members perform 245 tasks. Their largest concentration of time is spent performing management and supervisory activities. Performing aircraft preflight activities (Duty C) and loading or unloading aircraft (Duty F) account for 24% of their relative job time (12% each).

[Table A14](#) – Tasks that differentiate between AD DAFSC 1A271 and 1A291:

- AD 7- and 9-skill levels have almost the same percentage of members performing the following tasks: review flight crew information files (94% and 96%, respectively) and tying down cargo, equipment, or baggage in aircraft (90% and 91%, respectively). Tasks that best differentiate between 7- and 9-skill levels are in Duty F (Performing Loading or Unloading Aircraft) and Duty M (Performing Training Activities). AD 9-skill-level members are spending generally less time on tasks that fall in these areas when compared to AD 7-skill-level members. Although an increase can be seen in performance for AD 9-skill-level members in airdrop activities, such as rigging leaflets for airdrops and inspecting anchor line cables or support arms, when compared to AD 7-skill-level members.

[Table A15](#) – Tasks performed by AD DAFSC 1A200 members:

- AD CEMs perform 242 tasks on average. These members perform a much higher number of management and supervisory activities at this skill level, including tasks such as “conduct loadmaster or aircrew meetings” and “inspect personnel for compliance with military standards”. However, the vast majority of tasks still cover technical loadmaster tasks.

[Table A16](#) – Tasks that differentiate between AD DAFSC 1A291 and 1A200:

- AD 9-skill levels and CEMs are performing an abundance of technical tasks in addition to management and supervisory activities. Slight differences in performance can be seen between AD 9-skill levels and CEMs, mostly in management and supervisory tasks. AD 9-skill-level members concentrate more on providing feedback to subordinates and establishing work schedules when compared to AD CEMs. However, a larger percentage of CEMs are developing safety programs, maintaining TO libraries, and coordinating the deployment of personnel.

Air National Guard

Duties

[Table A17](#) – Time spent on duties by ANG members of skill-level groups:

ANG 5-, 7-, and 9-skill-level members’ time is mostly concentrated in Duty C (Performing Aircraft Preflight Activities) and Duty F (Loading and Unloading Aircraft).

All ANG skill levels are spending no more than 18% of their job time in any one duty area.

- ANG 5-skill-level members are generally spending slightly less time in technical duty areas compared to ANG 7-skill-level members. ANG 5-skill-level members' job time is spread out slightly more across all duty areas. In addition, ANG 5-skill levels are concentrating more time on Duty E (Preparing Aircraft for Airdrop Operations) (15% and 10%, respectively) and less on Duty F (Loading or Unloading Aircraft) (12% and 16%, respectively) than AD 5-skill-level members.
- ANG 7-skill-level members generally spend the same amount of time on common aircrew activities, preliminary load planning activities, and ground support activities as ANG 9-skill-level members. However, ANG 7-skill-level members are spending slightly more job time on other technical areas, such as aircraft preflight activities and loading or unloading aircraft activities, than ANG 9-skill-level members. Furthermore, ANG 7-skill-level members are also spending slightly more job time in these areas than AD 7-skill-level members.
- ANG 9-skill levels and CEMs continue to perform technical tasks. ANG CEMs are spending more job time on training and management and supervisory activities than any other ANG skill level. However, ANG 9-skill levels and CEMs are spending less time performing management and supervisory activities than AD 9-skill levels and CEMs.

Tasks

[Table A18](#) – Tasks performed by ANG DAFSC 1A251 members:

- All 5 of these ANG 5-skill levels perform quite a few tasks; however, the tasks are very diverse and consist of many common aircrew tasks and in-flight activities. On average, ANG 5-skill-level members perform 341 tasks, much more than their AD counterparts who only perform 201 tasks.

[Table A19](#) – Tasks performed by ANG DAFSC 1A271 members:

- This skill level is also performing a large variety of tasks across several duty areas. Top tasks performed by ANG 7-skill-level members are inspecting and directing-type tasks, such as “inspecting aft cargo doors or ramps” and “directing loading or unloading of rolling stock”.

[Table A20](#) – Tasks that best differentiate between ANG DAFSC 1A251 and 1A271 personnel:

- More ANG 5-skill levels than ANG 7-skill levels are performing operational-type tasks, such as operating aircraft pyrotechnic launch equipment and operating cargo compartment environmental systems. However, more ANG 7-skill levels are

performing directing-type task, such as directing loading or unloading of tracked vehicles and directing loading or unloading of outsized or oversized cargo.

[Table A21](#) – Tasks performed by ANG DAFSC 1A291 members:

- On average, 9-skill-level ANG members perform 253 tasks. Top tasks performed by 9-skill-level ANG members predominantly include preliminary load planning and loading and unloading an aircraft. ANG 9-skill-level members coordinate aircraft configuration with maintenance personnel and brief loading crews concerning loading or unloading operations.

[Table A22](#) – Tasks that best differentiate between ANG DAFSC 1A271 and ANG DAFSC 1A291 personnel:

- Both ANG 7- and 9-skill-level members are concentrating on technical tasks. Tasks that best differentiate between ANG 7- and 9-skill-level members are preparing aircraft for airdrop activities. ANG 7-skill-level members are generally putting more emphasis on inspecting personnel restraint harnesses and inspecting rollers for airdrop cargo than ANG 9-skill levels. However, ANG 9-skill-level members concentrate more on training and management activities which include participating in life support training and coordinating deviations from aircraft loading or unloading procedures with manufacturers.

[Table A23](#) – Tasks performed by ANG DAFSC 1A200 members:

- ANG CEMs are performing more tasks than their AD counterparts (ANG=330, AD=242). ANG CEMs are performing diverse management and supervisory activities and in-flight activities.

[Table A24](#) – Tasks that best differentiate between ANG DAFSC 1A291 and ANG DAFSC 1A200 personnel:

- More ANG 9-skill levels are performing the following tasks: configuring an aircraft for rescue missions and performing or reviewing in-flight refueling emergency procedures. Although ANG 9-skill-level members put forth a stronger emphasis on technical tasks, such tasks are still frequently performed by CEMs. However, CEMs are concentrating on management and supervisory activities more than any other skill level.

Air Force Reserve Command

Duties

[Table A25](#) – Time spent on duties by AFRC members of skill-level groups:

- Generally, AFRC skill-level groups are spending similar amounts of job time across all duty areas; however, there is a slight shift toward more supervisory and management responsibilities as skill levels increase.
- AFRC 5-skill-level members spend slightly more of their job time performing common aircrew activities (18%) and loading or unloading an aircraft (18%) compared to AFRC 7- and 9-skill-level members (33% and 28%, respectively). However, AFRC 5-skill levels are spending less job time than AD 5-skill levels preparing an aircraft for airdrop activities and performing in-flight activities.
- AFRC 7-skill-level members and AD 7-skill-level members differ in job time on training, management, and supervisory tasks. AFRC 7-skill levels are spending generally less time (6%) on these tasks than AD 7-skill levels (12%).
- AFRC 9-skill-level members only spend 8% of their job time performing management and supervisory activities, compared to 15% of time spent by AFRC CEM members in this area.

Tasks

[Table A26](#) – Tasks performed by AFRC DAFSC 1A251 members:

- Tasks being performed by highest percentages of AFRC 5-skill-level members center around common aircrew activities and preliminary load planning. On average, AFRC 5-skill-level members perform 193 tasks.

[Table A27](#) – Tasks performed by AFRC DAFSC 1A271 members:

- On average, AFRC 7-skill-level members perform 223 tasks. AFRC 7-skill-level members focus on directing the loading or offloading of cargo or passengers.

[Table A28](#) – Tasks that best differentiate between AFRC DAFSC 1A251 and 1A271 personnel:

- AFRC 5- and 7-skill-level members are mostly performing direct- and inspect-type tasks. Similar top tasks performed by AFRC 5- and 7-skill-level members include opening or closing crew entrance, cargo, or troop doors and directing, loading, or unloading of palletized cargo. AFRC 7-skill-level members are beginning to show more of an emphasis on training and management and supervisory tasks than AFRC 5-skill-level members.

[Table A29](#) – Tasks performed by AFRC DAFSC 1A291 members:

- AFRC 9-skill-level members perform an average of 273 tasks. AFRC 9-skill-level members concentrate 8% of their time in the management and supervisory duty area. However, their time is spread amongst other tasks. Their top tasks include aircraft preflight tasks and loading or unloading an aircraft.

[Table A30](#) – Tasks that best differentiate between AFRC DAFSC 1A271 and 1A291 personnel:

- AFRC 7- and 9-skill-level members are performing similar technical tasks. However, AFRC 9-skill-level members are putting more of an emphasis on operational tasks that include operating cargo compartment temperature control systems and operating aerial defense systems. As mentioned previously, AFRC 9-skill levels perform more tasks than their 7-skill-level counterparts (273 tasks versus 223 tasks) and appear to perform similar tasks with higher percentages of members.

[Table A31](#) – Tasks performed by AFRC DAFSC 1A200:

- AFRC CEMs perform the highest average number of tasks (339 tasks) across all AFRC skill levels. AFRC CEMs' highest concentration is on management and supervisory activities; however, just like AFRC 7-skill-level members, their time is spread amongst various tasks in other duty areas. Their top tasks primarily consist of aircraft preflight and in-flight activities.

[Table A32](#) – Tasks that best differentiate between AFRC DAFSC 1A291 and AFRC DAFSC 1A200 personnel:

- AFRC 9-skill levels and CEMs are performing a large number of technical tasks. Tasks that best differentiate between AFRC 9-skill-level members and CEMs consist of performing and reviewing emergency procedures and mobility and contingency activities. For instance, larger numbers of AFRC 9-skill-level members are “performing or reviewing engine fire procedures” and “performing or reviewing loss-of-fluids procedures” compared to AFRC CEMs.

AD, ANG, and AFRC personnel have the largest concentration of their job time spent on the following duty areas: Duty A (Performing Common Aircrew Activities), Duty C (Performing Aircraft Preflight Activities), and Duty F (Loading or Unloading Aircraft). In addition, all skill levels across all components were performing mostly technical tasks. However, AFRC members are spending the least amount of their job time preparing aircraft for airdrop operations. AD members are spending the most job time on Duty M (Performing Training Activities) and Duty N (Performing Management and Supervisory Activities) compared to ANG and AFRC members.

TRAINING ANALYSIS

Occupational survey data are a source of information that can assist in the development or evaluation of training programs for both entry-level and advanced members. In particular, the factors used to evaluate entry-level member training include the jobs that are being performed by first-enlistment personnel (1-48 months' TAFMS), the overall distribution of first-enlistment personnel across career ladder jobs, the percent of first-enlistment members who perform specific tasks, and ratings of relative training emphasis (TE) and task difficulty (TD). (TE and TD ratings are discussed in the Task Factor Administration section of this OSR.)

First-Enlistment Personnel (1–48 months' TAFMS)

N=65

Jobs

[Figure 2](#) – Distribution of first-enlistment personnel across specialty cluster:

- Ninety-four percent of first-enlistment personnel are performing work as described within the Loadmaster Cluster; only 6% of first-enlistment personnel are not grouped.

Duties

- [Table A33](#) – Relative time spent on duties by first-enlistment personnel is very similar to DAFSC 1A231 members with the highest concentration of job time spent in Duty C (Performing Aircraft Preflight Activities) (20%). Their job time is then distributed evenly across Duty A (Performing Common Aircrew Activities), Duty B (Performing Preliminary Load Planning), and Duty F (Loading or Unloading Aircraft) (16%, 9%, and 17%, respectively).

Tasks

- [Table A34](#) – Representative tasks performed by first-enlistment personnel include tasks related to preflight, aircrew, and load planning activities, such as “inspect aircraft winches and snatch blocks” and “demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks”.

Equipment

- [Table A35](#) – Equipment used or operated by all first-enlistment personnel include the 5,000-lb capacity straps (100%), doors and hatches (100%), and emergency equipment (97%). More than 50% of all first-enlistment personnel use or operate over 37 pieces of equipment. A few of the most used or operated pieces of equipment include emergency or oxygen equipment, 10,000-lb and 25,000-lb capacity chains and devices, pallets and nets, and cargo winches.

**AFSC 1A2X1 FIRST-ENLISTMENT
PERSONNEL ACROSS SPECIALTY JOBS
(N=65)**

**LOADMASTER
CLUSTER
(94%)**

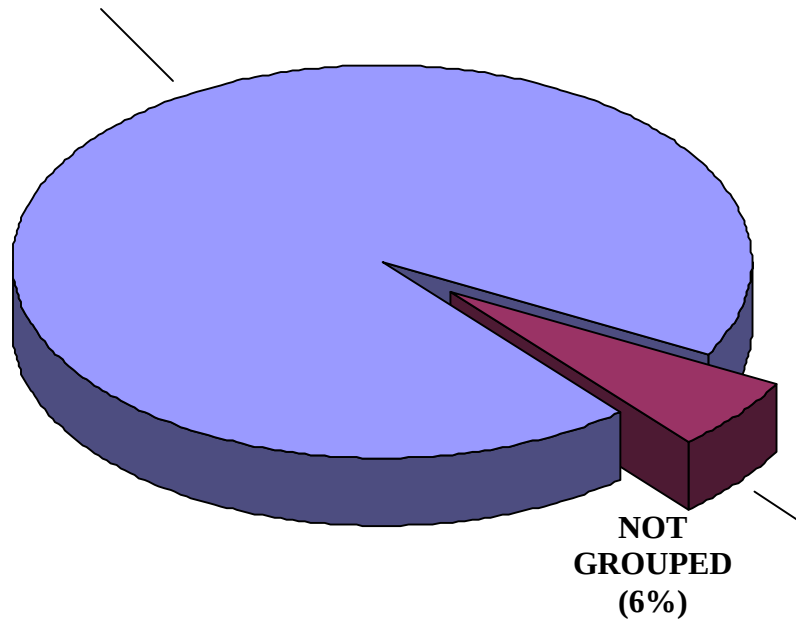


FIGURE 2

Task Factor Surveys

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information, along with data from the specialty training standard (STS) and syllabus, is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected DAFSC 1A2X1 members (generally E-6 or E-7 craftsmen) completed either a training emphasis (TE) or task difficulty (TD) survey. These training documents (STS and syllabus) were reviewed by matching survey tasks to STS elements, then examining task performance, TE data, and TD data for the matched tasks.

Task Factor Administration

TE and TD data can help training development personnel decide which tasks to emphasize for entry-level, structured training (resident technical schools, field training detachments, mobile training teams, formal OJT, or any other organized training method). For example, tasks receiving high TE and TD ratings generally warrant resident training if they are also performed by a moderate-to-high percentage of first-enlistment members. Tasks receiving high TE and/or TD ratings but being performed by relatively low percentages of first-enlistment members may be more appropriately planned for structured OJT programs within the career ladder. Low TE and/or TD ratings may highlight tasks best omitted from training for new personnel. These task factors are, of course, not the only ones to weigh in making training decisions; the percentages of personnel performing the tasks, command concerns, the criticality of the tasks, and other important factors must also be carefully considered.

Training Emphasis (TE) — degree of emphasis that should be placed on each task for structured training of entry-level members:

- Thirty-six AFSC 1A2X1 senior noncommissioned officers (NCOs) rated tasks in the inventory on a scale from 0 (no training required) to 9 (extremely high training emphasis)
- Average TE rating was 2.75 with a standard deviation of 1.85
- If a task has a TE rating at least one standard deviation above the mean, that is, of at least 4.60, it is probably important to provide new personnel with formal training on that task

[Table A36](#) – Tasks with highest TE ratings:

- Most tasks with high TE ratings are from Duty B (Performing Preliminary Load Planning) and Duty I (Performing and Reviewing Emergency Procedures). These areas involve tasks such as “calculate cargo load clearances”, “direct loading or unloading of outsized or oversized cargo”, and “perform or review ditching procedures”.

Task Difficulty (TD) — amount of time needed to learn to perform that task satisfactorily:

- Twenty-eight AFSC 1A2X1 senior NCOs rated the difficulty of tasks in the inventory using a scale from 1 (extremely low difficulty) to 9 (extremely high difficulty)

- TD ratings are normally adjusted so that tasks of average difficulty have a value of 5.00 and a standard deviation of 1.00
- Any task with a difficulty of 6.00 or greater is therefore considered difficult to learn

[Table A37](#) – Tasks with highest TD ratings:

- This table also lists percent members performing these tasks by 1-48 months' TAFMS groups, as well as members of the 3-, 5-, and 7-skill-level groups.
- Tasks within Duty N (Performing Management and Supervisory Activities) received the highest TD ratings. Other tasks with high TD include those involving managing airlift operations, supervising loadmasters, and establishing policy.

Automated Training Indicators (ATIs)

To assist training development personnel, the AFOMS 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. ATIs correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-3601. ATIs allow training developers to quickly focus attention on those basic tasks, which are most likely to qualify for resident training.

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 technical 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) Analysis

Five technical school personnel from the 97th Training Squadron (97 TRS), Altus AFB OK, matched JI tasks to STS items. Per AETCI 36-2601, dated 14 July 1999, STS elements that are performed by at least 20% of members in appropriate skill-level groups [particularly first-enlistment (1-48 months' TAFMS) members or 3-skill-level members] should be included in the STS. Of course, these are not the only criteria for inclusion in the STS, and other rational considerations may argue against inclusion. Likewise, proficiency-coded elements matched to tasks with less than 20% performing in first-enlistment or 3-skill-level groups should be closely reviewed by SMEs for possible deletion from the STS, unless other considerations (such as mission criticality or criticality to a particular MAJCOM) argue for inclusion of these "unsupported items." As stated above, several tasks not referenced to the STS with at least 20% of the first-enlistment or 3-skill-level members performing should be reviewed by training personnel for possible addition to the STS. Finally, several tasks with 20% or more members performing were matched to STS elements without proficiency codes. These STS elements

should be reviewed for possible proficiency code revision. A complete listing of STS elements with tasks matched to elements can be found in the STS report in the Training Extract.

[Table A38](#) – Examples of tasks with 20% or more members performing matched to STS elements without proficiency codes:

- There were 12 STS line items with tasks being performed by over 20% of members with dashed proficiency codes. These tasks consisted primarily of mission preparation and planning and airdrop activities, such as configuring an aircraft for cargo missions and rigging airdrop equipment. Thus, the proficiency codes associated with these line items should be considered for possible review.
- A complete listing of tasks matched to STS elements can be found in the STS report in the Training Extract; these STS elements should be reviewed for possible proficiency code revision.

[Table A39](#) – Examples of tasks not referenced to STS elements with 20% or more members performing:

- In AFSC 1A2X1, only eight tasks were not referenced to an STS element with 20% or more members performing. These tasks consisted primarily of in-flight activities being performed by over half of the first-enlistment personnel and 3-skill-level members. These tasks should be considered for possible addition to the STS.
- A complete listing of tasks not referenced to the STS can be found at the end of the STS report in the Training Extract; these tasks should be reviewed for possible addition to the STS.

Loadmaster Syllabus Analysis

In addition to the STS, the Syllabus for a course may also have unsupported objectives (included in the course but performed by few first-term airmen.) Personnel from the 97 TRS, located at Altus AFB, also matched JI tasks to related training objectives in the Loadmaster Syllabus for the entry-level course. The Loadmaster Syllabus blocks, units of instruction, and learning objectives were then compared to the standard set forth in AETCI 36-2601. This document indicates that tasks trained in the course but not performed by at least 30% of first-enlistment members should be considered for elimination from the course, unless other rational considerations argue for inclusion. This is especially so if TE ratings for the task are not particularly high.

The OSR data were not supportive of the Loadmaster Syllabus. Subject-matter experts had difficulty matching the OSR data to the syllabus since most tasks are learned on-the-job (OJT) and on the actual aircraft.

[Table A40](#) – Examples of tasks not referenced to the Loadmaster Syllabus objectives with 30% or more members performing:

- In AFSC 1A2X1, five tasks with 30% or more members performing were not referenced to a Syllabus element. These tasks primarily come from Duty A (Performing Common Aircrew Activities) and Duty B (Performing Preliminary Load Planning). These tasks should be considered for possible addition to the Syllabus.
- A complete listing of tasks not referenced to the Syllabus can be found at the end of the Syllabus report in the Training Extract; these tasks should be reviewed for possible addition to the Syllabus.

ANALYSIS OF MAJCOMS

Task and background data for personnel of the seven MAJCOMs with the largest AFSC 1A2X1 populations were compared to determine whether job content varied as a function of command assignment.

For the most part, the work performed across all seven commands was similar. The largest percentages of relative job time across all commands is committed to technical tasks covering aircraft preflight activities and loading or unloading an aircraft (see [Table A41](#)). The most notable difference for the work performed by specific MAJCOMs is with PACAF which places more emphasis on Duty E (Preparing Aircraft for Airdrop Operations) (16%) than any other MAJCOM. In addition, AFMC spends more time on Duty B (Performing Preliminary Load Planning) (17%) than other MAJCOMs which spend 10% or less of their time on such activities.

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of factors that may affect the job performance of career ladder airmen. The survey included attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions.

[Table A42](#) – Job satisfaction data by job groups identified in **AFSC 1A2X1 SPECIALTY JOBS** section of this report:

- AFSC 1A2X1 members' display positive job satisfaction ratings across all five job satisfaction indices. These individuals feel their jobs are interesting and their perceived use of talents and training matches their job requirements. In addition, they acquire a strong sense of accomplishment from their jobs and plan on reenlisting in the Air Force.

[Table A43](#) displays comparative job satisfaction data between the current AFSC 1A2X1 OSR data and members from similar AFSCs surveyed in the previous 12 months. The results from the comparison data are summarized below:

- Overall, job satisfaction ratings for the first- and second-enlistment and career AFSC 1A2X1 members are higher compared to other 1XXXX AFSCs across all five job satisfaction indices.
- For the AFSC 1A2X1 career airmen, reenlistment intentions are comparable to other 1XXXX AFSCs. Second-enlistment members' reenlistment intentions are much higher than the comparative sample.

[Table A44](#) displays job satisfaction data for the AD, ANG, and AFRC members. The results for the three components are summarized below:

- Job satisfaction ratings for the ANG and AFRC members are slightly higher than for their AD counterparts, as noted for job interest and sense of accomplishment gained from their job.

[Table A45](#) compares job satisfaction data for the current AFSC 1A2X1 OSR data and the 2000 AFSC 1A2X1 survey. The results of the comparison are summarized below:

- Overall, job satisfaction ratings for the AFSC 1A2X1 members in the current study are relatively higher when compared to the AFSC 1A2X1 members in the previous study.
- In the 1-48 and 49-96 months' TAFMS groups for the current study, the ratings were lower in expressed job interest.
- Reenlistment intentions for second-enlistment and career personnel are somewhat higher than the previous study with increases of 5% and 8%, respectively.

RETENTION DIMENSIONS

JIs also routinely collect information about factors that affect reenlistment and separation decisions. That is, respondents who say that they are likely to reenlist at the end of their present term (and those not eligible for retirement) are asked to indicate whether any of 31 different factors will have an effect on their intended decision and, if so, the degree to which each factor may influence their decision to reenlist. Respondents who indicate that they are likely to separate at the end of their present term (and those not eligible for retirement) are asked to indicate whether any of 31 different factors will have an effect on their intended decision and, if so, the degree to which each factor may influence their decision to separate. The degree is indicated on a 3-point scale ranging from “slight influence” to “strong influence.”

Reenlistment

[Table A46](#) – Lists the 31 factors in the order they appeared in the survey. The percent selecting each factor and the average rating for each factor by TAFMS group based on how much each factor may influence their decision to reenlist are also shown:

- Top five reasons members may choose to reenlist based on the highest percentages selecting each factor are listed below [Table A46](#):
 - “Job security”, “bonus or special pay”, and “retirement benefits” appeared for each of the three TAFMS groups as top reasons for reenlisting.
 - Second-enlistment and career airmen reported identical “top five” reasons for reenlisting

Separation

[Table A47](#) – Displays the percentage of members for each TAFMS group indicating those factors influencing their plans to separate:

- Top five reasons members in each TAFMS group may choose to separate from the Air Force based on the highest percentages selecting each factor are listed below [Table A47](#).
 - Two common reasons for all TAFMS groups’ separation intentions include: “military lifestyle” and “number/duration of TDYs or deployments”.
 - First-enlistment personnel also reported “civilian job opportunities” and “work schedule” as top reasons for separation.
 - Second-enlistment and career personnel reported “pay and allowances” and “bonus or special pay” as top reasons for separation. In addition, second-enlistment personnel listed “additional duties” as a top reason for separation.

WRITE-IN COMMENTS

When there are serious problems in a career ladder, survey respondents are usually quite free with write-in comments to complain about perceived problems in the field. Approximately 800 comments were received from survey respondents. Fifty-five percent of the survey sample used the write-in feature to convey some type of information. Many respondents used the write-in comments to provide information about themselves and their jobs. Of the 800 write-in comments: 40% provided information about their job title, provided explanations of work performed, or the type of flying qualifications they possessed; 30% provided miscellaneous comments (ranging from too many additional duties, to not being able to get an education being in this type of job and the inability to cross train); 10% of the comments provided clarification on functional area; 10% provided additional tasks performed; the remaining percentages were spread across various topics. Three trends became evident when analyzing the write-in comments. Ten percent of respondents made comments about the current operations tempo since September 11, 2001. Respondents felt they were being overworked. In addition, respondents reported feeling undermanned in a very demanding job. Around 30% reported frequently working long shifts and performing tasks not related to their jobs, as well as long deployments and frequent TDYs. They mentioned low unit morale and minimum resources available. However, close to 35% of the respondents also indicated a top reason for reenlisting was the ability to travel and the Loadmaster job made for an interesting or exciting job. The latter write-in comments appear to support the high rates of job satisfaction in AFSC 1A2X1 as mentioned in the **JOB SATISFACTION ANALYSIS** section of this report.

APPENDIX

TABLES A1 - A47 ARE REFERENCED WITHIN THE BODY OF THE OSR

TABLE A1

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE LOADMASTER CLUSTER
(N=1,489)

TASKS	<i>Average Number of Tasks Performed = 230</i>	PERCENT MEMBERS PERFORMING
A0022	Open or close crew entrance, cargo, or paratroop doors	98
A0045	Review flight crew information files (FCIFs)	97
A0029	Operate galley equipment, such as ovens, coffee makers, or microwave ovens	97
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	97
F0262	Tie down cargo, equipment, or baggage in aircraft	96
C0072	Inspect aft cargo doors or ramps	95
B0059	Identify safety measures required when loading or unloading aircraft	95
F0256	Perform stowaway checks	95
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	94
F0230	Direct loading or unloading of palletized cargo	94
G0275	Operate interphone systems	94
F0260	Raise or lower cargo ramps	94
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	94
F0233	Direct loading or unloading of rolling stock	94
B0052	Determine load ability of palletized cargo	94
F0232	Direct loading or unloading of passengers	94
C0111	Inspect or inventory tie-down equipment	94
F0228	Direct loading or unloading of nonpalletized cargo	94
B0051	Determine load ability of floor-loaded cargo	94
B0047	Calculate cargo load clearances	94
C0077	Inspect aircraft winches and snatch blocks	94
B0053	Determine maximum passenger seat releases	94
B0067	Perform weight and balance calculations for zero fuel	93
B0049	Coordinate aircraft loading or unloading with supported and supporting forces	93
C0102	Inspect roller conveyors	93
C0106	Inspect troop doors	93
F0248	Perform after-loading checklist procedures	92
F0240	Inspect cargo prior to loading	92
G0270	Monitor passengers in flight	92
C0108	Inspect or inventory aircraft emergency equipment	92

TABLE A2

**REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE LOAD PLANNING JOB
(N=24)**

TASKS	<i>Average Number of Tasks Performed = 57</i>	PERCENT MEMBERS PERFORMING
B0052	Determine load ability of palletized cargo	96
B0053	Determine maximum passenger seat releases	92
A0003	Complete or review aircraft forms, other than DD Form 365-4 (Weight and Balance Clearance Form F - Transport)	88
B0051	Determine load ability of floor-loaded cargo	88
A0045	Review flight crew information files (FCIFs)	88
B0047	Calculate cargo load clearances	83
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	83
A0022	Open or close crew entrance, cargo, or paratroop doors	83
A0009	Fire small arms for qualification	83
B0046	Calculate allowable cabin loads (ACLs) for mission requirements	79
A0029	Operate galley equipment, such as ovens, coffee makers, or microwave ovens	79
A0044	Pick up or turn in weapons	79
A0026	Operate emergency escape hatches	79
A0017	Install or remove aircraft wheel chocks	79
B0049	Coordinate aircraft loading or unloading with supported and supporting forces	75
B0058	Determine winch cable pulls	75
B0048	Coordinate aircraft configuration with maintenance personnel	75
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	71
B0057	Determine winch cable configurations	71
A0024	Operate aircraft auxiliary power units (APUs)	71
B0059	Identify safety measures required when loading or unloading aircraft	67
B0061	Load plan aircraft equipment	67
A0030	Order aircrew flight lunches	67
A0032	Participate in mission briefings, such as intelligence, weather, or air terminal operations center (ATOC) briefings	67
A0031	Order aircrew transportation	67
B0056	Determine special aircraft loading requirements of cargo	62
A0018	Inventory life support equipment	62

TABLE A3

**REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE LOADMASTER JOB
(N=1,465)**

TASKS	<i>Average Number of Tasks Performed = 232</i>	PERCENT MEMBERS PERFORMING
A0022	Open or close crew entrance, cargo, or paratroop doors	98
F0262	Tie down cargo, equipment, or baggage in aircraft	97
A0045	Review flight crew information files (FCIFs)	97
I0333	Perform or review ditching procedures	97
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	96
C0072	Inspect aft cargo doors or ramps	96
F0260	Raise or lower cargo ramps	96
F0233	Direct loading or unloading of rolling stock	96
F0256	Perform stowaway checks	96
F0232	Direct loading or unloading of passengers	96
C0111	Inspect or inventory tie-down equipment	96
I0334	Perform or review door open light procedures	96
I0331	Perform or review crash landing procedures	96
G0275	Operate interphone systems	95
F0230	Direct loading or unloading of palletized cargo	95
B0059	Identify safety measures required when loading or unloading aircraft	95
C0106	Inspect troop doors	95
F0228	Direct loading or unloading of nonpalletized cargo	95
I0336	Perform or review emergency aircraft ground egress procedures	95
C0077	Inspect aircraft winches and snatch blocks	95
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	94
G0270	Monitor passengers in flight	94
C0108	Inspect or inventory aircraft emergency equipment	94
B0067	Perform weight and balance calculations for zero fuel	94
C0102	Inspect roller conveyors	94
F0261	Review cargo or passenger documentation	94
F0216	Brief loading crews concerning loading or unloading operations	94
F0221	Compute restraint criteria	94
B0049	Coordinate aircraft loading or unloading with supported and supporting forces	94
B0052	Determine load ability of palletized cargo	94
C0129	Test public address systems	94

TABLE A4**SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 2000 SURVEYS**

CURRENT SURVEY (N=1,528)		2000 SURVEY (N=1,665)	
Loadmaster Cluster	97%	Aircraft Loadmaster Cluster	97%
Loadmaster Job		–	
Load Planning Job		–	
–		Instructor Job	
–		Guard/Reserve Job	
Not Grouped	3%	Not Grouped	3%

– Indicates jobs not found in study

TABLE A5

**DISTRIBUTION OF AFSC 1A2X1 SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS
(PERCENT IN EACH JOB)**

<u>Specialty Jobs</u>	DAFSC 1A231 (N=26)	DAFSC 1A251 (N=351)	DAFSC 1A271 (N=956)	DAFSC 1A291 (N=149)	DAFSC 1A200 (N=46)
LOADMASTER CLUSTER	96	97	97	99	96
Load Planning Job	0	3	1	1	0
Loadmaster Job	96	94	96	98	96
Not Grouped	4	3	3	1	4

Note: Columns may not add up to 100% due to rounding

TABLE A6

TIME SPENT ON DUTIES BY TOTAL MEMBERS OF AFSC 1A2X1 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

<u>DUTIES</u>	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL
	1A231 (N=26)	1A251 (N=351)	1A271 (N=956)	1A291 (N=149)	1A200 (N=46)
A PERFORMING COMMON AIRCREW ACTIVITIES	14	16	14	13	11
B PERFORMING PRELIMINARY LOAD PLANNING	8	9	9	9	6
C PERFORMING AIRCRAFT PREFLIGHT ACTIVITIES	22	18	17	16	13
D PERFORMING GROUND SUPPORT ACTIVITIES	5	5	5	5	4
E PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	8	9	9	8	8
F LOADING OR UNLOADING AIRCRAFT	16	17	17	15	12
G PERFORMING IN-FLIGHT ACTIVITIES	8	8	8	8	7
H PERFORMING MODULAR AIRBORNE FIRE FIGHTING SYSTEM (MAFFS) AND MODULAR AERIAL SPRAY SYSTEM (MASS) ACTIVITIES	1	*	*	*	*
I PERFORMING AND REVIEWING EMERGENCY PROCEDURES	11	11	10	9	8
J PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2	2	2	3	4
K PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	*	*	*	1
L PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	1	1	1	2
M PERFORMING TRAINING ACTIVITIES	1	2	4	5	7
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	2	3	8	17

*Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A7

TIME SPENT ON DUTIES BY **AD** MEMBERS OF AFSC 1A2X1 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

<u>DUTIES</u>	AD 1A231 (N=26)	AD 1A251 (N=237)	AD 1A271 (N=248)	AD 1A291 (N=23)	AD 1A200 (N=13)
A PERFORMING COMMON AIRCREW ACTIVITIES	14	15	13	12	11
B PERFORMING PRELIMINARY LOAD PLANNING	8	9	9	7	6
C PERFORMING AIRCRAFT PREFLIGHT ACTIVITIES	22	17	15	14	12
D PERFORMING GROUND SUPPORT ACTIVITIES	5	5	4	4	4
E PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	8	10	9	9	9
F LOADING OR UNLOADING AIRCRAFT	16	16	15	13	12
G PERFORMING IN-FLIGHT ACTIVITIES	8	8	7	7	6
H PERFORMING MODULAR AIRBORNE FIRE FIGHTING SYSTEM (MAFFS) AND MODULAR AERIAL SPRAY SYSTEM (MASS) ACTIVITIES	1	*	*	*	*
I PERFORMING AND REVIEWING EMERGENCY PROCEDURES	11	11	9	8	8
J PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2	2	3	3	3
K PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	*	*	*	*
L PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	1	2	1	2
M PERFORMING TRAINING ACTIVITIES	1	3	6	4	5
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	3	6	15	21

*Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A8

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A231 PERSONNEL
(N=26)

TASKS	<i>Average Number of Tasks Performed = 203</i>	PERCENT MEMBERS PERFORMING
C0106	Inspect troop doors	96
C0077	Inspect aircraft winches and snatch blocks	96
A0022	Open or close crew entrance, cargo, or paratroop doors	96
A0045	Review flight crew information files (FCIFs)	96
A0029	Operate galley equipment, such as ovens, coffee makers, or microwave ovens	96
C0107	Inspect and arm emergency exit lights	92
G0275	Operate interphone systems	92
F0256	Perform stowaway checks	92
C0111	Inspect or inventory tie-down equipment	92
F0262	Tie down cargo, equipment, or baggage in aircraft	92
C0124	Review weight and balance handbooks	92
C0072	Inspect aft cargo doors or ramps	92
C0076	Inspect aircraft lavatories	92
D0133	Configure aircraft for cargo missions	92
I0355	Perform or review rapid decompression procedures	92
B0054	Determine or verify suitability or compatibility of hazardous cargo being loaded	92
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	92
I0327	Perform or review bailout procedures	92
I0331	Perform or review crash landing procedures	92
I0329	Perform or review cargo jettison procedures	92
A0033	Participate in or conduct hazardous material, crew operation, crew maintenance, or crew resource management (CRM) briefings	92
B0055	Determine or verify suitability or compatibility of cargo and passengers	92
C0085	Inspect emergency escape hatches	88
C0070	Inspect 463L rail systems	88
C0102	Inspect roller conveyors	88
C0089	Inspect life support equipment	88
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	88
C0128	Test interphone stations	88

TABLE A9

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A251 PERSONNEL
(N=237)

TASKS	<i>Average number of tasks performed = 201</i>	PERCENT MEMBERS PERFORMING
A0022	Open or close crew entrance, cargo, or paratroop doors	95
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	93
F0262	Tie down cargo, equipment, or baggage in aircraft	92
A0045	Review flight crew information files (FCIFs)	92
I0334	Perform or review door open light procedures	92
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	91
I0327	Perform or review bailout procedures	91
C0111	Inspect or inventory tie-down equipment	90
I0331	Perform or review crash landing procedures	90
I0333	Perform or review ditching procedures	90
G0275	Operate interphone systems	89
C0072	Inspect aft cargo doors or ramps	89
B0059	Identify safety measures required when loading or unloading aircraft	89
I0336	Perform or review emergency aircraft ground egress procedures	89
I0337	Perform or review emergency ramp or door procedures	89
A0003	Complete or review aircraft forms, other than DD Form 365-4 (Weight and Balance Clearance Form F - Transport)	88
I0325	Perform or review antihijacking procedures	88
F0230	Direct loading or unloading of palletized cargo	88
G0279	Perform combat entry or combat exit checklist procedures	88
A0018	Inventory life support equipment	88
F0256	Perform stowaway checks	88
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	87
F0260	Raise or lower cargo ramps	87
C0108	Inspect or inventory aircraft emergency equipment	87
C0085	Inspect emergency escape hatches	87
C0106	Inspect troop doors	87
C0128	Test interphone stations	86
F0233	Direct loading or unloading of rolling stock	86
C0089	Inspect life support equipment	86
B0049	Coordinate aircraft loading or unloading with supported and supporting forces	86

TABLE A10

TASKS WHICH BEST DIFFERENTIATE BETWEEN **AD** DAFSC 1A231 AND 1A251 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		AD 1A231 (N=26)	AD 1A251 (N=237)	DIFFERENCE
F0234	Direct loading or unloading of simulated nuclear weapons	46	19	27
F0235	Direct loading or unloading of tracked vehicles	88	62	26
F0247	Kneel or unkneel aircraft for loading or unloading	50	24	26
C0073	Inspect air transport galley laboratories (ATGLs)	73	47	26
F0227	Direct loading or unloading of missiles	46	21	25
C0118	Monitor aircraft APUs or ATMs	69	45	24
C0076	Inspect aircraft lavatories	92	72	21
C0095	Inspect personal equipment bins	58	38	20
C0096	Inspect personnel accommodations on flight decks	54	34	20
C0097	Inspect personnel warning advisory signs	69	50	19
C0101	Inspect ramp ground supports, such as jacks or pads	58	39	19
N0491	Develop or establish work schedules	8	18	-10
I0332	Perform or review CRS airdrop malfunction procedures	15	26	-11
A0010	Inspect aircraft for hung ordinance, such as chaffs or flares	38	49	-11
G0264	Brief passengers or troops using aircraft checklists, other than for in-flight or emergency ground procedures	69	80	-11
M0451	Develop training programs or procedures	0	11	-11
E0200	Restrain airdrop loads	46	57	-11
N0480	Conduct supervisory performance feedback sessions	8	19	-11
E0201	Rig airdrop extraction systems	38	49	-11
F0254	Perform tactical load or unload procedures using night vision goggles (NVGs)	27	38	-11
E0180	Install or remove buffer stop assemblies (BSAs)	38	50	-12

TABLE A11

**REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A271 PERSONNEL
(N=248)**

TASKS	<i>Average Number of Tasks Performed = 219</i>	PERCENT MEMBERS PERFORMING
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	94
A0045	Review flight crew information files (FCIFs)	94
A0022	Open or close crew entrance, cargo, or paratroop doors	94
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	94
A0029	Operate galley equipment, such as ovens, coffee makers, or microwave ovens	92
I0333	Perform or review ditching procedures	91
A0003	Complete or review aircraft forms, other than DD Form 365-4 (Weight and Balance Clearance Form F - Transport)	90
F0262	Tie down cargo, equipment, or baggage in aircraft	90
G0275	Operate interphone systems	90
F0233	Direct loading or unloading of rolling stock	90
I0329	Perform or review cargo jettison procedures	90
B0046	Calculate allowable cabin loads (ACLs) for mission requirements	89
F0230	Direct loading or unloading of palletized cargo	89
A0018	Inventory life support equipment	89
F0256	Perform stowaway checks	89
C0111	Inspect or inventory tie-down equipment	89
F0232	Direct loading or unloading of passengers	89
I0327	Perform or review bailout procedures	89
A0032	Participate in mission briefings, such as intelligence, weather, or air terminal operations center (ATOC) briefings	88
B0059	Identify safety measures required when loading or unloading aircraft	88
F0260	Raise or lower cargo ramps	88
A0019	Load crew gear or personal equipment on aircraft	88
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	88
F0216	Brief loading crews concerning loading or unloading operations	88
B0067	Perform weight and balance calculations for zero fuel	88
B0049	Coordinate aircraft loading or unloading with supported and supporting forces	88
I0336	Perform or review emergency aircraft ground egress procedures	88

TABLE A12

**TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 1A251 AND 1A271 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

TASKS		1A251 (N=237)	1A271 (N=248)	DIFFERENCE
F0241	Install ramp supports	60	46	14
C0080	Inspect auxiliary loading ramps	73	61	12
F0259	Preload ramp actuators	51	40	11
I0349	Perform or review loss-of-brakes procedures	54	43	11
E0170	Inspect pendulum release systems	46	35	11
I0357	Perform or review SATB emergency procedures	51	41	10
I0326	Perform or review APU or ATM fire procedures	52	64	-12
M0460	Maintain training records or files	26	38	-12
C0075	Inspect aircraft exteriors, other than MASS components	40	52	-12
M0463	Participate in life support training	61	72	-11
A0021	Monitor or perform radio communications transmissions	58	69	-11
A004	Coordinate correction of aircraft discrepancies or malfunctions with aircraft commander, other than for MASS missions	56	67	-11
J0386	Review aircrew publications, prior to standardization	46	57	-11
F0219	Compute load distributions using weight balance computers	43	54	-11
I0359	Perform or review smoke detection system procedures	43	54	-11
J0380	Maintain TO libraries	14	25	-11
N0483	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	8	19	-11
N0499	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	6	17	-11
A0041	Pick up and inspect aircrew flight lunches	45	55	-10
G0274	Operate cargo compartment temperature control systems	32	42	-10
M0468	Schedule continuation or quarterly phase training	11	21	-10
N0478	Conduct staff assistance visits or audits	3	13	-10

TABLE A13

**REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A291 PERSONNEL
(N=23)**

TASKS	<i>Average Number of Tasks Performed = 245</i>	PERCENT MEMBERS PERFORMING
F0261	Review cargo or passenger documentation	96
B0059	Identify safety measures required when loading or unloading aircraft	96
A0045	Review flight crew information files (FCIFs)	96
C0089	Inspect life support equipment	96
C0093	Inspect oxygen systems	96
C0108	Inspect or inventory aircraft emergency equipment	96
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	96
A0018	Inventory life support equipment	96
F0221	Compute restraint criteria	96
C0072	Inspect aft cargo doors or ramps	96
F0216	Brief loading crews concerning loading or unloading operations	96
G0275	Operate interphone systems	91
F0262	Tie down cargo, equipment, or baggage in aircraft	91
A0032	Participate in mission briefings, such as intelligence, weather, or air terminal operations center (ATOC) briefings	91
A0022	Open or close crew entrance, cargo, or paratroop doors	91
F0240	Inspect cargo prior to loading	87
N0518	Mentor subordinates on career progression, other than performance feedback sessions	83
N0475	Conduct loadmaster or aircrew meetings	83
I0336	Perform or review emergency aircraft ground egress procedures	83
N0505	Evaluate personnel for compliance with performance standards	78
N0515	Inspect personnel for compliance with military standards	78
N0516	Interpret policies, directives, or procedures for subordinates	78
E0161	Inspect airdrop containers before or after loading	78
N0533	Write recommendations for awards or decorations	70
N0514	Inspect aircraft loadmaster activities	70
N0474	Conduct general meetings, such as staff meetings, conferences, or workshops	70
N0489	Determine or establish work assignments or priorities	70
N0532	Write or indorse military performance reports	65
N0482	Counsel subordinates concerning personal matters	65
N0480	Conduct supervisory performance feedback sessions	65
N0479	Conduct supervisory orientations for newly assigned personnel	65

TABLE A14

**TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 1A271 AND 1A291 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

TASKS		AD 1A271 (N=248)	AD 1A291 (N=23)	DIFFERENCE
C0118	Monitor aircraft APUs or ATMs	62	35	27
A0001	Apply external power to aircraft	63	43	20
G0293	Prepare or serve in-flight meals	72	52	20
A0024	Operate aircraft auxiliary power units (APUs)	57	39	18
I0340	Perform or review FSS procedures	30	13	17
A0015	Inspect or operate external power equipment	60	43	17
M0470	Write training reports	25	9	16
J0381	Maintain or update status indicators, such as boards, graphs, or charts	29	13	16
I0359	Perform or review smoke detection system procedures	54	39	15
M0447	Coordinate training issues with contractor personnel, other agencies, or host nations	31	17	14
B0065	Load plan special weapons cargo	30	17	13
J0380	Maintain TO libraries	25	13	12
F0222	Compute roller-load limitations	85	96	-11
B0061	Load plan aircraft equipment	76	87	-11
E0208	Rig personnel airdrop systems or components	46	57	-11
E0189	Install or remove jump platforms	37	48	-11
D0155	Perform pre-joint airdrop inspections (JAIs)	24	35	-11
E0163	Inspect anchor line cables or support arms	55	65	-10
G0277	Perform aircraft door bundle procedures	51	61	-10
E0198	Perform operational checks of air deflection systems	33	43	-10
E0211	Rig supply loads for airdrops	20	30	-10
E0207	Rig leaflets for airdrops	7	17	-10
N0497	Draft inputs for SORTS program	3	13	-10

TABLE A15

**REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 1A200 PERSONNEL
(N=13)**

TASKS	<i>Average Number of Tasks Performed = 242</i>	PERCENT MEMBERS PERFORMING
N0475	Conduct loadmaster or aircrew meetings	92
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	92
A0003	Complete or review aircraft forms, other than DD Form 365-4 (Weight and Balance Clearance Form F - Transport)	92
A0009	Fire small arms for qualification	92
N0515	Inspect personnel for compliance with military standards	85
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	85
F0230	Direct loading or unloading of palletized cargo	85
F0262	Tie down cargo, equipment, or baggage in aircraft	85
G0279	Perform combat entry or combat exit checklist procedures	85
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	85
F0261	Review cargo or passenger documentation	85
F0221	Compute restraint criteria	85
N0516	Interpret policies, directives, or procedures for subordinates	77
N0505	Evaluate personnel for compliance with performance standards	77
N0514	Inspect aircraft loadmaster activities	77
A0002	Assist maintenance personnel in identifying aircraft system malfunctions, other than modular aerial spray system (MASS) malfunctions	77
N0518	Mentor subordinates on career progression, other than performance feedback sessions	69
N0535	Write staff studies, surveys, or routine reports, other than training or inspection reports	62
N0474	Conduct general meetings, such as staff meetings, conferences, or workshops	54
N0511	Initiate flight waivers, other than for training	54
A0001	Apply external power to aircraft	54
N0534	Write replies to inspection reports	46
N0506	Evaluate personnel for instructor or flight examiner duties	46
N0509	Initiate actions required due to substandard performance of personnel	46
N0510	Initiate flight evaluation forms	46

TABLE A16

**TASKS WHICH BEST DIFFERENTIATE BETWEEN AD DAFSC 1A291 AND 1A200 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

TASKS		AD 1A291 (N=23)	AD 1A200 (N=13)	DIFFERENCE
N0480	Conduct supervisory performance feedback sessions	65	23	42
N0489	Determine or establish work assignments or priorities	70	38	32
N0491	Develop or establish work schedules	70	38	32
N0507	Evaluate personnel for promotion, demotion, reclassification, or special awards	70	38	32
N0472	Assign personnel to work areas or duty positions	61	31	30
N0473	Assign sponsors for newly assigned personnel	61	31	30
F0223	Compute shoring requirements	91	62	29
N0528	Schedule personnel for TDY assignments, leaves, or passes	52	23	29
N0499	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	52	23	29
M0445	Conduct qualification training	43	15	28
N0506	Evaluate personnel for instructor or flight examiner duties	74	46	28
M0446	Conduct upgrade training for instructors or flight examiners	35	8	27
E0196	Perform JAIs, other than pre-JAIs	43	54	-11
C0096	Inspect personnel accommodations on flight decks	43	54	-11
J0381	Maintain or update status indicators, such as boards, graphs, or charts	13	23	-10
C0079	Inspect ATMs	13	23	-10
L0433	Set up computer and communications equipment at deployed location	13	23	-10
L0406	Coordinate deployment of personnel and equipment with other MAJCOMs or joint service commands	13	23	-10
E0174	Inspect sling ejection delivery systems (SEDs)	13	23	-10
J0380	Maintain TO libraries	13	23	-10
N0492	Develop or maintain ground safety programs	13	23	-10

TABLE A17

TIME SPENT ON DUTIES BY **ANG** MEMBERS OF AFSC 1A2X1 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

<u>DUTIES</u>		ANG 1A251 (N=5)	ANG 1A271 (N=315)	ANG 1A291 (N=64)	ANG 1A200 (N=15)
A	PERFORMING COMMON AIRCREW ACTIVITIES	11	14	14	11
B	PERFORMING PRELIMINARY LOAD PLANNING	7	9	9	7
C	PERFORMING AIRCRAFT PREFLIGHT ACTIVITIES	15	18	17	13
D	PERFORMING GROUND SUPPORT ACTIVITIES	6	5	5	4
E	PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	15	11	8	10
F	LOADING OR UNLOADING AIRCRAFT	12	17	15	12
G	PERFORMING IN-FLIGHT ACTIVITIES	9	8	8	7
H	PERFORMING MODULAR AIRBORNE FIRE FIGHTING SYSTEM (MAFFS) AND MODULAR AERIAL SPRAY SYSTEM (MASS) ACTIVITIES	2	*	*	*
I	PERFORMING AND REVIEWING EMERGENCY PROCEDURES	9	11	9	7
J	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	3	1	3	4
K	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	*	*	1
L	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	3	1	1	2
M	PERFORMING TRAINING ACTIVITIES	3	2	5	7
N	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	2	5	14

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A18

REPRESENTATIVE TASKS PERFORMED BY **ANG** DAFSC 1A251 PERSONNEL
(N=5)

TASKS	<i>Average Number of Tasks Performed = 341</i>	PERCENT MEMBERS PERFORMING
C0070	Inspect 463L rail systems	100
E0210	Rig static-line retriever cables	100
A0033	Participate in or conduct hazardous material, crew operation, crew maintenance, or crew resource management (CRM) briefings	100
A0032	Participate in mission briefings, such as intelligence, weather, or air terminal operations center (ATOC) briefings	100
A0003	Complete or review aircraft forms, other than DD Form 365-4 (Weight and Balance Clearance Form F - Transport)	100
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	100
A0007	Don or doff aircrew chemical warfare ensembles	100
F0260	Raise or lower cargo ramps	100
A0009	Fire small arms for qualification	100
G0266	Distribute passenger comfort items	100
G0267	Escort passengers between aircraft compartments	100
D0140	Configure aircraft for tactical missions	100
A0013	Inspect or inventory personal equipment, other than personal protective equipment or life support equipment	100
A0014	Inspect or inventory personal protective equipment	100
I0335	Perform or review electrical fire procedures	100
A0008	Don or doff ground chemical warfare ensembles	100
I0337	Perform or review emergency ramp or door procedures	100
F0258	Perform winch cargo load or unload procedures	100
A0019	Load crew gear or personal equipment on aircraft	100
C0084	Inspect crew galleys	100
G0277	Perform aircraft door bundle procedures	100
A0022	Open or close crew entrance, cargo, or paratroop doors	100
G0279	Perform combat entry or combat exit checklist procedures	100
D0152	Inventory aircraft equipment after reconfigurations	100
G0281	Perform in-flight reconfigurations	100
A0026	Operate emergency escape hatches	100
C0091	Inspect loadmaster restraint systems	100
A0028	Operate flightline motor vehicles	100
A0029	Operate galley equipment, such as ovens, coffee makers, or microwave ovens	100

TABLE A19

**REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 1A271 PERSONNEL
(N=315)**

TASKS	<i>Average Number of Tasks Performed = 231</i>	PERCENT MEMBERS PERFORMING
C0072	Inspect aft cargo doors or ramps	98
C0102	Inspect roller conveyors	98
F0262	Tie down cargo, equipment, or baggage in aircraft	97
A0022	Open or close crew entrance, cargo, or paratroop doors	97
F0260	Raise or lower cargo ramps	97
A0045	Review flight crew information files (FCIFs)	97
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	97
B0051	Determine load ability of floor-loaded cargo	97
B0053	Determine maximum passenger seat releases	97
I0333	Perform or review ditching procedures	97
C0111	Inspect or inventory tie-down equipment	96
F0232	Direct loading or unloading of passengers	96
F0233	Direct loading or unloading of rolling stock	96
B0052	Determine load ability of palletized cargo	96
B0059	Identify safety measures required when loading or unloading aircraft	96
I0336	Perform or review emergency aircraft ground egress procedures	96
B0047	Calculate cargo load clearances	96
C0070	Inspect 463L rail systems	95
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	95
G0270	Monitor passengers in flight	95
F0256	Perform stowaway checks	95
C0077	Inspect aircraft winches and snatch blocks	95
A0019	Load crew gear or personal equipment on aircraft	95
F0230	Direct loading or unloading of palletized cargo	94
C0108	Inspect or inventory aircraft emergency equipment	94
B0046	Calculate allowable cabin loads (ACLs) for mission requirements	94
B0067	Perform weight and balance calculations for zero fuel	94
C0085	Inspect emergency escape hatches	94
C0106	Inspect troop doors	94
F0261	Review cargo or passenger documentation	94
C0128	Test interphone stations	94
F0228	Direct loading or unloading of nonpalletized cargo	94

TABLE A20

**TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 1A251 AND 1A271 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

TASKS		ANG 1A251 (N=5)	ANG 1A271 (N=315)	DIFFERENCE
G0272	Operate aircraft pyrotechnic launch equipment, other than aerial defense systems	80	11	69
E0212	Rig vehicles for airdrops	100	33	67
E0198	Perform operational checks of air deflection systems	100	33	67
C0101	Inspect ramp ground supports, such as jacks or pads	100	44	56
G0273	Operate cargo compartment environmental systems	80	24	56
E0160	Inspect aerial delivery system logic	80	25	55
L0405	Coordinate deployment of personnel and equipment with host nations	60	5	55
L0406	Coordinate deployment of personnel and equipment with other MAJCOMs or joint service commands	60	6	54
E0207	Rig leaflets for airdrops	60	7	53
E0191	Install or remove pyrotechnic launch equipment	60	7	53
E0174	Inspect sling ejection delivery systems (SEDSs)	60	7	53
C0080	Inspect auxiliary loading ramps	80	93	-13
F0248	Perform after-loading checklist procedures	80	92	-12
G0275	Operate interphone systems	80	92	-12
F0240	Inspect cargo prior to loading	80	92	-12
A0023	Operate air turbine motors (ATMs)	0	11	-11
F0229	Direct loading or unloading of outsized or oversized cargo	80	91	-11
A0038	Perform new flight procedures flight tests	0	10	-10
E0203	Rig combat rubber raiding crafts (CRRCs) for airdrops	40	50	-10
F0235	Direct loading or unloading of tracked vehicles	60	70	-10

TABLE A21

**REPRESENTATIVE TASKS PERFORMED BY ANG 1A291 PERSONNEL
(N=64)**

TASKS	<i>Average Number of Tasks Performed = 253</i>	PERCENT MEMBERS PERFORMING
A0022	Open or close crew entrance, cargo, or paratroop doors	100
B0053	Determine maximum passenger seat releases	100
B0048	Coordinate aircraft configuration with maintenance personnel	100
C0072	Inspect aft cargo doors or ramps	98
B0052	Determine load ability of palletized cargo	98
B0051	Determine load ability of floor-loaded cargo	98
A0045	Review flight crew information files (FCIFs)	98
A0029	Operate galley equipment, such as ovens, coffee makers, or microwave ovens	98
B0047	Calculate cargo load clearances	98
B0046	Calculate allowable cabin loads (ACLs) for mission requirements	98
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	98
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	97
F0228	Direct loading or unloading of nonpalletized cargo	95
C0077	Inspect aircraft winches and snatch blocks	95
C0070	Inspect 463L rail systems	94
F0230	Direct loading or unloading of palletized cargo	94
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	94
F0262	Tie down cargo, equipment, or baggage in aircraft	94
F0260	Raise or lower cargo ramps	94
F0233	Direct loading or unloading of rolling stock	94
F0256	Perform stowaway checks	94
B0059	Identify safety measures required when loading or unloading aircraft	94
G0275	Operate interphone systems	92
B0067	Perform weight and balance calculations for zero fuel	92
G0270	Monitor passengers in flight	92
F0216	Brief loading crews concerning loading or unloading operations	92
A0018	Inventory life support equipment	92
C0091	Inspect loadmaster restraint systems	91
A0019	Load crew gear or personal equipment on aircraft	91
C0089	Inspect life support equipment	91

TABLE A22

**TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 1A271 AND 1A291 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

TASKS		ANG 1A271 (N=315)	ANG 1A291 (N=64)	DIFFERENCE
I0349	Perform or review loss-of-brakes procedures	61	41	20
I0343	Perform or review heavy equipment airdrop malfunction procedures	64	47	17
E0171	Inspect personnel restraint harnesses	87	70	17
F0259	Preload ramp actuators	82	67	15
G0269	Manually release cargo over drop zones	58	44	14
E0180	Install or remove buffer stop assemblies (BSAs)	68	53	15
E0182	Install or remove CDS components, other than alternate forward barriers	64	50	14
E0183	Install or remove centerline vertical restraints (CVRs)	64	50	14
D0132	Configure aircraft for aeromedical evacuations	78	64	14
E0172	Inspect rollers for airdrop cargo	72	58	14
E0178	Install or remove anchor line cables or stops	65	52	13
E0181	Install or remove container delivery system (CDS) alternate forward barriers	65	52	13
E0201	Rig airdrop extraction systems	62	48	14
K0393	Initiate requisitions for equipment, tools, parts, or supplies	18	30	-12
D0156	Position fire extinguishers	64	75	-11
N0481	Coordinate deviations from aircraft loading or unloading procedures with manufacturers	12	23	-11
I0346	Perform or review in-flight refueling emergency procedures	12	23	-11
N0525	Review budget requirements	3	14	-11
L0405	Coordinate deployment of personnel and equipment with host nations	5	16	-11
G0283	Perform life raft airdrop procedures	25	36	-11
M0463	Participate in life support training	74	84	-10
D0155	Perform pre-joint airdrop inspections (JAIs)	37	47	-10

TABLE A23

REPRESENTATIVE TASKS PERFORMED BY ANG 1A200 PERSONNEL
(N=15)

TASKS	<i>Average Number of Tasks Performed = 330</i>	PERCENT MEMBERS PERFORMING
N0507	Evaluate personnel for promotion, demotion, reclassification, or special awards	100
N0472	Assign personnel to work areas or duty positions	100
N0516	Interpret policies, directives, or procedures for subordinates	100
F0260	Raise or lower cargo ramps	100
F0262	Tie down cargo, equipment, or baggage in aircraft	100
N0518	Mentor subordinates on career progression, other than performance feedback sessions	100
M0456	Evaluate progress of trainees	100
M0448	Counsel trainees on training progress	100
F0261	Review cargo or passenger documentation	100
J0362	Administer evaluations	100
N0475	Conduct loadmaster or aircrew meetings	100
N0506	Evaluate personnel for instructor or flight examiner duties	100
F0255	Perform prior-loading checklist procedures	100
G0270	Monitor passengers in flight	100
N0505	Evaluate personnel for compliance with performance standards	100
A0019	Load crew gear or personal equipment on aircraft	100
C0072	Inspect aft cargo doors or ramps	100
A0045	Review flight crew information files (FCIFs)	100
N0489	Determine or establish work assignments or priorities	100
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	100
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	100
A0032	Participate in mission briefings, such as intelligence, weather, or air terminal operations center (ATOC) briefings	100
G0264	Brief passengers or troops using aircraft checklists, other than for in-flight or emergency ground procedures	100
B0049	Coordinate aircraft loading or unloading with supported and supporting forces	100
N0500	Establish performance standards for subordinates	100
F0248	Perform after-loading checklist procedures	100
N0514	Inspect aircraft loadmaster activities	100
G0275	Operate interphone systems	100

TABLE A24

**TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 1A291 AND 1A200 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

TASKS		ANG 1A291 (N=64)	ANG 1A200 (N=15)	DIFFERENCE
C0090	Inspect loading stabilizer struts	45	13	32
I0326	Perform or review APU or ATM fire procedures	70	40	30
C0073	Inspect air transport galley laboratories (ATGLs)	66	40	26
F0236	Extend or retract loading support struts	42	20	22
D0137	Configure aircraft for rescue missions	34	13	21
G0267	Escort passengers between aircraft compartments	59	40	19
C0074	Inspect aircraft APUs	31	13	18
F0227	Direct loading or unloading of missiles	23	7	16
I0346	Perform or review in-flight refueling emergency procedures	23	7	16
A0012	Inspect or inventory mission trip kits	83	67	16
G0283	Perform life raft airdrop procedures	36	20	16
J0363	Compile data for records, reports, logs, or trend analyses	56	67	-11
E0207	Rig leaflets for airdrops	9	20	-11
C0110	Inspect or inventory stowage box contents	83	93	-10
A0014	Inspect or inventory personal protective equipment	83	93	-10
A0042	Pick up or turn in life support equipment	83	93	-10
A0043	Pick up or turn in support items, such as coffee jugs, water jugs, or microwave ovens	83	93	-10
C0103	Inspect seat and litter stanchions	83	93	-10
F0249	Perform combat off-load procedures	77	87	-10
L0426	Perform predeployment reconnaissance surveys	3	13	-10

TABLE A25

TIME SPENT ON DUTIES BY AFRC MEMBERS OF AFSC 1A2X1 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

<u>DUTIES</u>	AFRC 1A251 (N=109)	AFRC 1A271 (N=393)	AFRC 1A291 (N=62)	AFRC 1A200 (N=18)
A PERFORMING COMMON AIRCREW ACTIVITIES	18	16	13	10
B PERFORMING PRELIMINARY LOAD PLANNING	11	9	8	7
C PERFORMING AIRCRAFT PREFLIGHT ACTIVITIES	19	19	16	14
D PERFORMING GROUND SUPPORT ACTIVITIES	5	5	5	4
E PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	6	7	7	6
F LOADING OR UNLOADING AIRCRAFT	18	17	15	13
G PERFORMING IN-FLIGHT ACTIVITIES	8	9	8	7
H PERFORMING MODULAR AIRBORNE FIRE FIGHTING SYSTEM (MAFFS) AND MODULAR AERIAL SPRAY SYSTEM (MASS) ACTIVITIES	*	*	*	*
I PERFORMING AND REVIEWING EMERGENCY PROCEDURES	10	10	9	8
J PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1	2	2	5
K PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	*	1	1
L PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	*	1	1	2
M PERFORMING TRAINING ACTIVITIES	1	3	6	8
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	3	8	15

* Indicates less than 1 %

Note: Columns may not add up to 100% due to rounding

TABLE A26

**REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 1A251 PERSONNEL
(N=109)**

TASKS	<i>Average Number of Tasks Performed =193</i>	PERCENT MEMBERS PERFORMING
A0029	Operate galley equipment, such as ovens, coffee makers, or microwave ovens	98
A0022	Open or close crew entrance, cargo, or paratroop doors	97
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	96
A0045	Review flight crew information files (FCIFs)	96
B0052	Determine load ability of palletized cargo	95
B0059	Identify safety measures required when loading or unloading aircraft	95
B0047	Calculate cargo load clearances	95
B0053	Determine maximum passenger seat releases	94
A0044	Pick up or turn in weapons	94
B0060	Inspect cargo to determine feasibility for air shipment	94
B0049	Coordinate aircraft loading or unloading with supported and supporting forces	93
B0051	Determine load ability of floor-loaded cargo	93
F0262	Tie down cargo, equipment, or baggage in aircraft	93
F0232	Direct loading or unloading of passengers	93
C0077	Inspect aircraft winches and snatch blocks	93
F0230	Direct loading or unloading of palletized cargo	92
A0032	Participate in mission briefings, such as intelligence, weather, or air terminal operations center (ATOC) briefings	92
F0240	Inspect cargo prior to loading	92
B0056	Determine special aircraft loading requirements of cargo	92
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	91
C0072	Inspect aft cargo doors or ramps	91
F0248	Perform after-loading checklist procedures	91
F0228	Direct loading or unloading of nonpalletized cargo	91
G0275	Operate interphone systems	90
B0046	Calculate allowable cabin loads (ACLs) for mission requirements	90
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	90
A0019	Load crew gear or personal equipment on aircraft	90
F0233	Direct loading or unloading of rolling stock	90
F0216	Brief loading crews concerning loading or unloading operations	89

TABLE A27

**REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 1A271 PERSONNEL
(N=393)**

TASKS	<i>Average Number of Tasks Performed = 223</i>	PERCENT MEMBERS PERFORMING
A0045	Review flight crew information files (FCIFs)	96
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	96
F0262	Tie down cargo, equipment, or baggage in aircraft	95
F0230	Direct loading or unloading of palletized cargo	95
F0232	Direct loading or unloading of passengers	95
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	95
B0052	Determine load ability of palletized cargo	95
A0022	Open or close crew entrance, cargo, or paratroop doors	95
B0053	Determine maximum passenger seat releases	95
A0029	Operate galley equipment, such as ovens, coffee makers, or microwave ovens	95
F0233	Direct loading or unloading of rolling stock	94
B0067	Perform weight and balance calculations for zero fuel	94
F0260	Raise or lower cargo ramps	94
C0072	Inspect aft cargo doors or ramps	94
F0256	Perform stowaway checks	94
F0258	Perform winch cargo load or unload procedures	94
G0275	Operate interphone systems	93
C0106	Inspect troop doors	93
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	93
A0044	Pick up or turn in weapons	93
G0270	Monitor passengers in flight	93
C0129	Test public address systems	93
C0111	Inspect or inventory tie-down equipment	93
F0261	Review cargo or passenger documentation	93
F0221	Compute restraint criteria	93
B0049	Coordinate aircraft loading or unloading with supported and supporting forces	92
F0248	Perform after-loading checklist procedures	92
F0240	Inspect cargo prior to loading	92
F0216	Brief loading crews concerning loading or unloading operations	91
A0019	Load crew gear or personal equipment on aircraft	91

TABLE A28

**TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSC 1A251 AND 1A271 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

TASKS		AFRC 1A251 (N=109)	AFRC 1A271 (N=393)	DIFFERENCE
C0126	Test fire suppression panels, such as FE-1301	47	32	15
A0023	Operate air turbine motors (ATMs)	47	34	13
C0127	Test fire suppression systems (FSSs)	43	31	12
F0247	Kneel or unkneel aircraft for loading or unloading	47	35	12
A0034	Perform aircraft disinfections	73	84	-11
F0259	Preload ramp actuators	39	50	-11
A0016	Install or remove aircraft gear pins	53	64	-11
A0010	Inspect aircraft for hung ordinance, such as chaffs or flares	36	47	-11
E0186	Install or remove extraction systems	24	35	-11
E0205	Rig heavy equipment platforms for airdrops	22	33	-11
N0476	Conduct safety inspections of equipment or facilities	9	20	-11
M0439	Complete student entry or withdrawal forms	4	15	-11
N0500	Establish performance standards for subordinates	3	14	-11
M0459	Inspect training materials or aids for operation or suitability	2	13	-11
G0292	Perform or review border clearance requirements procedures	79	89	-10
I0348	Perform or review landing gear emergency procedures	61	71	-10
E0202	Rig CDS containers for airdrops	25	35	-10
E0187	Install or remove heavy equipment airdrop components	24	34	-10
K0389	Coordinate maintenance of equipment airdrop components	15	25	-10
M0461	Participate in ability to survive and operate (ATSO) training	14	24	-10
M0438	Brief tactics to aircrews	3	13	-10

TABLE A29

**REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 1A291 PERSONNEL
(N=62)**

TASKS	<i>Average Number of Tasks Performed = 273</i>	PERCENT MEMBERS PERFORMING
B0067	Perform weight and balance calculations for zero fuel	100
B0053	Determine maximum passenger seat releases	100
B0059	Identify safety measures required when loading or unloading aircraft	100
B0049	Coordinate aircraft loading or unloading with supported and supporting forces	98
C0072	Inspect aft cargo doors or ramps	98
C0108	Inspect or inventory aircraft emergency equipment	98
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	98
F0232	Direct loading or unloading of passengers	98
A0022	Open or close crew entrance, cargo, or paratroop doors	98
B0051	Determine load ability of floor-loaded cargo	98
A0019	Load crew gear or personal equipment on aircraft	98
F0240	Inspect cargo prior to loading	97
A0032	Participate in mission briefings, such as intelligence, weather, or air terminal operations center (ATOC) briefings	97
F0233	Direct loading or unloading of rolling stock	97
G0275	Operate interphone systems	97
B0046	Calculate allowable cabin loads (ACLs) for mission requirements	97
F0216	Brief loading crews concerning loading or unloading operations	97
F0228	Direct loading or unloading of nonpalletized cargo	97
B0060	Inspect cargo to determine feasibility for air shipment	97
A0045	Review flight crew information files (FCIFs)	97
C0102	Inspect roller conveyors	97
F0260	Raise or lower cargo ramps	97
C0106	Inspect troop doors	97
F0262	Tie down cargo, equipment, or baggage in aircraft	95
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	95
F0261	Review cargo or passenger documentation	95
C0070	Inspect 463L rail systems	95
G0270	Monitor passengers in flight	95
G0264	Brief passengers or troops using aircraft checklists, other than for in-flight or emergency ground procedures	95
F0256	Perform stowaway checks	94

TABLE A30

**TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSC 1A271 AND 1A291 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

TASKS		AFRC 1A271 (N=393)	AFRC 1A291 (N=62)	DIFFERENCE
F0220	Compute pressure exerted by cargo on aircraft floors	86	97	-11
C0107	Inspect and arm emergency exit lights	84	95	-11
I0348	Perform or review landing gear emergency procedures	71	82	-11
D0141	Coordinate ramp operations with appropriate agencies	65	76	-11
G0271	Operate aerial defense systems	44	55	-11
B0062	Load plan airdrop cargo	39	50	-11
E0180	Install or remove buffer stop assemblies (BSAs)	36	47	-11
E0187	Install or remove heavy equipment airdrop components	34	45	-11
D0137	Configure aircraft for rescue missions	24	35	-11
J0379	Maintain time compliance technical orders (TCTOs)	13	24	-11
N0488	Develop self-inspection or self-assessment program checklists	12	23	-11
N0503	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	8	19	-11
J0367	Establish or maintain automated technical order management system (ATOMS) or joint computer-aided acquisition and logistics support (JCALs) accounts	5	16	-11
G0274	Operate cargo compartment temperature control systems	53	63	-10
G0286	Perform personnel airdrop procedures	38	48	-10
E0166	Inspect jump platforms	37	47	-10
E0181	Install or remove container delivery system (CDS) alternate forward barriers	35	45	-10
E0213	Rig winches for paratroop retrievals	30	40	-10
M0442	Conduct formal course flight training	19	29	-10

TABLE A31

**REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 1A200 PERSONNEL
(N=18)**

TASKS	<i>Average Number of Tasks Performed = 339</i>	PERCENT MEMBERS PERFORMING
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	100
F0262	Tie down cargo, equipment, or baggage in aircraft	100
A0045	Review flight crew information files (FCIFs)	100
G0276	Operate oxygen systems	100
A0019	Load crew gear or personal equipment on aircraft	100
F0256	Perform stowaway checks	100
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	100
B0046	Calculate allowable cabin loads (ACLs) for mission requirements	100
F0248	Perform after-loading checklist procedures	100
G0275	Operate interphone systems	100
C0072	Inspect aft cargo doors or ramps	100
C0108	Inspect or inventory aircraft emergency equipment	100
F0218	Compute load distributions using handheld calculators or laptop computers	100
C0093	Inspect oxygen systems	100
F0221	Compute restraint criteria	100
C0102	Inspect roller conveyors	100
F0261	Review cargo or passenger documentation	100
C0106	Inspect troop doors	100
F0255	Perform prior-loading checklist procedures	100
F0233	Direct loading or unloading of rolling stock	100
N0505	Evaluate personnel for compliance with performance standards	100
G0270	Monitor passengers in flight	100
F0216	Brief loading crews concerning loading or unloading operations	100
A0022	Open or close crew entrance, cargo, or paratroop doors	100
C0128	Test interphone stations	100
F0232	Direct loading or unloading of passengers	100
N0518	Mentor subordinates on career progression, other than performance feedback sessions	94
N0515	Inspect personnel for compliance with military standards	94
N0514	Inspect aircraft loadmaster activities	94
C0111	Inspect or inventory tie-down equipment	94
J0376	Maintain administrative files	94

TABLE A32

**TASKS WHICH BEST DIFFERENTIATE BETWEEN AFRC DAFSC 1A291 AND 1A200 PERSONNEL
(PERCENT MEMBERS PERFORMING)**

TASKS		AFRC 1A291 (N=62)	AFRC 1A200 (N=18)	DIFFERENCE
A0004	Coordinate correction of aircraft discrepancies or malfunctions with aircraft commander, other than for MASS missions	84	61	23
I0338	Perform or review engine fire procedures	74	56	18
I0350	Perform or review loss-of-fluids procedures	77	61	16
B0065	Load plan special weapons cargo	56	44	12
I0349	Perform or review loss-of-brakes procedures	50	39	11
A0011	Inspect aircraft locks or fasteners	89	78	11
E0198	Perform operational checks of air deflection systems	39	28	11
I0352	Perform or review outside monitor duties during buddy starts	44	33	11
C0086	Inspect forward cargo doors or ramps	82	72	10
E0191	Install or remove pyrotechnic launch equipment	16	6	10
D0142	Coordinate servicing of aircraft with fleet service or maintenance personnel	89	100	-11
G0293	Prepare or server in-flight meals	89	100	-11
A0031	Order aircrew transportation	89	100	-11
C0071	Inspect aerial defense systems	39	50	-11
E0187	Install or remove heavy equipment airdrop components	45	56	-11
L0430	Process classified materials or documents at deployed locations	6	17	-11
L0425	Perform plans file and mobility file matches	6	17	-11
F0219	Compute load distributions using weight balance computers	73	83	-10
A0015	Inspect or operate external power equipment	68	78	-10
D0135	Configure aircraft for missile transport missions	18	28	-10
F0234	Direct loading or unloading of simulated nuclear weapons	18	28	-10
L0434	Set up or tear down shelters	18	28	-10

TABLE A33

PERCENT TIME SPENT ON DUTIES BY
FIRST-ENLISTMENT PERSONNEL (1-48 MONTHS' TAFMS)

<u>DUTIES</u>		1-48 MONTHS' TAFMS (N=65)
A	PERFORMING COMMON AIRCREW ACTIVITIES	16
B	PERFORMING PRELIMINARY LOAD PLANNING	9
C	PERFORMING AIRCRAFT PREFLIGHT ACTIVITIES	20
D	PERFORMING GROUND SUPPORT ACTIVITIES	5
E	PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	8
F	LOADING OR UNLOADING AIRCRAFT	17
G	PERFORMING IN-FLIGHT ACTIVITIES	9
H	PERFORMING MODULAR AIRBORNE FIRE FIGHTING SYSTEM (MAFFS) AND MODULAR AERIAL SPRAY SYSTEM (MASS) ACTIVITIES	*
I	PERFORMING AND REVIEWING EMERGENCY PROCEDURES	10
J	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2
K	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*
L	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1
M	PERFORMING TRAINING ACTIVITIES	1
N	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*

*Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A34

REPRESENTATIVE TASKS PERFORMED BY
AFSC 1A2X1 FIRST-ENLISTMENT PERSONNEL (1-48 MONTHS' TAFMS)
(N=65)

TASKS	<i>Average Number of Tasks Performed = 194</i>	PERCENT MEMBERS PERFORMING
A0005	Demonstrate use of seat belts, life preservers, parachutes, personal protective equipment, or oxygen masks	92
C0077	Inspect aircraft winches and snatch blocks	92
C0106	Inspect troop doors	92
C0085	Inspect emergency escape hatches	92
C0107	Inspect and arm emergency exit lights	92
C0070	Inspect 463L rail systems	92
A0022	Open or close crew entrance, cargo, or paratroop doors	92
C0111	Inspect or inventory tie-down equipment	92
F0262	Tie down cargo, equipment, or baggage in aircraft	91
F0232	Direct loading or unloading of passengers	91
F0228	Direct loading or unloading of nonpalletized cargo	91
B0049	Coordinate aircraft loading or unloading with supported and supporting forces	91
A0003	Complete or review aircraft forms, other than DD Form 365-4 (Weight and Balance Clearance Form F - Transport)	89
C0102	Inspect roller conveyors	89
G0275	Operate interphone systems	89
F0230	Direct loading or unloading of palletized cargo	89
F0256	Perform stowaway checks	89
C0108	Inspect or inventory aircraft emergency equipment	89
D0133	Configure aircraft for cargo missions	89
A0020	Maintain flight manuals, safety or operational	89
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	88
C0072	Inspect aft cargo doors or ramps	88
F0240	Inspect cargo prior to loading	88
F0233	Direct loading or unloading of rolling stock	88
C0089	Inspect life support equipment	86
B0059	Identify safety measures required when loading or unloading aircraft	86
I0325	Perform or review antihijacking procedures	85
G0270	Monitor passengers in flight	85
F0260	Raise or lower cargo ramps	85
D0147	Direct configuration of aircraft for passenger missions	77

TABLE A35

EQUIPMENT USED OR OPERATED BY
FIRST-ENLISTMENT AFSC 1A2X1 PERSONNEL
(PERCENT USING OR OPERATING)

EQUIPMENT	(N=65)
Doors and Hatches	100
Straps, 5,000-lb capacity	100
Emergency Equipment	97
Oxygen Equipment	97
Chains and Devices, 10,000-lb capacity	95
M-9 Pistols	95
Passenger Comfort Items, like blankets/pillows/earplugs	95
Shoring	95
Chains and Devices, 25,000-lb capacity	94
Pallets and Nets, 463L	92
Cargo Winches, Internal	92
Calculators	89
Passenger Service Kits	89
Protective Clothing and Survival Equipment	89
Tie-Down Fittings	89
Rollers Conveyors, other than Missile	88
Bridge Plates	88
Rails, 463L	86
Snatch Blocks or Pulleys, other than for Missiles	86
Cargo Loading Ramps or Struts	85
Aircraft Life Support Equipment	80
Job Guides or Checklists	80
Auxiliary Loading Ramps	72
Seat and Litter Stanchions	69
Aircraft Subsystems, Hydraulic	68
Aircrew Eye Respiratory Protection System (AERPS)	65
Internal Aircraft Ladders	65
Material Handling Equipment (MHE), such as K-Loaders/Forklifts	63
Prybars	58
Auxiliary Power Units (APUs)	57
Comfort Pallets	54
Centerline Vertical Restraint (CVR) Equipment	55
Cargo Winches, External	52
Aircraft Subsystems, Communications	52
Static Line Retrievers	52
Aircraft Subsystems, Electrical	51
Flare Launchers	51
Remote Winch Controllers	49
Pistol Grips	48
Night Vision Devices (NVDs)	46
Flares	45

TABLE A36

AFSC 1A2X1 TASKS WITH HIGHEST TRAINING EMPHASIS (TE) RATINGS

TASKS		TNG EMP*	TSK DIFF**	ATI**	PERCENT MEMBERS PERFORMING	
					1 ST ENL	3- LVL
A0003	Complete or review aircraft forms, other than DD Form 365-4 (Weight and Balance Clearance Form F -Transport)	4.83	6.56	18	89	88
F0224	Compute entries on DD Forms 365-4 (Weight and Balance Clearance Form F - Transport)	5.47	6.56	18	88	88
B0047	Calculate cargo load clearances	5.75	6.47	18	89	85
B0054	Determine or verify suitability or compatibility of hazardous cargo being loaded	5.34	6.47	18	89	92
B0059	Identify safety measures required when loading or unloading aircraft	5.32	6.31	18	86	85
B0046	Calculate allowable cabin loads (ACLs) for mission requirements	5.67	6.28	18	72	69
I0333	Perform or review ditching procedures	5.21	6.25	18	85	85
I0328	Perform or review cargo fire procedures	4.87	6.25	18	88	88
I0329	Perform or review cargo jettison procedures	5.15	6.22	18	88	92
I0331	Perform or review crash landing procedures	5.02	6.17	18	85	92
F0229	Direct loading or unloading of oversized or oversized cargo	5.90	6.14	18	85	85
B0052	Determine load ability of palletized cargo	5.41	6.11	18	91	88
I0360	Perform or review smoke or fumes elimination procedures	5.19	6.11	18	83	88
I0335	Perform or review electrical fire procedures	5.00	6.11	18	85	88
C0085	Inspect emergency escape hatches	3.79	6.08	13	92	88
F0221	Compute restraint criteria	5.23	6.08	18	85	85
B0051	Determine load ability of floor-loaded cargo	5.47	6.08	18	89	88
A0020	Maintain flight manuals, safety or operational supplements, or flight crew checklists	5.28	6.06	18	89	85

* Mean TE Rating = 2.75 Standard Deviation = 1.85 High TE = 4.60

** Mean TD Rating = 5.00 Standard Deviation = 1.00 High TD = 6.00

*** ATI = Automated Training Indicator is training decision value for resident training (18 = high; 1 = low)

TABLE A37

AFSC 1A2X1 TASKS WITH HIGHEST TASK DIFFICULTY (TD) RATINGS

TASKS	TSK DIFF*	TNG EMP**	ATI**	PERCENT MEMBERS PERFORMING			
				1 ST ENL	3-SKL LVL	5-SKL LVL	7-SKL LVL
N0517 Investigate accidents or incidents	7.16	1.06	2	3	8	8	20
B0066 Perform validations on new cargo	6.98	2.36	14	34	38	27	45
N0532 Write or indorse military performance reports	6.91	1.97	2	2	4	19	40
F0254 Perform tactical load or unload procedures using night vision goggles (NVGs)	6.88	3.94	15	38	27	38	40
N0533 Write recommendations for awards or decorations	6.84	2.17	2	3	8	25	48
N0530 Write job or position descriptions	6.78	1.42	2	3	8	8	15
N0523 Plan airlift movement control of airland missions	6.74	.53	---	0	4	4	4
A0023 Operate air turbine motors (ATMs)	6.67	2.44	14	32	35	21	29
N0499 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	6.67	.83	2	2	8	6	17
N0529 Write inspection reports	6.61	.44	2	3	8	5	9
D0138 Configure aircraft for space canister transport system (SCTS) missions	6.59	.89	2	8	8	6	9
N0525 Review budget requirements	6.58	.39	---	0	0	2	6
D0153 Perform drop zone control officer (DZCO) duties	6.56	.78	2	5	8	10	7
A0024 Operate aircraft auxiliary power units (APUs)	6.51	3.47	15	45	42	39	57
N0506 Evaluate personnel for instructor or flight examiner duties	6.50	1.58	2	2	8	13	37
E0204 Rig CRS containers for airdrops	6.48	1.97	2	15	19	19	15
N0493 Develop or maintain tactics for aircrews	6.47	.75	2	2	8	4	9
E0203 Rig combat rubber raiding crafts (CRRCs) for airdrops	6.47	2.69	14	37	46	37	29

* Mean TD Rating = 5.00 Standard Deviation = 1.00 High TD = 6.00

** Mean TE Rating = 2.75 Standard Deviation = 1.85 High TE = 4.60

***ATI = Automated Training Indicator is training decision value for resident training (18 = high; 1 = low)

Note: Dashes indicate no ATI

TABLE A38

EXAMPLES OF STS ELEMENTS WITHOUT PROFICIENCY CODES MATCHED TO TASKS
WITH 20% OR MORE MEMBERS PERFORMING

UNIT	LINE ITEM	PROF CODE	PERCENT MEMBERS PERFORMING		TNG EMP*	TSK DIF**	ATI***
			1ST ENL (N=65)	3- LVL (N=26)			
4.1	Mission Preparation/Planning	-					
Tasks	D0133 Configure aircraft for cargo missions		89	92	5.17	4.50	18
	D0144 Direct configuration for cargo missions	-	82	73	4.69	4.71	18
5.3	Aerospace Ground Equipment	-					
Tasks	A0001 Apply external power to aircraft		48	35	3.67	3.69	5
	A0015 Inspect or operate external power equipment		31	27	3.56	4.39	15
12.2	Airdrop Equipment/Personnel	-					
Tasks	C0094 Inspect paratroop retrieval systems		51	50	4.31	4.21	17
	E0171 Inspect personnel restraint harnesses		71	73	4.97	3.97	13
12.3	Airdrop Load Inspection	-					
Task	E0165 Inspect extraction systems, other than extraction line release fittings		38	38	4.11	4.81	15

*Mean TE Rating = 2.75 Standard Deviation = 1.85 High TE = 4.60

**Mean TD Rating = 5.00 Standard Deviation = 1.00 High TD = 6.00

***ATI= Automated Training Indicator is training decision value for resident training (18= high; 1= low)

TABLE A39

EXAMPLES OF TASKS PERFORMED BY 20% OR MORE MEMBERS
BUT NOT REFERENCED TO ANY STS ELEMENT

TASKS		TNG EMP*	Percent <u>Members Performing</u>		TSK DIF**	ATI***
			1ST ENL (N=65)	3- LVL (N=26)		
C0122	Position flight-deck or troop compartment ladders for entry or exit	3.42	52	50	4.14	17
G0281	Perform in-flight reconfigurations	2.89	52	50	4.72	17
G0285	Perform periodic cargo inspections	4.50	75	73	3.63	8

* Mean TE Rating = 2.75 Standard Deviation = 1.85 High TE = 4.60

** Mean TD Rating = 5.00 Standard Deviation = 1.00 High TD = 6.00

*** ATI= Automated Training Indicator is training decision value for resident training (18= high; 1= low)

TABLE A40

EXAMPLES OF TASKS PERFORMED BY 30% OR MORE MEMBERS
BUT NOT REFERENCED TO ANY LOADMASTER SYLLABUS OBJECTIVE

TASKS		TNG EMP*	PERCENT MEMBERS PERFORMING		TSK DIF**	ATI***
			1ST ENL (N=65)	3- LVL (N=26)		
A0018	Inventory life support equipment	4.69	77	69	2.91	13
B0057	Determine winch cable configurations	5.75	88	92	5.09	18
B0058	Determine winch cable pulls	5.69	89	92	5.01	18
B0064	Load plan personnel	4.67	66	62	4.84	18
F0258	Perform winch cargo load or unload procedures	6.00	88	81	5.43	18

*Mean TE Rating = 2.75 Standard Deviation = 1.85 High TE = 4.60

**Mean TD Rating = 5.00 Standard Deviation = 1.00 High TD = 6.00

***ATI= Automated Training Indicator is training decision value for resident training (18= high; 1= low)

TABLE A41

PERCENT TIME SPENT ON DUTIES BY AFSC 1A2X1 MAJCOM GROUPS

<u>DUTIES</u>	AETC (N=109)	PACAF (N=26)	AFSOC (N=54)	AMC (N=349)	AFMC (N=4)	ANG (N=397)	AFRC (N=581)
A PERFORMING COMMON AIRCREW ACTIVITIES	12	10	12	15	10	13	16
B PERFORMING PRELIMINARY LOAD PLANNING	7	7	5	9	17	9	10
C PERFORMING AIRCRAFT PREFLIGHT ACTIVITIES	15	16	15	17	10	17	18
D PERFORMING GROUND SUPPORT ACTIVITIES	4	4	5	5	3	5	5
E PREPARING AIRCRAFT FOR AIRDROP OPERATIONS	13	16	11	8	11	11	6
F LOADING OR UNLOADING AIRCRAFT	14	16	12	16	16	16	17
G PERFORMING IN-FLIGHT ACTIVITIES	7	8	9	8	4	8	8
H PERFORMING MODULAR AIRBORNE FIRE FIGHTING SYSTEM (MAFFS) AND MODULAR AERIAL SPRAY SYSTEM (MASS) ACTIVITIES	*	*	*	*	*	*	*
I PERFORMING AND REVIEWING EMERGENCY PROCEDURES	11	10	14	9	7	11	10
J PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	3	2	3	2	8	2	2
K PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	*	*	1	*	1	*	*
L PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	1	3	1	*	1	1
M PERFORMING TRAINING ACTIVITIES	6	3	4	4	5	3	3
N PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	6	6	6	5	9	3	3

*Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A42

**JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)**

	LOADMASTER CLUSTER STG 19 (N = 1, 489)	Load Planning Job STG 22 (N = 24)	Loadmaster Job STG 27 (N = 1, 465)
<u>EXPRESSED JOB INTEREST</u>			
INTERESTING	94	88	94
SO-SO	4	13	4
DULL	2	0	2
<u>PERCEIVED USE OF TALENTS</u>			
EXCELLENT TO PERFECT	37	29	37
FAIRLY WELL TO VERY WELL	59	67	59
NONE TO VERY LITTLE	4	4	4
<u>PERCEIVED USE OF TRAINING</u>			
EXCELLENT TO PERFECT	45	33	46
FAIRLY WELL TO VERY WELL	52	67	52
NONE TO VERY LITTLE	3	0	3
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>			
SATISFIED	91	75	91
NEUTRAL	6	17	6
DISSATISFIED	4	8	4
<u>REENLISTMENT INTENTIONS</u>			
YES OR PROBABLY YES	80	88	80
NO OR PROBABLY NO	8	0	8
WILL RETIRE	12	13	12

Note: Columns may not add up to 100% due to rounding

TABLE A43

**COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 1A2X1
AND COMPARATIVE SAMPLE GROUP
(PERCENT MEMBERS RESPONDING)**

	1-48 MONTHS' TAFMS		49-96 MONTHS' TAFMS		97+ MONTHS' TAFMS	
	2003 1A2X1 (N=65)	COMP SAMPLE (N=106)	2003 1A2X1 (N=99)	COMP SAMPLE (N=157)	2003 1A2X1 (N=383)	COMP SAMPLE (N=336)
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	85	73	89	69	90	85
SO-SO	11	12	7	17	7	9
DULL	5	15	4	13	3	7
<u>PERCEIVED USE OF TALENTS</u>						
EXCELLENT TO PERFECT	26	8	33	11	34	21
FAIRLY WELL TO VERY WELL	65	68	60	68	60	66
NONE TO VERY LITTLE	9	24	7	21	6	13
<u>PERCEIVED USE OF TRAINING</u>						
EXCELLENT TO PERFECT	54	20	49	15	37	20
FAIRLY WELL TO VERY WELL	42	68	44	74	57	68
NONE TO VERY LITTLE	5	12	6	11	6	12
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>						
SATISFIED	89	69	88	68	86	75
NEUTRAL	8	8	6	11	8	10
DISSATISFIED	3	23	6	22	7	14
<u>REENLISTMENT INTENTIONS</u>						
YES OR PROBABLY YES	51	44	75	55	69	62
NO OR PROBABLY NO	49	55	24	44	7	7
WILL RETIRE	0	1	1	1	25	30

*Comparative sample of career ladders surveyed in the last 12 months - AFSCs 1A3X1, Airborne Communications and Electronics Systems, and 1A5X1, Airborne Missions Systems

Note: Columns may not add up to 100% due to rounding

TABLE A44

JOB SATISFACTION INDICATORS FOR
AD, ANG, AND AFRC MEMBERS
(PERCENT MEMBERS RESPONDING)

	AD (N=550)	ANG (N=397)	AFRC (N=581)
<u>EXPRESSED JOB INTEREST</u>			
INTERESTING	89	96	96
SO-SO	8	3	2
DULL	3	1	1
<u>PERCEIVED USE OF TALENTS</u>			
EXCELLENT TO PERFECT	33	33	42
FAIRLY WELL TO VERY WELL	60	64	55
NONE TO VERY LITTLE	7	3	2
<u>PERCEIVED USE OF TRAINING</u>			
EXCELLENT TO PERFECT	41	42	51
FAIRLY WELL TO VERY WELL	53	57	47
NONE TO VERY LITTLE	6	1	2
<u>SENSE OF ACCOMPLISHMENT</u>			
<u>FROM JOB</u>			
SATISFIED	86	92	93
NEUTRAL	7	5	5
DISSATISFIED	6	3	2

Note: Columns may not add up to 100% due to rounding

TABLE A45

**COMPARISON OF JOB SATISFACTION INDICATORS
BETWEEN CURRENT AND 2000 SURVEYS
(PERCENT MEMBERS RESPONDING)**

	1-48 MONTHS' TAFMS		49-96 MONTHS' TAFMS		97+ MONTHS' TAFMS	
	2003	2000	2003	2000	2003	2000
	1A2X1	1A2X1	1A2X1	1A2X1	1A2X1	1A2X1
	(N= 65)	(N=209)	(N=99)	(N=185)	(N=383)	(N=679)
<u>EXPRESSED JOB INTEREST</u>						
INTERESTING	85	91	89	92	90	88
SO-SO	10	6	7	5	7	8
DULL	5	3	4	3	3	4
<u>PERCEIVED USE OF TALENTS</u>						
EXCELLENT TO PERFECT	26	N/A	33	N/A	34	N/A
FAIRLY TO VERY WELL	65	88	60	89	60	92
NONE TO VERY LITTLE	9	12	7	11	6	8
<u>PERCEIVED USE OF TRAINING</u>						
EXCELLENT TO PERFECT	54	N/A	49	N/A	37	N/A
FAIRLY TO VERY WELL	42	N/A	44	N/A	57	N/A
NONE TO VERY LITTLE	5	N/A	6	N/A	6	N/A
<u>SENSE OF ACCOMPLISHMENT FROM JOB</u>						
SATISFIED	89	83	88	87	86	85
NEUTRAL	8	7	6	8	8	6
DISSATISFIED	3	10	6	5	7	9
<u>REENLISTMENT INTENTIONS</u>						
YES OR PROBABLY YES	51	50	75	70	69	61
NO OR PROBABLY NO	49	50	24	30	7	10
WILL RETIRE	0	0	1	0	25	29

Note: Columns may not add up to 100% due to rounding ; also, "Perceived Utilization of Training" question was not included in the 2000 survey and the "Excellent to Perfect" and "Fairly to Very Well" responses were combined in the 2000 study for the "Perceived Utilization of Talents" question.

TABLE A46

**COMPARISON OF REENLISTMENT FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR**

31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence	1-48 MONTHS' TAFMS (N=33)		49-96 MONTHS' TAFMS (N=74)		97+ MONTHS' TAFMS (N=264)	
	Percent Selecting	Average	Percent Selecting	Average	Percent Selecting	Average
MILITARY LIFESTYLE	60	2.35	55	2.24	46	2.23
PAY AND ALLOWANCES	48	2.44	59	2.33	56	2.46
BONUS OR SPECIAL PAY	51	2.41	62	2.33	50	2.39
RETIREMENT BENEFITS	51	2.35	61	2.67	74	2.69
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	51	2.41	45	2.03	33	2.20
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	45	2.33	48	2.26	40	2.37
MEDICAL/ DENTAL CARE FOR AD MEMBER	45	2.60	59	2.39	45	2.59
MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	39	2.38	43	2.44	46	2.71
BASE HOUSING	9	2.33	12	1.89	7	1.87
BASE SERVICES	15	2.00	9	1.71	10	1.75
CHILDCARE NEEDS	6	2.00	9	2.29	2	2.57
SPOUSE'S CAREER	9	2.00	11	2.33	7	2.35
CIVILIAN JOB OPPORTUNITIES	15	1.80	11	2.50	5	2.40
EQUAL EMPLOYMENT OPPORTUNITIES	6	1.50	6	2.50	5	2.17
NUMBER OF PCS MOVES	6	2.00	5	2.25	9	2.09
LOCATION OF PRESENT ASSIGNMENT	39	2.23	30	2.64	33	2.35
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	36	2.42	21	2.20	20	2.21
WORK SCHEDULE	48	2.44	33	2.33	26	2.29
ADDITIONAL DUTIES	3	1.00	10	2.00	11	1.93
JOB SECURITY	60	2.60	61	2.60	60	2.63
ENLISTED EVALUATION SYSTEM	3	2.00	4	2.33	3	2.22
PROMOTION OPPORTUNITIES	24	2.62	36	2.37	23	2.33
TRAINING/EXPERIENCE OF UNIT PERSONNEL	9	1.00	17	2.23	11	2.03
UNIT MANNING	6	1.50	7	2.00	5	2.50
UNIT RESOURCES	3	1.00	4	2.33	2	2.17
UNIT READINESS	3	2.00	5	2.75	3	2.12
RECOGNITION OF EFFORTS	39	2.31	24	2.11	20	2.11
ESPRIT DE CORPS/MORALE	31	2.71	37	2.37	35	2.38
LEADERSHIP OF IMMEDIATE SUPERVISOR	21	2.14	8	3.00	15	2.60
LEADERSHIP AT UNIT LEVEL	12	2.50	11	2.12	16	2.53
SENIOR AIR FORCE LEADERSHIP	12	2.25	2	2.50	7	2.42

TOP 5 REASONS FOR MEMBERS REENLISTING BY TAFMS GROUPS

1-48 MONTHS' TAFMS (N=33)	49-96 MONTHS' TAFMS (N=74)	97+ MONTHS' TAFMS (N=264)
JOB SECURITY	BONUS OR SPECIAL PAY	RETIREMENT BENEFITS
MILITARY LIFESTYLE	RETIREMENT BENEFITS	JOB SECURITY
BONUS OR SPECIAL PAY	JOB SECURITY	PAY AND ALLOWANCES
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	PAY AND ALLOWANCES	BONUS OR SPECIAL PAY
RETIREMENT BENEFITS	MEDICAL/ DENTAL CARE FOR AD MEMBER	MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS

TABLE A47

**COMPARISON OF SEPARATION FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR**

31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence	1-48 MONTHS' TAFMS (N=32)		49-96 MONTHS' TAFMS (N=24)		97+ MONTHS' TAFMS (N=25)	
	Percent Selecting	Average	Percent Selecting	Average	Percent Selecting	Average
MILITARY LIFESTYLE	68	2.45	59	2.07	56	1.93
PAY AND ALLOWANCES	41	1.92	55	2.23	52	2.08
BONUS OR SPECIAL PAY	18	1.83	46	2.27	44	2.45
RETIREMENT BENEFITS	6	2.50	33	2.50	28	2.29
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	12	2.00	34	2.00	4	1.00
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	43	2.64	34	2.12	12	1.67
MEDICAL/ DENTAL CARE FOR AD MEMBER	6	2.50	25	1.83	8	3.00
MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	6	2.50	25	2.17	20	2.80
BASE HOUSING	6	3.00	25	1.83	12	2.67
BASE SERVICES	6	2.50	20	2.20	8	2.50
CHILDCARE NEEDS	6	2.50	17	2.50	16	2.25
SPOUSE'S CAREER	12	2.25	29	2.86	16	1.75
CIVILIAN JOB OPPORTUNITIES	41	2.46	38	2.11	28	1.71
EQUAL EMPLOYMENT OPPORTUNITIES	6	2.00	17	1.50	4	2.00
NUMBER OF PCS MOVES	3	3.00	38	2.22	16	2.50
LOCATION OF PRESENT ASSIGNMENT	22	2.43	33	2.25	16	2.50
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	56	2.72	63	2.67	40	2.60
WORK SCHEDULE	52	2.47	38	2.67	24	2.83
ADDITIONAL DUTIES	6	2.50	42	2.80	32	2.38
JOB SECURITY	6	2.50	8	2.00	12	2.00
ENLISTED EVALUATION SYSTEM	12	2.25	37	2.67	24	2.00
PROMOTION OPPORTUNITIES	12	2.50	21	2.60	36	2.44
TRAINING/EXPERIENCE OF UNIT PERSONNEL	12	2.75	12	2.33	4	1.00
UNIT MANNING	25	2.75	37	2.78	24	2.33
UNIT RESOURCES	9	2.00	21	2.60	4	1.00
UNIT READINESS	6	2.00	12	1.67	4	1.00
RECOGNITION OF EFFORTS	22	1.86	34	2.00	24	2.33
ESPRIT DE CORPS/MORALE	25	2.00	42	2.30	24	2.00
LEADERSHIP OF IMMEDIATE SUPERVISOR	9	2.00	25	2.17	12	2.33
LEADERSHIP AT UNIT LEVEL	25	2.38	21	2.40	12	2.33
SENIOR AIR FORCE LEADERSHIP	22	2.43	21	2.20	16	2.00

TOP 5 REASONS FOR MEMBERS SEPARATING BY TAFMS GROUPS

1-48 MONTHS' TAFMS (N=32)	49-96 MONTHS' TAFMS (N=24)	97+ MONTHS' TAFMS (N=25)
MILITARY LIFESTYLE	NUMBER/DURATION OF TDYS OR DEPLOYMENTS	MILITARY LIFESTYLE
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	MILITARY LIFESTYLE	PAY AND ALLOWANCES
WORK SCHEDULE	PAY AND ALLOWANCES	BONUS OR SPECIAL PAY
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	BONUS OR SPECIAL PAY	NUMBER/DURATION OF TDYS OR DEPLOYMENTS
CIVILIAN JOB OPPORTUNITIES	ADDITIONAL DUTIES	PROMOTION OPPORTUNITIES