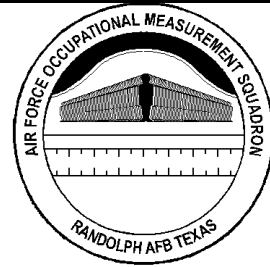




**UNITED STATES  
AIR FORCE**



# **OCCUPATIONAL SURVEY REPORT**



**AIRCRAFT ELECTRICAL AND ENVIRONMENTAL SYSTEMS**

**AFSC 2A6X6**

**OSSN: 2545**

**OCTOBER 2003**

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

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## **PREFACE**

This report presents the results of an Air Force Occupational Survey of the Aircraft Electrical and Environmental Systems career ladder (AFSC 2A6X6). 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.

Mr. Scott Vap, Inventory Development Specialist, developed the survey instrument. Lt Bryan Pickett, Occupational Analyst, analyzed the data, and wrote the final report. Ms. Karen Tilghman provided computer programming support, and Ms. Raquel Soliz provided administrative support. Mr. Robert Boerstler, Chief, Leadership Development Section, reviewed and approved this report for release.

Additional copies of this report may be obtained by writing to AFOMS/OAOD, 1550 5<sup>th</sup> 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.)

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**OCCUPATIONAL SURVEY  
AIRCRAFT ELECTRICAL AND ENVIRONMENTAL SYSTEMS  
(AFSC 2A6X6)**

**EXECUTIVE SUMMARY**

- 1. Survey Coverage:** The Aircraft Electrical and Environmental Systems 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 3,309 Active Duty (AD), 1,157 Air National Guard (ANG), and 890 Air Force Reserve Command (AFRC) personnel. Survey results were based on 1,818 members responding (1,086 AD, 403 ANG, and 329 AFRC).
- 2. Specialty Jobs:** Structure analysis identified one cluster and 6 independent jobs within the specialty. This career ladder is very homogeneous with a few members performing more specialized jobs.
- 3. Career Ladder Progression:** The Aircraft Electrical and Environmental Systems career ladder progression is typical of most career ladders. There was a distinction between 3- and 5-skill-level members, with the 5-skill-level members performing more supervisory work. The distinction between 5- and 7-skill-level members was more obvious, with the 7-skill-level members spending more than 14% of their time performing supervisory/management activities.
- 4. Training Analysis:** The Specialty Training Standard (STS) for the specialty, dated 1 October 2002, was reviewed in light of the survey data. The STS, for the most part, is adequately supported by the survey data. A complete review of the STS has been provided to the technical school for evaluation.
- 5. Job Satisfaction Analysis:** In general, job satisfaction among most 2A6X6 personnel was very good. However, members of the Oxygen Systems Independent Job had relatively low job satisfaction ratings. Reenlistment intentions were likewise relatively low for these members. Job satisfaction indicators for 2A6X6 members were higher than indicators for the comparative sample and comparable to indicators for the previous survey conducted in 2000.
- 6. Retention Dimensions:** Members in three total active federal military service (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. Top factors for reenlistment included job security, retirement benefits, and medical/dental care for AD member across all three TAFMS groups. Top factors for separation included military lifestyle, pay and allowances, and recognition of efforts across all three TAFMS groups. Civilian job opportunities and leadership at the unit level were major influences on separating for two out of three TAFMS groups.

## INTRODUCTION

### Air Force Occupational Measurement Squadron (AFOMS)

#### Occupational Analysis Program

Simply put, our mission is to provide occupational data for decisionmakers, 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 surveys 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 shortly.

#### Survey Administration

The sample of members who receive the JI primarily depends on the size of the career ladder. We typically survey 100% of all eligible members in career ladders numbering 3,000 or fewer assigned members. For career ladders larger than 3,000 members, we select a random sample of half of the eligible members, and for very large career ladders, we may sample one-third of all the eligible members. Return rates (the percentage of completed, usable surveys we receive back from the field) generally run between 50% - 70% or greater. All this combines to produce very large and very representative samples in almost every study we conduct, compared to the samples obtained by private commercial surveying and marketing firms, and this in turn leads to highly accurate information about the work and demographics of the career field.

Responding to the JI can be somewhat time-consuming when the number of tasks is large, but it is a simple process. Respondents are asked to examine each task 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 (unchosen tasks are given a 0 rating), according to how much relative time they spend performing that task in their present job, compared to all the other tasks they chose 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)** -- what you are currently reading -- but 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-job, 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 learn to do. 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 likely most appropriate training setting and approach for providing training for that task. ATIs allow training developers to quickly 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). Because 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** -- This document, 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 ELECTRICAL AND ENVIRONMENTAL SYSTEMS (AFSC 2A6X6)**

This is a report of an occupational survey of the Aircraft Electrical and Environmental Systems 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 August 2000.

### Career Ladder Background

According to the Specialty Description in AFMAN 36-2108, *Enlisted Classification*, dated 31 October 2003, personnel in this career ladder perform and supervise aircraft electrical and environmental (E & E) functions and activities; and troubleshoot, inspect, remove, install, repair, modify, overhaul, and operate aircraft E & E systems, components, and associated support equipment.

The initial technical training school for this AFSC is located at Sheppard AFB TX. The J3ABR2A636 009 – *Aircraft Electrical and Environmental Systems Apprentice course* is 93 days' long. The course provides training in the knowledge and skills needed to perform maintenance on aircraft electrical and environmental systems. The course includes training on: aircraft familiarization, maintenance and inspection systems, corrosion control, DC principles, AC electronics, and maintenance basics. It also includes lessons on the AF technical order system, flightline safety, aircraft forms, maintenance data collection, troubleshooting techniques, and wiring schematics/diagrams. The course includes instruction on power generation, landing gear and warning systems, lighting, flight controls and cargo door systems, environmental systems, and utility/oxygen systems.

Entry into AFSC 2A6X6 requires an Armed Forces Vocational Aptitude Battery (ASVAB) "Mechanical" score of 39, an ASVAB "Electrical" score of 60, and a Strength requirement of "K" (weight lift of 70 lb). Additional requirements for entry into this specialty include normal color vision as defined in AFI 48-123, *Medical Examination and Standards*, and the ability to speak distinctly. 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) 2545, dated March 2003. During the development of the comprehensive task list, 48 subject-matter experts from eight operational bases and one training unit were interviewed. The survey requested such standard background information as base of assignment; command of assignment; 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

systems, tools, and equipment used or operated. Additional background items concerned aircraft supported and forms used. The inventory listed 1,032 tasks grouped under 26 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>                                                                        |
|---------------------------|------------------------------------------------------------------------------------------------|
| Sheppard AFB TX           | Technical training location                                                                    |
| Barksdale AFB LA          | B-52 and A-10 representation                                                                   |
| Kirtland AFB NM           | Aircraft for special operations, training, and humanitarian missions                           |
| Gowen Field ANGB ID       | Combat-ready A-10 and C-130 representation                                                     |
| Mountain Home AFB ID      | KC-135R, F-15C, F-15E, and F-16C representation                                                |
| Travis AFB CA             | C-5 and KC-10 representation                                                                   |
| McChord AFB WA            | C-17 and C-141 representation; training of mission-ready reservists for United States and NATO |
| Dyess AFB TX (e-mail)     | B-1B and C-130 representation                                                                  |
| Ellsworth AFB SD (e-mail) | B-1B representation                                                                            |

### 2A6X6 Survey Administration

From March to July 2003, the survey control monitor at the technical training school and operational bases administered the inventory to all eligible DAFSC 2A636, 2A656, and 2A676 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](#) shows the distribution of the survey sample by MAJCOM, while [Table 2](#) displays the survey distribution by paygrade groups. [Table 3](#) shows the final sample distribution by skill level. [Table 4](#) displays the component characteristics for the AD, ANG, and AFRC members in the final sample.

TABLE 1

| MAJCOM REPRESENTATION OF TOTAL SAMPLE |                          |                      |
|---------------------------------------|--------------------------|----------------------|
| COMMAND                               | PERCENT OF<br>ASSIGNED** | PERCENT OF<br>SAMPLE |
| ACC                                   | 21                       | 18                   |
| USAFE                                 | 4                        | 6                    |
| PACAF                                 | 6                        | 5                    |
| AMC                                   | 15                       | 15                   |
| AETC                                  | 7                        | 10                   |
| AFMC                                  | 3                        | 2                    |
| AFSOC                                 | 3                        | 3                    |
| OTHER***                              | *                        | *                    |
| ANG                                   | 23                       | 22                   |
| AFRC                                  | 17                       | 18                   |
| TOTAL ASSIGNED**                      |                          | 5,986                |
| TOTAL ELIGIBLE                        |                          | 5,355                |
| TOTAL SURVEYS MAILED                  |                          | 5,355                |
| TOTAL IN SAMPLE                       |                          | 1,818                |
| PERCENT OF ASSIGNED IN SAMPLE         |                          | 30                   |
| PERCENT OF ELIGIBLE IN SAMPLE         |                          | 34                   |
| PERCENT OF MAILED IN SAMPLE           |                          | 34                   |

\* Indicates less than 1%

\*\* As of Mar 03

\*\*\* Other includes AFSPA and EUR



TABLE 2

| PAYGRADE DISTRIBUTION OF SAMPLE |                         |                      |
|---------------------------------|-------------------------|----------------------|
| PAYGRADE                        | PERCENT OF<br>ASSIGNED* | PERCENT OF<br>SAMPLE |
| E-1 - E-2                       | 2                       | 1                    |
| E-3                             | 16                      | 14                   |
| E-4                             | 22                      | 20                   |
| E-5                             | 25                      | 27                   |
| E-6                             | 23                      | 25                   |
| E-7                             | 12                      | 13                   |

\* As of Mar 03

TABLE 3

| SKILL-LEVEL DISTRIBUTION OF SAMPLE |                         |                      |
|------------------------------------|-------------------------|----------------------|
| SKILL LEVEL                        | PERCENT OF<br>ASSIGNED* | PERCENT OF<br>SAMPLE |
| 2A636                              | 20                      | 19                   |
| 2A656                              | 51                      | 41                   |
| 2A676                              | 29                      | 40                   |

\* As of Mar 03

TABLE 4

| COMPONENT CHARACTERISTICS |       |       |      |
|---------------------------|-------|-------|------|
|                           | AD    | ANG   | AFRC |
| ASSIGNED                  | 3,620 | 1,376 | 990  |
| SURVEYED                  | 3,309 | 1,157 | 890  |
| SAMPLE                    | 1,086 | 403   | 329  |
| % OF SURVEYED             | 33    | 35    | 37   |

The command and paygrade distributions of the survey sample are close to the percent assigned, indicating that the sample is a true representation of the career ladder population assigned to the MAJCOMs. There were more 7-skill-level than 5-skill-level personnel in the final sample, which varies from the percentages of assigned personnel. However, this can be attributed to the low return rate and large number of unusable returns; it did not adversely affect the analysis.

## 2A6X6 JOB STRUCTURE

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 here.

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 2A6X6 career ladder.

### Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, one cluster and six independent jobs were identified within the Aircraft Electrical and Environmental Systems career ladder. Figure 1 shows this job structure. A written outline of the job structure follows. The stage (STG) number shown beside each title refers to computer-generated tracking information. The letter “N” represents the number of members in each group. [Tables 5-12](#) (at the end of this report, following the narrative) provide detailed descriptions of the cluster and jobs listed below, including demographic information and representative tasks that members perform. In addition, the tables show some distinguishing tasks performed by members of jobs identified within the cluster.

- I. ELECTRICAL AND ENVIRONMENTAL SYSTEMS CORE CLUSTER (STG 87, N=1,347)
  - A. ELECTRICAL AND ENVIRONMENTAL SYSTEMS JOB (STG 229, N=1,112)
  - B. ENTRY-LEVEL ELECTRICAL AND ENVIRONMENTAL SYSTEMS JOB (STG 178, N=47)
  - C. LIGHTING/WARNING SYSTEM JOB (STG 294, N=22)
  - D. FIRST-LINE SUPERVISOR JOB (STG 220, N=34)
- II. OXYGEN SYSTEMS INDEPENDENT JOB (STG 190, N=71)
- III. POWER AND DISTRIBUTION SYSTEMS INDEPENDENT JOB (STG 212, N=16)
- IV. SECTION/ELEMENT CHIEF INDEPENDENT JOB (STG 243, N=65)

- V. INSTRUCTOR INDEPENDENT JOB (STG 81, N=49)
- VI. QUALITY ASSURANCE INDEPENDENT JOB (STG 191, N=20)
- VII. EXPEDITOR/PRODUCTION SUPERINTENDENT INDEPENDENT JOB (STG 133, N=15)

[Table 13](#), at the end of this narrative, displays time spent on duties by the members within the cluster and jobs.

#### Members Not Grouped

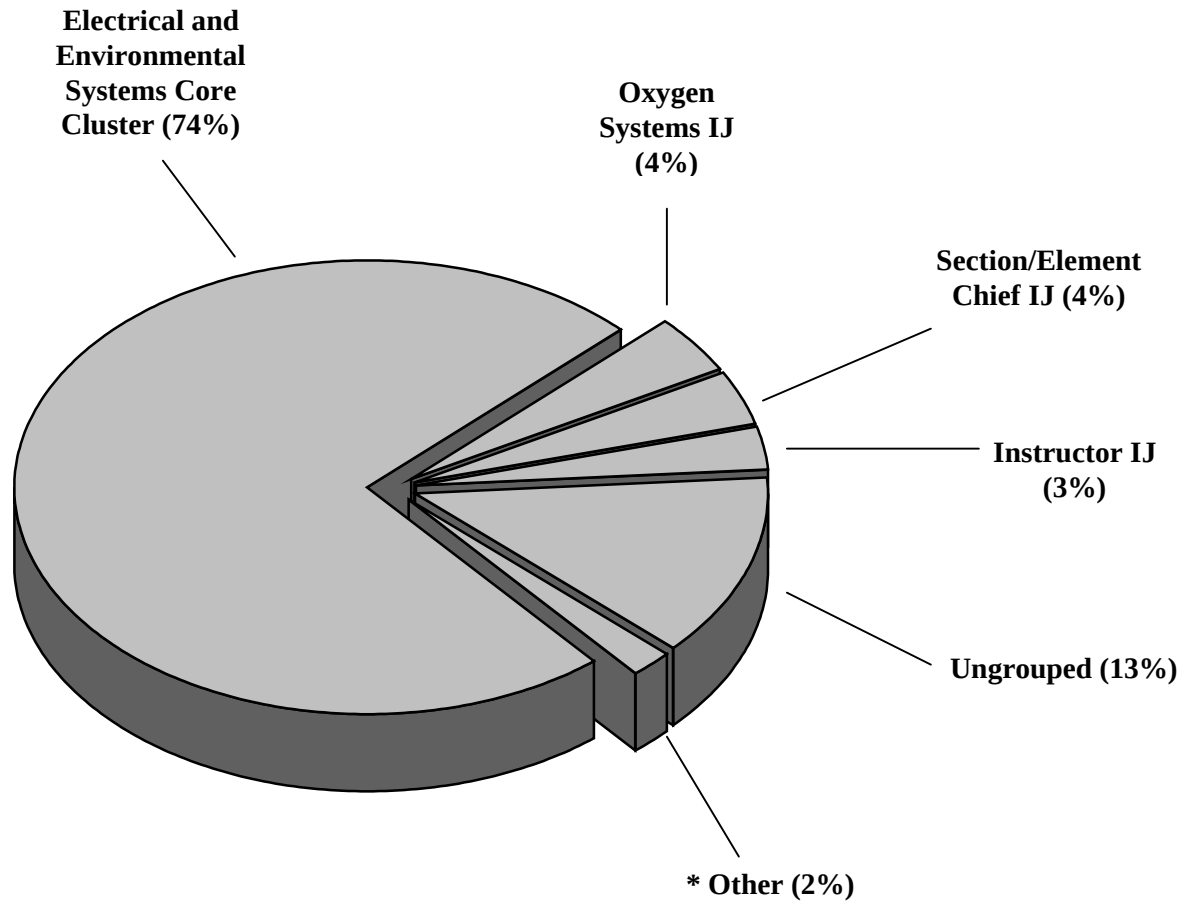
- Remaining 13% of survey sample did not group with any cluster or independent job
- Survey respondents sometimes do not fall into an identified job because they perform fewer tasks or mark the same tasks but give considerably different time spent ratings for those tasks
- In addition, there may not have been enough individuals performing the same combination of tasks to warrant identification of a job

#### Comparison of Current Specialty Jobs to Previous Survey

- Jobs in which 2A6X6 members were identified in 2000 study were also identified in current study for the most part
- Overall nature of the 2A6X6 career ladder has not changed much since the previous study; still a very homogeneous career ladder with small pockets of members performing jobs that are more focused

[Table 14](#) shows the cluster and jobs identified in this study compared to the previous study conducted in 2000.

**IDENTIFIED JOB STRUCTURE AND PERCENTAGES OF  
TOTAL SURVEY SAMPLE  
(N=1,818)**



**\*Other includes:**

- **Power and Distribution Systems IJ (<1%)**
- **Quality Assurance IJ (1%)**
- **Expeditor/Production Superintendent IJ (<1%)**

**FIGURE 1**

## 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 15](#) – Distribution of skill-level members across the career ladder cluster and jobs:

- Majority of members in all three skill-level groups are in Electrical and Environmental Systems Core Cluster
- Remaining 3-skill-level members were divided among the technical independent jobs (Oxygen Systems and Power and Distribution Systems)
- Remaining 7-skill-level members were divided among the supervisory independent jobs (i.e., Section/Element Chief, Instructor, Quality Assurance, Expeditor/Production Superintendent)

#### Duties

[Table 16](#) – Time spent on duties by members of skill-level groups:

- Time spent on duties by all three skill levels distributed across all 26 duty areas
- 3- and 5-skill-level members spend slightly more time Performing Aircraft Electrical and Environmental Fundamental Maintenance Activities (Duty A), Maintaining Aircraft Power and Distribution Systems (Duty B), and Maintaining Aircraft Oxygen Systems and Associated Equipment (Duty O) than 7-skill-level members
- 7-skill-level members spend slightly more time Performing Maintenance Management Activities (Duty U) and Performing Training Activities (Duty Y) and spend significantly more time Performing Management and Supervisory Activities (Duty Z) than DAFSC 2A636 and 2A656 members

## AD

### Duties

[Table 17](#) – Time spent on duties by AD members of skill-level groups:

- Time spent on duties by all three skill levels distributed across all 26 duty areas
- 3- and 5-skill-level members spend slightly more time Performing Aircraft Electrical and Environmental Fundamental Maintenance Activities (Duty A), Maintaining Aircraft Power and Distribution Systems (Duty B), and Maintaining Aircraft Oxygen Systems and Associated Equipment (Duty O) than 7-skill-level members
- 7-skill-level members spend slightly more time Performing Maintenance Management Activities (Duty U) and Performing Training Activities (Duty Y) and spend significantly more time Performing Management and Supervisory Activities (Duty Z) than DAFSC 2A636 and 2A656 members

### Tasks

[Table 18](#) – Tasks performed by AD 2A636 members:

- Tasks being performed by highest percentages of 3-skill-level members (57% and above) involve technical tasks across several duty areas, such as troubleshooting, performing operational checks, and removing and installing components with wires, harnesses, power systems, lighting, air-conditioning, and engine fire and overheat warning systems

[Table 19](#) – Tasks performed by AD 2A656 members:

- Tasks being performed by highest percentages (65% and above) of 5-skill-level members very similar to tasks being performed by 3-skill-level members with same degree of heterogeneity

[Table 20](#) – Tasks performed by AD 2A676 members:

- Heavy emphasis on supervisory and managerial activities at this skill level across several duty areas

## ANG

### Duties

[Table 21](#) – Time spent on duties by ANG members of skill-level groups:

- Time spent on duties by all three skill-level groups distributed across all 26 duty areas
- Time spent on duties by ANG members very similar to time spent on duties by AD members
- 3- and 5-skill-level members spend slightly more time Performing Aircraft Electrical and Environmental Fundamental Maintenance Activities (Duty A), Maintaining Aircraft Power and Distribution Systems (Duty B), and Maintaining Aircraft Oxygen Systems and Associated Equipment (Duty O) than 7-skill-level members
- 7-skill-level members spend slightly more time Performing Maintenance Management Activities (Duty U), Performing Training Activities (Duty Y), and Performing Management and Supervisory Activities (Duty Z) than DAFSC 2A636 and 2A656 members

### Tasks

[Table 22](#) – Tasks performed by ANG 2A636 members:

- Tasks being performed by highest percentages of 3-skill-level members (58% and above) involve technical tasks across several duty areas, such as troubleshooting, performing operational checks, and removing and installing components with wires, harnesses, power systems, lighting, air-conditioning, engine fire and overheat warning systems, etc.

[Table 23](#) – Tasks performed by ANG 2A656 members:

- Tasks being performed by highest percentages (76% and above) of 5-skill-level members very similar to tasks being performed by 3-skill-level members with same degree of heterogeneity

[Table 24](#) – Tasks performed by ANG 2A676 members:

- Still large number of technical tasks being performed by majority of 7-skill-level members (85% and above)

## AFRC

### Duties

[Table 25](#) – Time spent on duties by AFRC members of skill-level groups:

- Time spent on duties by all three skill-level groups distributed across all 26 duty areas
- Time spent on duties by AFRC members similar to time spent on duties by AD and ANG members
- 3- and 5-skill-level members spend slightly more time Performing Aircraft Electrical and Environmental Fundamental Maintenance Activities (Duty A), Maintaining Aircraft Power and Distribution Systems (Duty B), and Maintaining Lighting Systems (Duty L) than 7-skill-level members
- 7-skill-level members spend slightly more time Performing Maintenance Management Activities (Duty U), Performing Training Activities (Duty Y), and Performing Management and Supervisory Activities (Duty Z) than DAFSC 2A656 and 2A676 members

### Tasks

[Table 26](#) – Tasks performed by AFRC 2A636 members:

- Tasks being performed by highest percentages of 3-skill-level members (65% and above) involve technical tasks across several duty areas, such as troubleshooting, performing operational checks, and removing and installing components with wires, harnesses, power systems, lighting, air-conditioning and engine fire and overheat warning systems

[Table 27](#) – Tasks performed by AFRC 2A656 members:

- Tasks being performed by highest percentages (68% and above) of 5-skill-level members very similar to tasks being performed by 3-skill-level members with same degree of heterogeneity

[Table 28](#) – Tasks performed by AFRC 2A676 members:

- Still large number of technical tasks being performed by majority of 7-skill-level members (79% and above)



## 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.)

### **WHAT ENTRY-LEVEL MEMBERS NEED TO KNOW**

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

N=437 (24% of sample)

#### Jobs

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

- Increases of 4% in Oxygen Systems IJ, 1% in Power and Distribution System IJ, and 5% Ungrouped versus jobs for total sample ([Figure 1](#))
- No first-enlistment personnel in Section/Element Chief IJ, Instructor IJ, Quality Assurance IJ, or Expeditor/Production Superintendent IJ

#### Duties

[Table 29](#) – Relative time spent on duties

- Time spent on duties by first-enlistment personnel distributed across all 26 duty areas
- First-enlistment personnel spend slightly more time Performing Aircraft Electrical and Environmental Fundamental Maintenance Activities (Duty A), Maintaining Aircraft Power and Distribution Systems (Duty B), and Maintaining Aircraft Oxygen Systems and Associated Equipment (Duty O)
- First-enlistment personnel spend less time Performing Deployment and Contingency Activities (Duty X), Performing Training Activities (Duty Y), and Performing Management and Supervisory Activities (Duty Z)

## Tasks

[Table 30](#) – Representative tasks performed

- Tasks being performed by highest percentages of first-enlistment personnel (60% and above) involve technical tasks across several duty areas, such as troubleshooting, performing operational checks, and removing and installing components with wires, harnesses, power systems, lighting, air-conditioning and engine fire and overheat warning systems

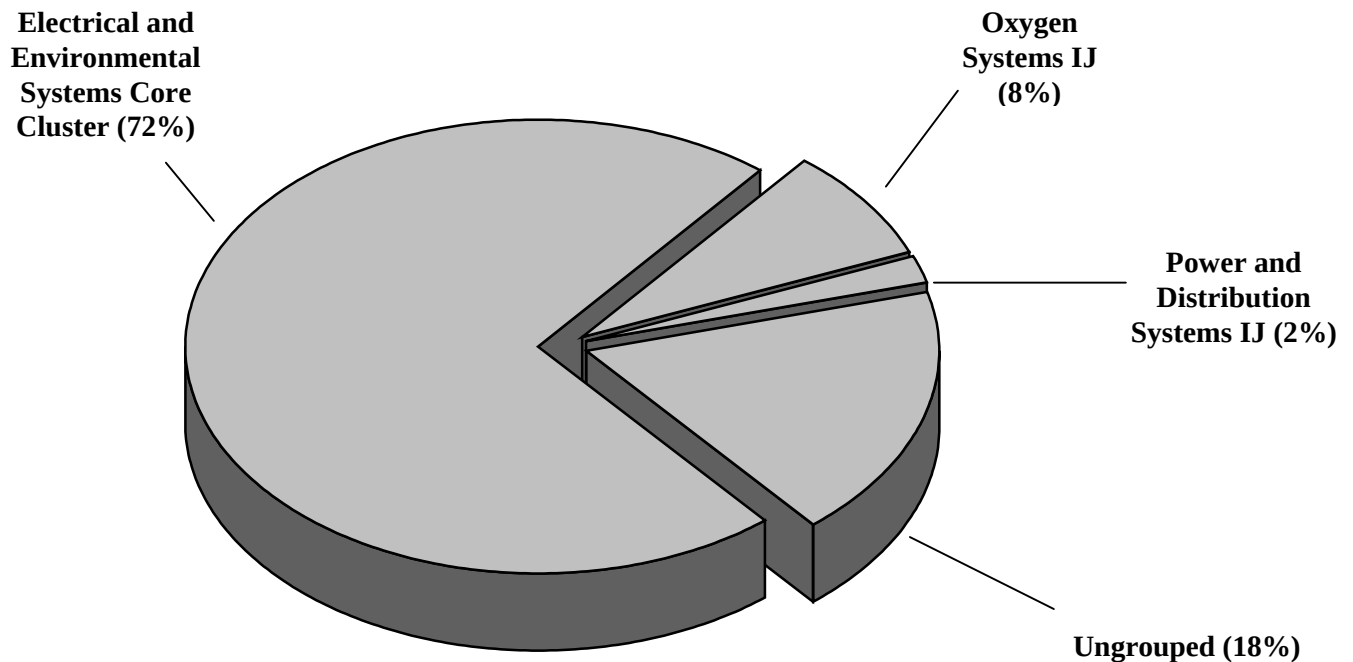
## Equipment

[Table 31](#) – Lists top equipment used or operated by first-enlistment personnel

[Table 32](#) – Lists top aircraft maintained by first-enlistment personnel

[Table 33](#) – Lists top forms used by first-enlistment personnel

**DISTRIBUTION OF AFSC 2A6X6 FIRST-ENLISTMENT  
PERSONNEL (1-48 MONTHS' TAFMS) ACROSS SPECIALTY JOBS  
(N=437)**



**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) is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected AFSC 2A6X6 members (generally E-6 or E-7 craftsmen) completed either a training emphasis (TE) or task difficulty (TD) survey. The training document (STS) was 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:

- Twenty-one AFSC 2A6X6 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 2.16 with a standard deviation of 1.64
- If a task has a TE rating at least one standard deviation above the mean, that is, of at least 3.80, it is probably important to provide new personnel with formal training on that task

[Table 34](#) – Tasks with highest TE ratings:

- Tasks with high TE ratings are very diverse and include air-conditioning, oxygen, anti-skid, engine fire or overheat detection, nose-gear steering, and miscellaneous electrical and power systems

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

- Thirty-one AFSC 2A6X6 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 35](#) – Tasks with highest TD ratings:

- Also lists percent members performing these tasks by groups of 1-24 months' and 1-48 months' TAFMS, as well as members of the 3-, 5-, and 7-skill-level groups
- Tasks with high TD ratings are also very diverse and include systems such as power and distribution, fuel and water, cargo door and ramp, landing gear, and other miscellaneous electrical and environmental control systems but they are usually different tasks than those with a high TE rating -- high TD often implies low TE
- Unlike tasks with high TE ratings, some tasks with high TD ratings have low percent members performing
- This pattern is typical across many career fields because relatively few members perform the most difficult tasks

### **WHAT DOES THE 2A6X6 TRAINING DOCUMENT REFLECT?**

#### **Specialty Training Standard (STS) Analysis**

Technical school personnel from the 364th Training Squadron (364 TRS), Sheppard AFB TX, 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-job (1-24 months' TAFMS) members and first-enlistment (1-48 months' TAFMS) 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-job and first-enlistment groups should be closely reviewed by subject-matter experts 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-job or first-enlistment 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.

[Table 36](#) – Examples of tasks not referenced to STS elements with 20% or more members performing:

- A complete listing of tasks not referenced to the STS can be found at the end of the STS report in Training Extract; these tasks should be reviewed for possible addition to STS

[Table 37](#) – Examples of tasks with 20% or more members performing matched to STS elements without proficiency codes:

- 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

There was considerable disparity between the STS and the task list. This is due in large part to the fact that the task list was developed prior to the new STS published Oct 2002. There were some STS items coded at the 2b level that had no tasks matched to them. However; there were no major STS items that were unsupported.

Overall, the STS is adequately supported by the survey data.

## **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.

### Job Satisfaction

Overall = Very Good

[Table 38](#) – Job satisfaction data by job groups identified in [2A6X6 JOB STRUCTURE](#) section of this report:

- Lighting/Warning System Job, First-Line Supervisor Job, and Oxygen Systems Independent Job – low job satisfaction overall compared to the remaining jobs and cluster
- Oxygen Systems Independent Job – very low expressed job interest, perceived use of talents, sense of accomplishment from job, and reenlistment intentions
- Section/Element Chief Independent Job, Instructor Independent Job, Quality Assurance Independent Job, and Expeditor/Production Superintendent Independent Job – high job satisfaction indicators overall compared to remaining jobs and cluster

[Table 39](#) – displays comparative job satisfaction data between the current 2A6X6 OSR data and members from similar AFSCs surveyed in the previous 24 months (AFSC 2A5X1, Aerospace Maintenance, 2A5X2 – Helicopter Maintenance, 2A6X1B – Aerospace Propulsion (Turboprop/Turboshaft), 2A7X2 – Nondestructive Inspection, 2A7X4 – Survival Equipment). The results from the comparison data are summarized below:

- Overall, job satisfaction ratings for the 2A6X6 members are slightly higher compared to the comparative sample

[Table 40](#) 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 higher than the AD members, especially for job interest, sense of accomplishment from job, and reenlistment intentions

[Table 41](#) compares job satisfaction data for the current 2A6X6 OSR data and the 2000 2A6X6 survey. The results of the comparison are summarized below:

- Overall, job satisfaction ratings for the 2A6X6 members in the current study are very similar compared to the 2A6X6 members in the previous study
- Perceived use of talents and reenlistment intentions for 2A6X6 career airmen in the current study are slightly higher compared to perceived use of talents and reenlistment intentions in 2000

## **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 each of 31 different factors will have any 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 each of 31 different factors will have any 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 42](#) – 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 5 reasons members may choose to reenlist based on the highest percentages selecting each factor are listed below [Table 42](#)

- Job security, retirement benefits, and medical/dental care for AD member are among the top five factors that may influence the respondents' decisions to reenlist for each TAFMS group
- Pay and allowances and medical or dental care for family members were major influences on reenlistment for two of the three TAFMS groups

### Separation

[Table 43](#) – Displays the percentage of the members for each TAFMS group indicating that their plans to separate may be influenced by each factor as well as the average ratings by TAFMS group for the 31 factors based on the influence each factor may have on the respondents' decisions to separate:

- Top 5 reasons members in each TAFMS group may choose to separate based on the highest percentages selecting each factor are listed below [Table 43](#)
- Military lifestyle, pay and allowances, and recognition of efforts are among the top five factors that may influence the respondents' decisions to separate for each TAFMS group
- Civilian job opportunities and leadership at unit level were major influences on separating for two of the three TAFMS groups

TABLE 5

**ELECTRICAL AND ENVIRONMENTAL SYSTEMS  
CORE CLUSTER (STG 87)  
N=1,347 (74% of TOTAL SAMPLE)**

| DEMOGRAPHICS                |       |                  |  |
|-----------------------------|-------|------------------|--|
| Average Time in Present Job |       | 6 years 2 months |  |
| Average TAFMS               |       | 7 years 1 month  |  |
| Predominant Paygrades       | E-4   | 22%              |  |
|                             | E-5   | 30%              |  |
|                             | E-6   | 25%              |  |
| Skill Levels                | 2A636 | 18%              |  |
|                             | 2A656 | 44%              |  |
|                             | 2A676 | 38%              |  |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | 256 | PERCENT MEMBERS PERFORMING |
|-------|-------------------------------------------------------------------------------------------|-----|----------------------------|
| B0060 | Perform operational checks of AC power systems                                            |     | 97                         |
| B0062 | Perform operational checks of DC power systems                                            |     | 97                         |
| A0017 | Crimp splices, terminals, or pins to wires                                                |     | 96                         |
| B0066 | Remove or install AC power components                                                     |     | 96                         |
| B0068 | Remove or install DC power components                                                     |     | 96                         |
| B0081 | Troubleshoot AC power malfunctions                                                        |     | 95                         |
| B0083 | Troubleshoot DC power malfunctions                                                        |     | 95                         |
| L0426 | Perform operational checks of exterior lighting systems                                   |     | 94                         |
| L0431 | Remove or install exterior lighting system components                                     |     | 94                         |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        |     | 93                         |
| B0064 | Perform operational checks of external power systems                                      |     | 92                         |
| A0028 | Inspect wire bundles or harnesses                                                         |     | 91                         |
| A0004 | Assemble or disassemble connector plugs                                                   |     | 91                         |
| B0085 | Troubleshoot external power system malfunctions                                           |     | 91                         |
| J0392 | Remove or install engine fire or overheat detection system components                     |     | 91                         |
| A0011 | Clean connector plugs                                                                     |     | 91                         |
| L0428 | Perform operational checks of interior lighting systems                                   |     | 90                         |
| L0433 | Remove or install interior lighting system components                                     |     | 90                         |
| L0443 | Troubleshoot interior lighting system malfunctions                                        |     | 90                         |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves |     | 88                         |
| S0687 | Remove or install air-conditioning system components                                      |     | 88                         |
| D0138 | Perform operational checks of anti-skid systems                                           |     | 88                         |
| A0026 | Inspect electrical bonds or grounds                                                       |     | 88                         |
| S0681 | Perform operational checks of air-conditioning systems                                    |     | 87                         |
| D0147 | Remove or install anti-skid system components                                             |     | 87                         |
| J0396 | Troubleshoot engine fire or overheat detection system malfunctions                        |     | 87                         |
| B0070 | Remove or install external power components                                               |     | 87                         |
| S0700 | Troubleshoot air-conditioning system malfunctions                                         |     | 86                         |
| L0421 | Inspect exterior lighting system components                                               |     | 86                         |
| J0390 | Perform operational checks of engine fire or overheat warning systems                     |     | 86                         |
| J0393 | Remove or install fire warning detection system components                                |     | 86                         |



**TABLE 6**

**JOBS IDENTIFIED WITHIN ELECTRICAL AND ENVIRONMENTAL  
SYSTEMS CORE CLUSTER**

**ELECTRICAL AND ENVIRONMENTAL SYSTEMS JOB (STG 229)  
N=1,112 (83% OF CLUSTER)**

DEMOGRAPHICS

|                             |                  |
|-----------------------------|------------------|
| Average Time in Present Job | 6 years 6 months |
| Average TAFMS               | 7 years 0 months |
| Predominant Paygrades       | E-4 21%          |
|                             | E-5 31%          |
|                             | E-6 27%          |
| Skill Levels                | 2A636 15%        |
|                             | 2A656 45%        |
|                             | 2A676 40%        |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | 271 | PERCENT<br>MEMBERS<br>PERFORMING |
|-------|-------------------------------------------------------------------------------------------|-----|----------------------------------|
| B0060 | Perform operational checks of AC power systems                                            |     | 98                               |
| B0081 | Troubleshoot AC power malfunctions                                                        |     | 98                               |
| B0062 | Perform operational checks of DC power systems                                            |     | 98                               |
| A0017 | Crimp splices, terminals, or pins to wires                                                |     | 97                               |
| B0066 | Remove or install AC power components                                                     |     | 97                               |
| L0426 | Perform operational checks of exterior lighting systems                                   |     | 97                               |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        |     | 97                               |
| L0431 | Remove or install exterior lighting system components                                     |     | 97                               |
| B0083 | Troubleshoot DC power malfunctions                                                        |     | 97                               |
| B0068 | Remove or install DC power components                                                     |     | 97                               |
| S0687 | Remove or install air-conditioning system components                                      |     | 95                               |
| L0443 | Troubleshoot interior lighting system malfunctions                                        |     | 95                               |
| B0085 | Troubleshoot external power system malfunctions                                           |     | 95                               |
| S0700 | Troubleshoot air-conditioning system malfunctions                                         |     | 94                               |
| S0681 | Perform operational checks of air-conditioning systems                                    |     | 94                               |
| A0028 | Inspect wire bundles or harnesses                                                         |     | 94                               |
| L0428 | Perform operational checks of interior lighting systems                                   |     | 94                               |
| B0064 | Perform operational checks of external power systems                                      |     | 94                               |
| L0433 | Remove or install interior lighting system components                                     |     | 94                               |
| J0392 | Remove or install engine fire or overheat detection system components                     |     | 94                               |
| D0138 | Perform operational checks of anti-skid systems                                           |     | 93                               |
| A0004 | Assemble or disassemble connector plugs                                                   |     | 93                               |
| J0396 | Troubleshoot engine fire or overheat detection system malfunctions                        |     | 93                               |
| A0011 | Clean connector plugs                                                                     |     | 93                               |
| S0677 | Perform leakage checks of air-conditioning systems                                        |     | 92                               |
| D0147 | Remove or install anti-skid system components                                             |     | 92                               |
| L0421 | Inspect exterior lighting system components                                               |     | 91                               |
| A0026 | Inspect electrical bonds or grounds                                                       |     | 91                               |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves |     | 90                               |
| Q0611 | Perform operational checks of bleed air distribution systems                              |     | 90                               |
| S0671 | Inspect air-conditioning system components                                                |     | 90                               |

**TABLE 6 (CONTINUED)**

**ENTRY-LEVEL ELECTRICAL AND ENVIRONMENTAL  
SYSTEMS JOB (STG 178)  
N=47 (3% OF CLUSTER)**

DEMOGRAPHICS

|                             |                  |
|-----------------------------|------------------|
| Average Time in Present Job | 3 years 5 months |
| Average TAFMS               | 3 years 6 months |
| Predominant Paygrades       | E-3 34%          |
|                             | E-4 26%          |
|                             | E-5 32%          |
| Skill Levels                | 2A636 49%        |
|                             | 2A656 43%        |
|                             | 2A676 9%         |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | 93 | PERCENT<br>MEMBERS<br>PERFORMING |
|-------|-------------------------------------------------------------------------------------------|----|----------------------------------|
| B0083 | Troubleshoot DC power malfunctions                                                        |    | 100                              |
| B0068 | Remove or install DC power components                                                     |    | 100                              |
| B0060 | Perform operational checks of AC power systems                                            |    | 98                               |
| B0066 | Remove or install AC power components                                                     |    | 98                               |
| B0081 | Troubleshoot AC power malfunctions                                                        |    | 98                               |
| B0062 | Perform operational checks of DC power systems                                            |    | 96                               |
| A0017 | Crimp splices, terminals, or pins to wires                                                |    | 94                               |
| L0433 | Remove or install interior lighting system components                                     |    | 91                               |
| L0431 | Remove or install exterior lighting system components                                     |    | 91                               |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        |    | 89                               |
| B0085 | Troubleshoot external power system malfunctions                                           |    | 89                               |
| L0426 | Perform operational checks of exterior lighting systems                                   |    | 87                               |
| D0138 | Perform operational checks of anti-skid systems                                           |    | 85                               |
| B0063 | Perform operational checks of emergency power systems                                     |    | 85                               |
| B0070 | Remove or install external power components                                               |    | 85                               |
| B0061 | Perform operational checks of battery charger systems                                     |    | 83                               |
| D0147 | Remove or install anti-skid system components                                             |    | 83                               |
| B0084 | Troubleshoot emergency power malfunctions, other than batteries                           |    | 83                               |
| B0064 | Perform operational checks of external power systems                                      |    | 81                               |
| B0082 | Troubleshoot battery charger system malfunctions                                          |    | 81                               |
| A0011 | Clean connector plugs                                                                     |    | 81                               |
| L0443 | Troubleshoot interior lighting system malfunctions                                        |    | 79                               |
| L0428 | Perform operational checks of interior lighting systems                                   |    | 77                               |
| B0067 | Remove or install battery charger components                                              |    | 77                               |
| D0164 | Troubleshoot anti-skid system malfunctions                                                |    | 74                               |
| B0069 | Remove or install emergency power components, other than batteries                        |    | 74                               |
| D0143 | Perform operational checks of nose-wheel or nose-gear steering systems                    |    | 68                               |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves |    | 68                               |
| D0168 | Troubleshoot landing gear control or warning system malfunctions                          |    | 68                               |
| L0440 | Troubleshoot emergency lighting system malfunctions                                       |    | 68                               |
| A0004 | Assemble or disassemble connector plugs                                                   |    | 68                               |

**TABLE 6 (CONTINUED)**

**LIGHTING AND WARNING SYSTEM JOB (STG 294)  
N=22 (2% OF CLUSTER)**

DEMOGRAPHICS

|                             |                  |
|-----------------------------|------------------|
| Average Time in Present Job | 5 years 0 months |
| Average TAFMS               | 9 years 6 months |
| Predominant Paygrades       | E-3 23%          |
|                             | E-4 9%           |
|                             | E-5 23%          |
|                             | E-6 41%          |
| Skill Levels                | 2A636 27%        |
|                             | 2A656 27%        |
|                             | 2A676 46%        |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | 193 | PERCENT MEMBERS PERFORMING |
|-------|-------------------------------------------------------------------------------------------|-----|----------------------------|
| I0349 | Perform operational checks of master caution and warning systems                          |     | 100                        |
| I0377 | Troubleshoot master caution and warning system malfunctions                               |     | 100                        |
| L0428 | Perform operational checks of interior lighting systems                                   |     | 100                        |
| L0426 | Perform operational checks of exterior lighting systems                                   |     | 100                        |
| B0081 | Troubleshoot AC power malfunctions                                                        |     | 100                        |
| L0433 | Remove or install interior lighting system components                                     |     | 100                        |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        |     | 100                        |
| L0443 | Troubleshoot interior lighting system malfunctions                                        |     | 100                        |
| B0062 | Perform operational checks of DC power systems                                            |     | 100                        |
| B0060 | Perform operational checks of AC power systems                                            |     | 100                        |
| B0083 | Troubleshoot DC power malfunctions                                                        |     | 100                        |
| L0431 | Remove or install exterior lighting system components                                     |     | 100                        |
| B0066 | Remove or install AC power components                                                     |     | 100                        |
| A0011 | Clean connector plugs                                                                     |     | 100                        |
| A0004 | Assemble or disassemble connector plugs                                                   |     | 100                        |
| F0236 | Perform operational checks of air refueling probe systems                                 |     | 100                        |
| J0393 | Remove or install fire warning detection system components                                |     | 100                        |
| N0482 | Perform operational checks of aircraft fire extinguishing systems                         |     | 100                        |
| B0064 | Perform operational checks of external power systems                                      |     | 95                         |
| A0017 | Crimp splices, terminals, or pins to wires                                                |     | 95                         |
| B0085 | Troubleshoot external power system malfunctions                                           |     | 95                         |
| A0028 | Inspect wire bundles or harnesses                                                         |     | 95                         |
| B0068 | Remove or install DC power components                                                     |     | 95                         |
| B0056 | Inspect DC power components                                                               |     | 95                         |
| N0476 | Inspect aircraft fire extinguishing systems                                               |     | 95                         |
| B0070 | Remove or install external power components                                               |     | 95                         |
| N0490 | Troubleshoot aircraft fire extinguishing system malfunctions                              |     | 95                         |
| J0397 | Troubleshoot fire warning detection system malfunctions                                   |     | 95                         |
| A0003 | Apply sealant to connectors, relays, and fixtures                                         |     | 95                         |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves |     | 91                         |
| A0030 | Perform corrosion control procedures                                                      |     | 91                         |

**TABLE 6 (CONTINUED)**

**FIRST-LINE SUPERVISOR JOB (STG 220)  
N=34 (3% OF CLUSTER)**

DEMOGRAPHICS

|                             |                   |
|-----------------------------|-------------------|
| Average Time in Present Job | 4 years 6 months  |
| Average TAFMS               | 16 years 6 months |
| Paygrades                   | E-5 12%           |
|                             | E-6 35%           |
|                             | E-7 53%           |
| Skill Levels                | 2A656 6%          |
|                             | 2A676 94%         |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                            | 291 | PERCENT MEMBERS PERFORMING |
|-------|--------------------------------------------------------------|-----|----------------------------|
| B0060 | Perform operational checks of AC power systems               |     | 97                         |
| B0062 | Perform operational checks of DC power systems               |     | 97                         |
| B0064 | Perform operational checks of external power systems         |     | 97                         |
| Z0990 | Counsel subordinates concerning personal matters             |     | 94                         |
| Z0981 | Assign personnel to work areas or duty positions             |     | 94                         |
| Z0988 | Conduct supervisory performance feedback sessions            |     | 94                         |
| A0028 | Inspect wire bundles or harnesses                            |     | 94                         |
| Z1030 | Write or indorse military performance reports                |     | 91                         |
| Z0985 | Conduct self-inspections or self-assessments                 |     | 91                         |
| Y0963 | Conduct on-the-job training (OJT)                            |     | 91                         |
| Y0975 | Maintain training records or files                           |     | 91                         |
| Z1009 | Evaluate personnel for compliance with performance standards |     | 91                         |
| Z1017 | Inspect personnel for compliance with military standards     |     | 91                         |
| Z1031 | Write recommendations for awards or decorations              |     | 91                         |
| L0426 | Perform operational checks of exterior lighting systems      |     | 91                         |
| B0081 | Troubleshoot AC power malfunctions                           |     | 91                         |
| Y0973 | Evaluate progress of trainees                                |     | 88                         |
| Z0992 | Determine or establish work assignments or priorities        |     | 88                         |
| Y0964 | Counsel trainees on training progress                        |     | 88                         |
| Y0965 | Determine training requirements                              |     | 88                         |
| S0671 | Inspect air-conditioning system components                   |     | 88                         |
| J0387 | Inspect fire warning detection system components             |     | 88                         |
| L0421 | Inspect exterior lighting system components                  |     | 88                         |
| L0423 | Inspect interior lighting system components                  |     | 88                         |
| L0431 | Remove or install exterior lighting system components        |     | 88                         |
| A0004 | Assemble or disassemble connector plugs                      |     | 88                         |
| B0066 | Remove or install AC power components                        |     | 88                         |
| L0441 | Troubleshoot exterior lighting system malfunctions           |     | 88                         |
| L0428 | Perform operational checks of interior lighting systems      |     | 88                         |
| A0011 | Clean connector plugs                                        |     | 88                         |
| Z0984 | Conduct safety inspections of equipment or facilities        |     | 85                         |

**TABLE 7**

**OXYGEN SYSTEMS INDEPENDENT JOB (STG 190)  
N=71 (4% of TOTAL SAMPLE)**

DEMOGRAPHICS

|                             |                  |
|-----------------------------|------------------|
| Average Time in Present Job | 2 years 8 months |
| Average TAFMS               | 6 years 1 month  |
| Predominant Paygrades       | E-3 30%          |
|                             | E-4 27%          |
|                             | E-5 24%          |
| Skill Levels                | 2A636 32%        |
|                             | 2A656 51%        |
|                             | 2A676 17%        |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                   | 148 | PERCENT MEMBERS PERFORMING |
|-------|---------------------------------------------------------------------|-----|----------------------------|
| A0017 | Crimp splices, terminals, or pins to wires                          |     | 99                         |
| O0542 | Remove or install LOX servicing cart components                     |     | 97                         |
| O0560 | Troubleshoot LOX servicing cart malfunctions                        |     | 96                         |
| O0538 | Purge LOX servicing carts                                           |     | 94                         |
| O0513 | Inspect LOX servicing carts                                         |     | 94                         |
| O0522 | Perform leakage checks of LOX servicing carts                       |     | 94                         |
| O0529 | Perform operational checks of LOX servicing carts                   |     | 92                         |
| A0028 | Inspect wire bundles or harnesses                                   |     | 90                         |
| O0511 | Inspect GOX servicing carts                                         |     | 89                         |
| O0558 | Troubleshoot GOX servicing cart malfunctions                        |     | 89                         |
| A0004 | Assemble or disassemble connector plugs                             |     | 89                         |
| O0551 | Repair LOX servicing cart components                                |     | 87                         |
| O0527 | Perform operational checks of GOX servicing carts                   |     | 87                         |
| O0520 | Perform leakage checks of GOX servicing carts                       |     | 87                         |
| O0540 | Remove or install GOX servicing cart components                     |     | 86                         |
| H0311 | Inspect batteries                                                   |     | 85                         |
| A0022 | Fabricate wire bundles or harnesses                                 |     | 85                         |
| A0011 | Clean connector plugs                                               |     | 85                         |
| A0033 | Perform soldering on solid-state components or conventional devices |     | 83                         |
| O0536 | Purge LOX system converters                                         |     | 82                         |
| A0027 | Inspect test equipment                                              |     | 80                         |
| H0314 | Perform capacitance tests on batteries                              |     | 79                         |
| H0310 | Clean batteries                                                     |     | 79                         |
| H0312 | Inspect battery charger analyzer components                         |     | 77                         |
| A0010 | Bench check relays                                                  |     | 77                         |
| O0514 | Inspect LOX system components                                       |     | 75                         |
| B0052 | Bench check DC power components                                     |     | 75                         |
| A0032 | Perform time compliance technical order (TCTO) modifications        |     | 75                         |
| O0500 | Clean LOX system components                                         |     | 73                         |
| O0505 | Evacuate LOX servicing carts                                        |     | 73                         |
| O0549 | Repair GOX servicing cart components                                |     | 73                         |
| B0055 | Inspect battery charger systems                                     |     | 73                         |
| A0026 | Inspect electrical bonds or grounds                                 |     | 73                         |
| A0020 | Fabricate electrical leads                                          |     | 70                         |

**TABLE 8**

**POWER AND DISTRIBUTION SYSTEMS INDEPENDENT JOB (STG 212)  
N=16 (<1% of TOTAL SAMPLE)**

| DEMOGRAPHICS                |  |                   |     |
|-----------------------------|--|-------------------|-----|
| Average Time in Present Job |  | 3 years 11 months |     |
| Average TAFMS               |  | 5 years 2 months  |     |
| Predominant Paygrades       |  | E-3               | 25% |
|                             |  | E-4               | 19% |
|                             |  | E-5               | 38% |
| Skill Levels                |  | 2A636             | 38% |
|                             |  | 2A656             | 56% |
|                             |  | 2A676             | 6%  |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | 45 | PERCENT MEMBERS PERFORMING |
|-------|-------------------------------------------------------------------------------------------|----|----------------------------|
| B0062 | Perform operational checks of DC power systems                                            |    | 100                        |
| B0068 | Remove or install DC power components                                                     |    | 100                        |
| B0083 | Troubleshoot DC power malfunctions                                                        |    | 100                        |
| B0085 | Troubleshoot external power system malfunctions                                           |    | 100                        |
| B0060 | Perform operational checks of AC power systems                                            |    | 94                         |
| B0081 | Troubleshoot AC power malfunctions                                                        |    | 94                         |
| B0064 | Perform operational checks of external power systems                                      |    | 94                         |
| B0066 | Remove or install AC power components                                                     |    | 94                         |
| B0063 | Perform operational checks of emergency power systems                                     |    | 94                         |
| A0011 | Clean connector plugs                                                                     |    | 88                         |
| B0061 | Perform operational checks of battery charger systems                                     |    | 88                         |
| B0067 | Remove or install battery charger components                                              |    | 88                         |
| B0084 | Troubleshoot emergency power malfunctions, other than batteries                           |    | 88                         |
| A0017 | Crimp splices, terminals, or pins to wires                                                |    | 81                         |
| B0056 | Inspect DC power components                                                               |    | 81                         |
| B0082 | Troubleshoot battery charger system malfunctions                                          |    | 81                         |
| B0069 | Remove or install emergency power components, other than batteries                        |    | 81                         |
| B0054 | Inspect AC power components                                                               |    | 75                         |
| A0004 | Assemble or disassemble connector plugs                                                   |    | 69                         |
| A0028 | Inspect wire bundles or harnesses                                                         |    | 69                         |
| B0070 | Remove or install external power components                                               |    | 69                         |
| A0026 | Inspect electrical bonds or grounds                                                       |    | 62                         |
| B0055 | Inspect battery charger systems                                                           |    | 62                         |
| A0022 | Fabricate wire bundles or harnesses                                                       |    | 62                         |
| B0057 | Inspect emergency power components, other than batteries                                  |    | 56                         |
| B0058 | Inspect external power components                                                         |    | 56                         |
| B0086 | Troubleshoot IDG malfunctions                                                             |    | 50                         |
| A0032 | Perform time compliance technical order (TCTO) modifications                              |    | 50                         |
| B0071 | Remove or install IDGs                                                                    |    | 50                         |
| A0020 | Fabricate electrical leads                                                                |    | 50                         |
| A0003 | Apply sealant to connectors, relays, and fixtures                                         |    | 50                         |
| B0065 | Perform operational checks of IDGs                                                        |    | 44                         |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves |    | 44                         |
| D0129 | Inspect anti-skid system components                                                       |    | 44                         |

**TABLE 9**

**SECTION/ELEMENT CHIEF INDEPENDENT JOB (STG 243)  
N=65 (4% of TOTAL SAMPLE)**

DEMOGRAPHICS

|                             |                   |
|-----------------------------|-------------------|
| Average Time in Present Job | 2 years 11 months |
| Average TAFMS               | 18 years 3 months |
| Predominant Paygrades       | E-6 26%           |
|                             | E-7 69%           |
| Skill Levels                | 2A656 5%          |
|                             | 2A676 95%         |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                                                 | 69 | PERCENT MEMBERS PERFORMING |
|-------|-------------------------------------------------------------------------------------------------------------------|----|----------------------------|
| Z0990 | Counsel subordinates concerning personal matters                                                                  |    | 98                         |
| Z1017 | Inspect personnel for compliance with military standards                                                          |    | 97                         |
| Z1009 | Evaluate personnel for compliance with performance standards                                                      |    | 92                         |
| Z1018 | Interpret policies, directives, or procedures for subordinates                                                    |    | 92                         |
| Z0985 | Conduct self-inspections or self-assessments                                                                      |    | 92                         |
| Z1031 | Write recommendations for awards or decorations                                                                   |    | 91                         |
| Z1030 | Write or indorse military performance reports                                                                     |    | 89                         |
| Z1004 | Establish performance standards for subordinates                                                                  |    | 89                         |
| Z0988 | Conduct supervisory performance feedback sessions                                                                 |    | 89                         |
| Z0992 | Determine or establish work assignments or priorities                                                             |    | 88                         |
| Z1010 | Evaluate personnel for promotion, demotion, reclassification, or special awards                                   |    | 88                         |
| Z0987 | Conduct supervisory orientations for newly assigned personnel                                                     |    | 86                         |
| Z0981 | Assign personnel to work areas or duty positions                                                                  |    | 85                         |
| Z1025 | Schedule personnel for TDY assignments, leaves, or passes                                                         |    | 83                         |
| Z1016 | Initiate actions required due to substandard performance of personnel                                             |    | 83                         |
| Y0965 | Determine training requirements                                                                                   |    | 80                         |
| Z0998 | Develop or establish work schedules                                                                               |    | 78                         |
| Y0975 | Maintain training records or files                                                                                |    | 77                         |
| Y0960 | Brief personnel concerning training programs or matters                                                           |    | 77                         |
| Y0964 | Counsel trainees on training progress                                                                             |    | 77                         |
| Y0973 | Evaluate progress of trainees                                                                                     |    | 74                         |
| Z1008 | Evaluate job-related suggestions                                                                                  |    | 74                         |
| Z0983 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops                            |    | 72                         |
| Z1007 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program                  |    | 72                         |
| Z0984 | Conduct safety inspections of equipment or facilities                                                             |    | 69                         |
| Z0991 | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace |    | 69                         |
| V0859 | Maintain administrative files                                                                                     |    | 63                         |
| V0855 | Initiate or maintain standby rosters or workcenter pyramid recall rosters                                         |    | 62                         |
| Z0997 | Develop or establish work methods or procedures                                                                   |    | 60                         |
| Z1006 | Evaluate inspection report findings or inspection procedures                                                      |    | 60                         |
| Z1032 | Write replies to inspection reports                                                                               |    | 60                         |
| Z1005 | Establish procedures for accountability of equipment, tools, parts, or supplies                                   |    | 58                         |
| Z0982 | Assign sponsors for newly assigned personnel                                                                      |    | 58                         |

**TABLE 10**

**INSTRUCTOR INDEPENDENT JOB (STG 81)  
N=49 (3% of TOTAL SAMPLE)**

DEMOGRAPHICS

|                             |                   |
|-----------------------------|-------------------|
| Average Time in Present Job | 3 years 6 months  |
| Average TAFMS               | 13 years 3 months |
| Paygrades                   | E-5 31%           |
|                             | E-6 55%           |
|                             | E-7 14%           |
| Skill Levels                | 2A656 31%         |
|                             | 2A676 69%         |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                                    | 60 | PERCENT MEMBERS PERFORMING |
|-------|------------------------------------------------------------------------------------------------------|----|----------------------------|
| Y0976 | Personalize lesson plans                                                                             |    | 100                        |
| Y0962 | Conduct formal course classroom training                                                             |    | 90                         |
| Y0959 | Administer or score tests                                                                            |    | 88                         |
| Y0968 | Develop training programs, plans, or procedures                                                      |    | 88                         |
| Y0967 | Develop or procure training materials or aids                                                        |    | 86                         |
| Y0975 | Maintain training records or files                                                                   |    | 84                         |
| Y0964 | Counsel trainees on training progress                                                                |    | 84                         |
| Y0973 | Evaluate progress of trainees                                                                        |    | 82                         |
| Y0974 | Inspect training materials or aids for operation or suitability                                      |    | 82                         |
| Y0969 | Develop written tests                                                                                |    | 82                         |
| Y0966 | Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs) |    | 71                         |
| Z1017 | Inspect personnel for compliance with military standards                                             |    | 69                         |
| Y0960 | Brief personnel concerning training programs or matters                                              |    | 69                         |
| Y0965 | Determine training requirements                                                                      |    | 67                         |
| Y0972 | Evaluate effectiveness of training programs, plans, or procedures                                    |    | 67                         |
| Y0961 | Complete student entry or withdrawal forms                                                           |    | 63                         |
| Z0985 | Conduct self-inspections or self-assessments                                                         |    | 61                         |
| Z0990 | Counsel subordinates concerning personal matters                                                     |    | 59                         |
| Y0971 | Evaluate training methods or techniques of instructors                                               |    | 59                         |
| Y0963 | Conduct on-the-job training (OJT)                                                                    |    | 53                         |
| Z1018 | Interpret policies, directives, or procedures for subordinates                                       |    | 49                         |
| Z1009 | Evaluate personnel for compliance with performance standards                                         |    | 49                         |
| Z0984 | Conduct safety inspections of equipment or facilities                                                |    | 49                         |
| Y0970 | Establish or maintain study reference files                                                          |    | 47                         |
| V0864 | Maintain TO libraries                                                                                |    | 39                         |
| Z1030 | Write or indorse military performance reports                                                        |    | 39                         |
| Z1013 | Implement safety or security programs                                                                |    | 39                         |
| Z1004 | Establish performance standards for subordinates                                                     |    | 37                         |
| Z1016 | Initiate actions required due to substandard performance of personnel                                |    | 37                         |
| Z1031 | Write recommendations for awards or decorations                                                      |    | 37                         |
| Y0978 | Write training reports                                                                               |    | 37                         |
| Z0988 | Conduct supervisory performance feedback sessions                                                    |    | 37                         |



**TABLE 11**

**QUALITY ASSURANCE INDEPENDENT JOB (STG 191)  
N=20 (1% of TOTAL SAMPLE)**

DEMOGRAPHICS

|                             |                    |
|-----------------------------|--------------------|
| Average Time in Present Job | 1 year 8 months    |
| Average TAFMS               | 15 years 10 months |
| Paygrades                   | E-5 15%            |
|                             | E-6 50%            |
|                             | E-7 35%            |
| Skill Levels                | 2A656 10%          |
|                             | 2A676 90%          |

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                                | 84 | PERCENT<br>MEMBERS<br>PERFORMING |
|-------|--------------------------------------------------------------------------------------------------|----|----------------------------------|
| Q0598 | Inspect bleed air distribution systems                                                           |    | 100                              |
| L0421 | Inspect exterior lighting system components                                                      |    | 100                              |
| S0671 | Inspect air-conditioning system components                                                       |    | 95                               |
| B0054 | Inspect AC power components                                                                      |    | 95                               |
| B0056 | Inspect DC power components                                                                      |    | 95                               |
| D0133 | Inspect landing gear control or warning system components                                        |    | 95                               |
| J0386 | Inspect engine fire or overheat detection systems                                                |    | 95                               |
| L0423 | Inspect interior lighting system components                                                      |    | 90                               |
| U0822 | Review aircraft flight or maintenance records, such as AFTO Forms 781 series                     |    | 85                               |
| U0814 | Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781 series       |    | 85                               |
| U0817 | Participate in TCTO meetings                                                                     |    | 85                               |
| B0057 | Inspect emergency power components, other than batteries                                         |    | 85                               |
| J0387 | Inspect fire warning detection system components                                                 |    | 85                               |
| B0055 | Inspect battery charger systems                                                                  |    | 85                               |
| I0339 | Inspect master caution and warning system components                                             |    | 85                               |
| Z0984 | Conduct safety inspections of equipment or facilities                                            |    | 80                               |
| U0818 | Perform maintenance activity inspections or self-inspections                                     |    | 80                               |
| Z1007 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program |    | 80                               |
| S0674 | Inspect equipment cooling system components                                                      |    | 80                               |
| P0569 | Inspect cabin or cargo pressurization systems                                                    |    | 80                               |
| O0514 | Inspect LOX system components                                                                    |    | 80                               |
| Z0985 | Conduct self-inspections or self-assessments                                                     |    | 75                               |
| Z1019 | Investigate accidents or incidents                                                               |    | 75                               |
| U0824 | Review TO changes                                                                                |    | 75                               |
| A0028 | Inspect wire bundles or harnesses                                                                |    | 75                               |
| V0841 | Complete accident or incident reports                                                            |    | 75                               |
| D0129 | Inspect anti-skid system components                                                              |    | 75                               |
| Q0599 | Inspect bleed air leak systems                                                                   |    | 75                               |
| O0512 | Inspect GOX system components                                                                    |    | 75                               |
| B0058 | Inspect external power components                                                                |    | 75                               |
| L0420 | Inspect emergency lighting system components                                                     |    | 75                               |

**TABLE 12**

**EXPEDITOR/PRODUCTION SUPERINTENDENT INDEPENDENT JOB (STG 133)  
N=15 (<1% of TOTAL SAMPLE)**

| DEMOGRAPHICS                |                                                                                            |                   |                            |
|-----------------------------|--------------------------------------------------------------------------------------------|-------------------|----------------------------|
| Average Time in Present Job |                                                                                            | 2 years 3 months  |                            |
| Average TAFMS               |                                                                                            | 17 years 3 months |                            |
| Paygrades                   |                                                                                            | E-5               | 7%                         |
|                             |                                                                                            | E-6               | 13%                        |
|                             |                                                                                            | E-7               | 80%                        |
| Skill Levels                |                                                                                            | 2A656             | 7%                         |
|                             |                                                                                            | 2A676             | 93%                        |
| TASKS                       | AVERAGE NUMBER OF TASKS PERFORMED                                                          | 49                | PERCENT MEMBERS PERFORMING |
| Z0992                       | Determine or establish work assignments or priorities                                      |                   | 100                        |
| U0802                       | Adjust daily maintenance plans to meet operational commitments                             |                   | 93                         |
| V0841                       | Complete accident or incident reports                                                      |                   | 93                         |
| U0822                       | Review aircraft flight or maintenance records, such as AFTO Forms 781 series               |                   | 87                         |
| V0842                       | Coordinate maintenance of equipment with appropriate agencies                              |                   | 80                         |
| Z0990                       | Counsel subordinates concerning personal matters                                           |                   | 80                         |
| U0805                       | Clear Red-X conditions                                                                     |                   | 80                         |
| Z1031                       | Write recommendations for awards or decorations                                            |                   | 80                         |
| U0823                       | Review preventive maintenance schedules                                                    |                   | 73                         |
| U0814                       | Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781 series |                   | 73                         |
| U0809                       | Evaluate maintenance procedures                                                            |                   | 73                         |
| Z1018                       | Interpret policies, directives, or procedures for subordinates                             |                   | 60                         |
| U0806                       | Evaluate deficiency, service, or status reports, such as reports of deficiency (RODs)      |                   | 60                         |
| Z1017                       | Inspect personnel for compliance with military standards                                   |                   | 53                         |
| V0840                       | Compile data for records, reports, logs, or trend analyses                                 |                   | 53                         |
| Z1009                       | Evaluate personnel for compliance with performance standards                               |                   | 53                         |
| U0821                       | Retrieve GO-81 listings or reports                                                         |                   | 53                         |
| Z1011                       | Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace     |                   | 53                         |
| Z0983                       | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops     |                   | 53                         |
| Z1019                       | Investigate accidents or incidents                                                         |                   | 53                         |
| V0850                       | Identify and report equipment or supply problems                                           |                   | 53                         |
| Z0985                       | Conduct self-inspections or self-assessments                                               |                   | 53                         |
| U0818                       | Perform maintenance activity inspections or self-inspections                               |                   | 53                         |
| V0854                       | Initiate requisitions for equipment, tools, parts, or supplies                             |                   | 53                         |
| Z0981                       | Assign personnel to work areas or duty positions                                           |                   | 47                         |
| Z1030                       | Write or indorse military performance reports                                              |                   | 47                         |
| U0816                       | Monitor in-process maintenance or initiate on-the-spot corrections                         |                   | 47                         |
| U0804                       | Analyze GO-81 data                                                                         |                   | 47                         |
| Z0998                       | Develop or establish work schedules                                                        |                   | 47                         |
| U0803                       | Analyze core automated maintenance system (CAMS) data                                      |                   | 47                         |
| Z0984                       | Conduct safety inspections of equipment or facilities                                      |                   | 47                         |
| U0817                       | Participate in TCTO meetings                                                               |                   | 47                         |
| V0851                       | Identify and report suspected security compromises                                         |                   | 47                         |
| X0926                       | Coordinate deployment or contingency requirements with appropriate agencies                |                   | 47                         |

TABLE 13

**AVERAGE PERCENT TIME SPENT ON DUTIES  
BY 2A6X6 CLUSTER AND JOBS**

| DUTIES |                                                                                                 | ELECTRICAL/<br>ENVIRONMENTAL<br>SYSTEMS<br>CORE CLUSTER<br>(N=1,347)<br>(STG 87) | ELECTRICAL/<br>ENVIRONMENTAL<br>SYSTEMS<br>JOB<br>(N=1,112)<br>(STG 229) | ENTRY-LEVEL<br>E & E<br>SYSTEMS<br>JOB<br>(N=47)<br>(STG 178) |
|--------|-------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------|
| A      | PERFORMING AIRCRAFT ELECTRICAL AND ENVIRONMENTAL FUNDAMENTAL MAINTENANCE ACTIVITIES             | 8                                                                                | 8                                                                        | 11                                                            |
| B      | MAINTAINING AIRCRAFT POWER AND DISTRIBUTION SYSTEMS                                             | 11                                                                               | 10                                                                       | 24                                                            |
| C      | MAINTAINING ENGINE START AND IGNITION CONTROL SYSTEMS                                           | 1                                                                                | 1                                                                        | *                                                             |
| D      | MAINTAINING LANDING GEAR SYSTEMS                                                                | 6                                                                                | 6                                                                        | 12                                                            |
| E      | MAINTAINING CARGO DOOR AND RAMP SYSTEMS                                                         | 1                                                                                | 1                                                                        | *                                                             |
| F      | MAINTAINING FUEL AND WATER SYSTEMS                                                              | 1                                                                                | 1                                                                        | *                                                             |
| G      | MAINTAINING FLIGHT CONTROL SYSTEMS                                                              | 3                                                                                | 3                                                                        | 2                                                             |
| H      | MAINTAINING BATTERIES                                                                           | 2                                                                                | 2                                                                        | 2                                                             |
| I      | MAINTAINING MASTER CAUTION AND WARNING SYSTEMS                                                  | 3                                                                                | 3                                                                        | 2                                                             |
| J      | MAINTAINING ENGINE FIRE OR OVERHEAT WARNING SYSTEMS                                             | 4                                                                                | 4                                                                        | 4                                                             |
| K      | MAINTAINING PYROTECHNIC SYSTEMS                                                                 | *                                                                                | *                                                                        | 0                                                             |
| L      | MAINTAINING LIGHTING SYSTEMS                                                                    | 8                                                                                | 8                                                                        | 14                                                            |
| M      | MAINTAINING ANTI-ICING SYSTEMS                                                                  | 4                                                                                | 4                                                                        | 2                                                             |
| N      | MAINTAINING AIRCRAFT FIRE EXTINGUISHING SYSTEMS                                                 | 3                                                                                | 3                                                                        | 1                                                             |
| O      | MAINTAINING AIRCRAFT OXYGEN SYSTEMS AND ASSOCIATED EQUIPMENT                                    | 7                                                                                | 8                                                                        | 4                                                             |
| P      | MAINTAINING AIRCRAFT PRESSURIZATION SYSTEMS                                                     | 3                                                                                | 3                                                                        | 4                                                             |
| Q      | MAINTAINING AUXILIARY AIR AND BLEED AIR DISTRIBUTION SYSTEMS                                    | 7                                                                                | 7                                                                        | 5                                                             |
| R      | MAINTAINING AIRCRAFT LIQUID COOLANT AND LIQUID CYCLE REFRIGERATION SYSTEMS                      | *                                                                                | *                                                                        | *                                                             |
| S      | MAINTAINING AIRCRAFT AIR-CONDITIONING SYSTEMS                                                   | 8                                                                                | 8                                                                        | 5                                                             |
| T      | MAINTAINING MISCELLANEOUS ELECTRICAL AND ENVIRONMENTAL CONTROL SYSTEMS                          | 3                                                                                | 3                                                                        | *                                                             |
| U      | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES                                                    | 5                                                                                | 5                                                                        | 2                                                             |
| V      | PERFORMING GENERAL ADMINISTRATIVE, TECHNICAL ORDER (TO) SYSTEM, SUPPLY AND EQUIPMENT ACTIVITIES | 2                                                                                | 2                                                                        | *                                                             |
| W      | PERFORMING GENERAL AIRCRAFT AND CROSS UTILIZATION TRAINING (CUT) ACTIVITIES                     | 4                                                                                | 3                                                                        | 2                                                             |
| X      | PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES                                                | *                                                                                | *                                                                        | *                                                             |
| Y      | PERFORMING TRAINING ACTIVITIES                                                                  | 2                                                                                | 2                                                                        | *                                                             |
| Z      | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                                                | 3                                                                                | 2                                                                        | *                                                             |

\* Indicates less than 1%

**TABLE 13 (CONTINUED)**

**AVERAGE PERCENT TIME SPENT ON DUTIES  
BY 2A6X6 CLUSTER AND JOBS**

| DUTIES |                                                                                                 | LIGHTING/<br>WARNING<br>SYSTEM JOB<br>(N=22)<br>(STG 294) | FIRST-LINE<br>SUPERVISOR<br>JOB<br>(N=34)<br>(STG 220) | OXYGEN<br>SYSTEMS<br>IJ<br>(N=71)<br>(STG 190) |
|--------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------------|------------------------------------------------|
| A      | PERFORMING AIRCRAFT ELECTRICAL AND ENVIRONMENTAL FUNDAMENTAL MAINTENANCE ACTIVITIES             | 10                                                        | 6                                                      | 14                                             |
| B      | MAINTAINING AIRCRAFT POWER AND DISTRIBUTION SYSTEMS                                             | 11                                                        | 7                                                      | 9                                              |
| C      | MAINTAINING ENGINE START AND IGNITION CONTROL SYSTEMS                                           | 2                                                         | *                                                      | 1                                              |
| D      | MAINTAINING LANDING GEAR SYSTEMS                                                                | 2                                                         | 4                                                      | 2                                              |
| E      | MAINTAINING CARGO DOOR AND RAMP SYSTEMS                                                         | 4                                                         | *                                                      | *                                              |
| F      | MAINTAINING FUEL AND WATER SYSTEMS                                                              | 5                                                         | *                                                      | *                                              |
| G      | MAINTAINING FLIGHT CONTROL SYSTEMS                                                              | *                                                         | 2                                                      | *                                              |
| H      | MAINTAINING BATTERIES                                                                           | 1                                                         | 2                                                      | 7                                              |
| I      | MAINTAINING MASTER CAUTION AND WARNING SYSTEMS                                                  | 6                                                         | 1                                                      | 1                                              |
| J      | MAINTAINING ENGINE FIRE OR OVERHEAT WARNING SYSTEMS                                             | 4                                                         | 3                                                      | 1                                              |
| K      | MAINTAINING PYROTECHNIC SYSTEMS                                                                 | 0                                                         | *                                                      | *                                              |
| L      | MAINTAINING LIGHTING SYSTEMS                                                                    | 13                                                        | 5                                                      | 4                                              |
| M      | MAINTAINING ANTI-ICING SYSTEMS                                                                  | 7                                                         | 2                                                      | 1                                              |
| N      | MAINTAINING AIRCRAFT FIRE EXTINGUISHING SYSTEMS                                                 | 5                                                         | 2                                                      | 1                                              |
| O      | MAINTAINING AIRCRAFT OXYGEN SYSTEMS AND ASSOCIATED EQUIPMENT                                    | 0                                                         | 7                                                      | 28                                             |
| P      | MAINTAINING AIRCRAFT PRESSURIZATION SYSTEMS                                                     | 0                                                         | 2                                                      | 1                                              |
| Q      | MAINTAINING AUXILIARY AIR AND BLEED AIR DISTRIBUTION SYSTEMS                                    | *                                                         | 4                                                      | 1                                              |
| R      | MAINTAINING AIRCRAFT LIQUID COOLANT AND LIQUID CYCLE REFRIGERATION SYSTEMS                      | 0                                                         | *                                                      | *                                              |
| S      | MAINTAINING AIRCRAFT AIR-CONDITIONING SYSTEMS                                                   | 1                                                         | 4                                                      | 1                                              |
| T      | MAINTAINING MISCELLANEOUS ELECTRICAL AND ENVIRONMENTAL CONTROL SYSTEMS                          | 2                                                         | 3                                                      | 7                                              |
| U      | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES                                                    | 8                                                         | 9                                                      | 5                                              |
| V      | PERFORMING GENERAL ADMINISTRATIVE, TECHNICAL ORDER (TO) SYSTEM, SUPPLY AND EQUIPMENT ACTIVITIES | 2                                                         | 6                                                      | 5                                              |
| W      | PERFORMING GENERAL AIRCRAFT AND CROSS UTILIZATION TRAINING (CUT) ACTIVITIES                     | 5                                                         | 2                                                      | 1                                              |
| X      | PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES                                                | 2                                                         | 4                                                      | 1                                              |
| Y      | PERFORMING TRAINING ACTIVITIES                                                                  | 4                                                         | 6                                                      | 2                                              |
| Z      | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                                                | 5                                                         | 17                                                     | 5                                              |

\* Indicates less than 1%

TABLE 13 (CONTINUED)

**AVERAGE PERCENT TIME SPENT ON DUTIES  
BY 2A6X6 CLUSTER AND JOBS**

| DUTIES |                                                                                                 | POWER/<br>DISTRIBUTION<br>SYSTEMS IJ<br>(N=16)<br>(STG 212) | SECTION/<br>ELEMENT<br>CHIEF IJ<br>(N=65)<br>(STG 243) | INSTRUCTOR<br>IJ<br>(N=49)<br>(STG 81) |
|--------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------|--------------------------------------------------------|----------------------------------------|
| A      | PERFORMING AIRCRAFT ELECTRICAL AND ENVIRONMENTAL FUNDAMENTAL MAINTENANCE ACTIVITIES             | 27                                                          | 2                                                      | 3                                      |
| B      | MAINTAINING AIRCRAFT POWER AND DISTRIBUTION SYSTEMS                                             | 53                                                          | *                                                      | 3                                      |
| C      | MAINTAINING ENGINE START AND IGNITION CONTROL SYSTEMS                                           | *                                                           | 0                                                      | *                                      |
| D      | MAINTAINING LANDING GEAR SYSTEMS                                                                | 4                                                           | *                                                      | 2                                      |
| E      | MAINTAINING CARGO DOOR AND RAMP SYSTEMS                                                         | *                                                           | 0                                                      | *                                      |
| F      | MAINTAINING FUEL AND WATER SYSTEMS                                                              | 1                                                           | *                                                      | *                                      |
| G      | MAINTAINING FLIGHT CONTROL SYSTEMS                                                              | *                                                           | *                                                      | *                                      |
| H      | MAINTAINING BATTERIES                                                                           | *                                                           | *                                                      | *                                      |
| I      | MAINTAINING MASTER CAUTION AND WARNING SYSTEMS                                                  | *                                                           | *                                                      | *                                      |
| J      | MAINTAINING ENGINE FIRE OR OVERHEAT WARNING SYSTEMS                                             | 2                                                           | *                                                      | *                                      |
| K      | MAINTAINING PYROTECHNIC SYSTEMS                                                                 | *                                                           | 0                                                      | 0                                      |
| L      | MAINTAINING LIGHTING SYSTEMS                                                                    | 2                                                           | *                                                      | *                                      |
| M      | MAINTAINING ANTI-ICING SYSTEMS                                                                  | 0                                                           | *                                                      | *                                      |
| N      | MAINTAINING AIRCRAFT FIRE EXTINGUISHING SYSTEMS                                                 | 0                                                           | *                                                      | 1                                      |
| O      | MAINTAINING AIRCRAFT OXYGEN SYSTEMS AND ASSOCIATED EQUIPMENT                                    | 2                                                           | 1                                                      | 2                                      |
| P      | MAINTAINING AIRCRAFT PRESSURIZATION SYSTEMS                                                     | *                                                           | *                                                      | 1                                      |
| Q      | MAINTAINING AUXILIARY AIR AND BLEED AIR DISTRIBUTION SYSTEMS                                    | 3                                                           | *                                                      | 2                                      |
| R      | MAINTAINING AIRCRAFT LIQUID COOLANT AND LIQUID CYCLE REFRIGERATION SYSTEMS                      | *                                                           | *                                                      | *                                      |
| S      | MAINTAINING AIRCRAFT AIR-CONDITIONING SYSTEMS                                                   | *                                                           | *                                                      | 2                                      |
| T      | MAINTAINING MISCELLANEOUS ELECTRICAL AND ENVIRONMENTAL CONTROL SYSTEMS                          | *                                                           | *                                                      | *                                      |
| U      | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES                                                    | *                                                           | 10                                                     | 3                                      |
| V      | PERFORMING GENERAL ADMINISTRATIVE, TECHNICAL ORDER (TO) SYSTEM, SUPPLY AND EQUIPMENT ACTIVITIES | 0                                                           | 11                                                     | 6                                      |
| W      | PERFORMING GENERAL AIRCRAFT AND CROSS UTILIZATION TRAINING (CUT) ACTIVITIES                     | *                                                           | *                                                      | 1                                      |
| X      | PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES                                                | *                                                           | 6                                                      | *                                      |
| Y      | PERFORMING TRAINING ACTIVITIES                                                                  | *                                                           | 15                                                     | 45                                     |
| Z      | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                                                | *                                                           | 54                                                     | 25                                     |

\* Indicates less than 1%

TABLE 13 (CONTINUED)

**AVERAGE PERCENT TIME SPENT ON DUTIES  
BY 2A6X6 CLUSTER AND JOBS**

| DUTIES |                                                                                                 | QUALITY<br>ASSURANCE<br>IJ<br>(N=20)<br>(STG 191) | EXPEDITOR/<br>PRODUCTION<br>SUPERINTENDENT IJ<br>(N=15)<br>(STG 133) |
|--------|-------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------------------|
| A      | PERFORMING AIRCRAFT ELECTRICAL AND ENVIRONMENTAL FUNDAMENTAL MAINTENANCE ACTIVITIES             | 3                                                 | *                                                                    |
| B      | MAINTAINING AIRCRAFT POWER AND DISTRIBUTION SYSTEMS                                             | 5                                                 | *                                                                    |
| C      | MAINTAINING ENGINE START AND IGNITION CONTROL SYSTEMS                                           | 1                                                 | *                                                                    |
| D      | MAINTAINING LANDING GEAR SYSTEMS                                                                | 3                                                 | *                                                                    |
| E      | MAINTAINING CARGO DOOR AND RAMP SYSTEMS                                                         | 1                                                 | *                                                                    |
| F      | MAINTAINING FUEL AND WATER SYSTEMS                                                              | 1                                                 | *                                                                    |
| G      | MAINTAINING FLIGHT CONTROL SYSTEMS                                                              | 3                                                 | *                                                                    |
| H      | MAINTAINING BATTERIES                                                                           | 1                                                 | 0                                                                    |
| I      | MAINTAINING MASTER CAUTION AND WARNING SYSTEMS                                                  | 2                                                 | *                                                                    |
| J      | MAINTAINING ENGINE FIRE OR OVERHEAT WARNING SYSTEMS                                             | 2                                                 | *                                                                    |
| K      | MAINTAINING PYROTECHNIC SYSTEMS                                                                 | *                                                 | 0                                                                    |
| L      | MAINTAINING LIGHTING SYSTEMS                                                                    | 3                                                 | *                                                                    |
| M      | MAINTAINING ANTI-ICING SYSTEMS                                                                  | 2                                                 | *                                                                    |
| N      | MAINTAINING AIRCRAFT FIRE EXTINGUISHING SYSTEMS                                                 | 2                                                 | *                                                                    |
| O      | MAINTAINING AIRCRAFT OXYGEN SYSTEMS AND ASSOCIATED EQUIPMENT                                    | 5                                                 | *                                                                    |
| P      | MAINTAINING AIRCRAFT PRESSURIZATION SYSTEMS                                                     | 2                                                 | *                                                                    |
| Q      | MAINTAINING AUXILIARY AIR AND BLEED AIR DISTRIBUTION SYSTEMS                                    | 4                                                 | *                                                                    |
| R      | MAINTAINING AIRCRAFT LIQUID COOLANT AND LIQUID CYCLE REFRIGERATION SYSTEMS                      | *                                                 | 0                                                                    |
| S      | MAINTAINING AIRCRAFT AIR-CONDITIONING SYSTEMS                                                   | 4                                                 | *                                                                    |
| T      | MAINTAINING MISCELLANEOUS ELECTRICAL AND ENVIRONMENTAL CONTROL SYSTEMS                          | 3                                                 | *                                                                    |
| U      | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES                                                    | 19                                                | 35                                                                   |
| V      | PERFORMING GENERAL ADMINISTRATIVE, TECHNICAL ORDER (TO) SYSTEM, SUPPLY AND EQUIPMENT ACTIVITIES | 7                                                 | 17                                                                   |
| W      | PERFORMING GENERAL AIRCRAFT AND CROSS UTILIZATION TRAINING (CUT) ACTIVITIES                     | 3                                                 | 5                                                                    |
| X      | PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES                                                | 1                                                 | 5                                                                    |
| Y      | PERFORMING TRAINING ACTIVITIES                                                                  | 5                                                 | 3                                                                    |
| Z      | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                                                | 17                                                | 34                                                                   |

\* Indicates less than 1%

**TABLE 14**

**SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 2000 SURVEYS**

| PRESENT SURVEY<br>(N=1,818)                             |     | 2000 SURVEY<br>(N=1,665)                                                            |            |
|---------------------------------------------------------|-----|-------------------------------------------------------------------------------------|------------|
| ELECTRICAL AND ENVIRONMENTAL<br>SYSTEMS CORE CLUSTER    | 74% | ELECTRICAL AND ENVIRONMENTAL<br>SYSTEMS CORE CLUSTER                                | 74%        |
| ELECTRICAL AND<br>ENVIRONMENTAL SYSTEMS JOB             | 61% | *                                                                                   |            |
| ENTRY-LEVEL ELECTRICAL AND<br>ENVIRONMENTAL SYSTEMS JOB | 3%  | LANDING GEAR SYSTEMS IJ                                                             | 3%         |
| LIGHTING/WARNING SYSTEM JOB                             | 1%  | LIGHTING SYSTEMS IJ<br>FIRE OR OVERHEAT SYSTEMS IJ                                  | <1%<br><1% |
| FIRST-LINE SUPERVISOR JOB                               | 2%  | FIRST-LINE SUPERVISOR JOB<br>(ELECTRICAL AND ENVIRONMENTAL<br>SYSTEMS CORE CLUSTER) | 2%         |
| OXYGEN SYSTEMS IJ                                       | 4%  | LOX/BATTERY IJ                                                                      | 5%         |
|                                                         |     | ENTRY-LEVEL OXYGEN SYSTEMS IJ                                                       | <1%        |
|                                                         |     | OXYGEN EQUIPMENT MAINTENANCE IJ                                                     | <1%        |
| POWER AND DISTRIBUTION SYSTEMS IJ                       | <1% | POWER AND DISTRIBUTION SYSTEMS IJ                                                   | 1%         |
| SECTION/ELEMENT CHIEF IJ                                | 4%  | SUPERINTENDENT JOB<br>(SUPERVISOR CLUSTER)                                          | 4%         |
| INSTRUCTOR IJ                                           | 3%  | INSTRUCTOR IJ                                                                       | 2%         |
| QUALITY ASSURANCE IJ                                    | 1%  | QUALITY ASSURANCE JOB<br>(SUPERVISOR CLUSTER)                                       | 1%         |
| EXPEDITOR/PRODUCTION<br>SUPERINTENDENT IJ               | <1% | MAINTENANCE MANAGEMENT IJ                                                           | <1%        |
| *                                                       |     | AIR CONDITIONING SYSTEMS IJ                                                         | <1%        |

\* Indicates job not found in study

**TABLE 15**

**DISTRIBUTION OF AFSC 2A6X6 SKILL-LEVEL MEMBERS  
ACROSS CAREER LADDER JOBS (PERCENT IN EACH JOB)**

| CLUSTER/INDEPENDENT JOB                              | 2A636<br>(N=338) | 2A656<br>(N=752) | 2A676<br>(N=728) |
|------------------------------------------------------|------------------|------------------|------------------|
| ELECTRICAL AND ENVIRONMENTAL SYSTEMS CORE CLUSTER    | 70               | 79               | 71               |
| ELECTRICAL AND ENVIRONMENTAL SYSTEMS JOB             | 48               | 67               | 62               |
| ENTRY-LEVEL ELECTRICAL AND ENVIRONMENTAL SYSTEMS JOB | 7                | 3                | *                |
| LIGHTING/WARNING SYSTEM JOB                          | 2                | *                | 1                |
| FIRST-LINE SUPERVISOR JOB                            | 0                | *                | 4                |
| OXYGEN SYSTEMS INDEPENDENT JOB                       | 7                | 5                | 2                |
| POWER AND DISTRIBUTION SYSTEMS INDEPENDENT JOB       | 2                | 1                | *                |
| SECTION/ELEMENT CHIEF INDEPENDENT JOB                | 0                | *                | 9                |
| INSTRUCTOR INDEPENDENT JOB                           | 0                | 2                | 5                |
| QUALITY ASSURANCE INDEPENDENT JOB                    | 0                | *                | 3                |
| EXPEDITOR/PRODUCTION SUPERINTENDENT INDEPENDENT JOB  | 0                | *                | 2                |
| NOT GROUPED                                          | 21               | 12               | 7                |

\* Indicates less than 1%



TABLE 16

**TIME SPENT ON DUTIES BY MEMBERS OF AFSC 2A6X6 SKILL-LEVEL GROUPS  
(PERCENT RESPONDING)**

| DUTIES                                                                                               | 2A636<br>(N=338) | 2A656<br>(N=752) | 2A676<br>(N=728) |
|------------------------------------------------------------------------------------------------------|------------------|------------------|------------------|
| A PERFORMING AIRCRAFT ELECTRICAL AND ENVIRONMENTAL<br>FUNDAMENTAL MAINTENANCE ACTIVITIES             | 12               | 10               | 7                |
| B MAINTAINING AIRCRAFT POWER AND DISTRIBUTION<br>SYSTEMS                                             | 13               | 11               | 7                |
| C MAINTAINING ENGINE START AND IGNITION CONTROL<br>SYSTEMS                                           | 1                | 1                | 1                |
| D MAINTAINING LANDING GEAR SYSTEMS                                                                   | 6                | 6                | 4                |
| E MAINTAINING CARGO DOOR AND RAMP SYSTEMS                                                            | 1                | 1                | 1                |
| F MAINTAINING FUEL AND WATER SYSTEMS                                                                 | 1                | 1                | 1                |
| G MAINTAINING FLIGHT CONTROL SYSTEMS                                                                 | 2                | 2                | 2                |
| H MAINTAINING BATTERIES                                                                              | 3                | 2                | 2                |
| I MAINTAINING MASTER CAUTION AND WARNING SYSTEMS                                                     | 3                | 2                | 2                |
| J MAINTAINING ENGINE FIRE OR OVERHEAT WARNING<br>SYSTEMS                                             | 4                | 4                | 3                |
| K MAINTAINING PYROTECHNIC SYSTEMS                                                                    | *                | *                | *                |
| L MAINTAINING LIGHTING SYSTEMS                                                                       | 8                | 7                | 5                |
| M MAINTAINING ANTI-ICING SYSTEMS                                                                     | 3                | 3                | 3                |
| N MAINTAINING AIRCRAFT FIRE EXTINGUISHING SYSTEMS                                                    | 3                | 3                | 2                |
| O MAINTAINING AIRCRAFT OXYGEN SYSTEMS AND<br>ASSOCIATED EQUIPMENT                                    | 11               | 9                | 6                |
| P MAINTAINING AIRCRAFT PRESSURIZATION SYSTEMS                                                        | 3                | 3                | 2                |
| Q MAINTAINING AUXILIARY AIR AND BLEED AIR DISTRIBUTION<br>SYSTEMS                                    | 6                | 6                | 5                |
| R MAINTAINING AIRCRAFT LIQUID COOLANT AND LIQUID<br>CYCLE REFRIGERATION SYSTEMS                      | 1                | 1                | *                |
| S MAINTAINING AIRCRAFT AIR-CONDITIONING SYSTEMS                                                      | 7                | 7                | 6                |
| T MAINTAINING MISCELLANEOUS ELECTRICAL AND<br>ENVIRONMENTAL CONTROL SYSTEMS                          | 3                | 2                | 2                |
| U PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES                                                       | 3                | 5                | 7                |
| V PERFORMING GENERAL ADMINISTRATIVE, TECHNICAL ORDER<br>(TO) SYSTEM, SUPPLY AND EQUIPMENT ACTIVITIES | 1                | 2                | 4                |
| W PERFORMING GENERAL AIRCRAFT AND CROSS UTILIZATION<br>TRAINING (CUT) ACTIVITIES                     | 3                | 3                | 3                |
| X PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES                                                   | *                | 1                | 2                |
| Y PERFORMING TRAINING ACTIVITIES                                                                     | 1                | 3                | 7                |
| Z PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                                                   | *                | 4                | 14               |

\* Indicates less than 1%

TABLE 17

**TIME SPENT ON DUTIES BY AD MEMBERS OF AFSC 2A6X6 SKILL-LEVEL GROUPS  
(PERCENT RESPONDING)**

| DUTIES                                                                                               | AD<br>2A636<br>(N=285) | AD<br>2A656<br>(N=472) | AD<br>2A676<br>(N=329) |
|------------------------------------------------------------------------------------------------------|------------------------|------------------------|------------------------|
| A PERFORMING AIRCRAFT ELECTRICAL AND ENVIRONMENTAL<br>FUNDAMENTAL MAINTENANCE ACTIVITIES             | 12                     | 10                     | 6                      |
| B MAINTAINING AIRCRAFT POWER AND DISTRIBUTION<br>SYSTEMS                                             | 13                     | 11                     | 6                      |
| C MAINTAINING ENGINE START AND IGNITION CONTROL<br>SYSTEMS                                           | 1                      | *                      | *                      |
| D MAINTAINING LANDING GEAR SYSTEMS                                                                   | 6                      | 6                      | 3                      |
| E MAINTAINING CARGO DOOR AND RAMP SYSTEMS                                                            | 1                      | 1                      | *                      |
| F MAINTAINING FUEL AND WATER SYSTEMS                                                                 | 2                      | 1                      | 1                      |
| G MAINTAINING FLIGHT CONTROL SYSTEMS                                                                 | 2                      | 2                      | 1                      |
| H MAINTAINING BATTERIES                                                                              | 3                      | 2                      | 1                      |
| I MAINTAINING MASTER CAUTION AND WARNING SYSTEMS                                                     | 3                      | 3                      | 2                      |
| J MAINTAINING ENGINE FIRE OR OVERHEAT WARNING<br>SYSTEMS                                             | 4                      | 4                      | 2                      |
| K MAINTAINING PYROTECHNIC SYSTEMS                                                                    | *                      | *                      | *                      |
| L MAINTAINING LIGHTING SYSTEMS                                                                       | 8                      | 7                      | 3                      |
| M MAINTAINING ANTI-ICING SYSTEMS                                                                     | 3                      | 3                      | 2                      |
| N MAINTAINING AIRCRAFT FIRE EXTINGUISHING SYSTEMS                                                    | 3                      | 2                      | 1                      |
| O MAINTAINING AIRCRAFT OXYGEN SYSTEMS AND<br>ASSOCIATED EQUIPMENT                                    | 11                     | 9                      | 5                      |
| P MAINTAINING AIRCRAFT PRESSURIZATION SYSTEMS                                                        | 3                      | 2                      | 1                      |
| Q MAINTAINING AUXILIARY AIR AND BLEED AIR DISTRIBUTION<br>SYSTEMS                                    | 6                      | 6                      | 3                      |
| R MAINTAINING AIRCRAFT LIQUID COOLANT AND LIQUID<br>CYCLE REFRIGERATION SYSTEMS                      | 1                      | *                      | *                      |
| S MAINTAINING AIRCRAFT AIR-CONDITIONING SYSTEMS                                                      | 6                      | 6                      | 3                      |
| T MAINTAINING MISCELLANEOUS ELECTRICAL AND<br>ENVIRONMENTAL CONTROL SYSTEMS                          | 3                      | 3                      | 2                      |
| U PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES                                                       | 3                      | 5                      | 9                      |
| V PERFORMING GENERAL ADMINISTRATIVE, TECHNICAL ORDER<br>(TO) SYSTEM, SUPPLY AND EQUIPMENT ACTIVITIES | 2                      | 3                      | 6                      |
| W PERFORMING GENERAL AIRCRAFT AND CROSS UTILIZATION<br>TRAINING (CUT) ACTIVITIES                     | 3                      | 4                      | 2                      |
| X PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES                                                   | *                      | *                      | 3                      |
| Y PERFORMING TRAINING ACTIVITIES                                                                     | *                      | 4                      | 11                     |
| Z PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                                                   | *                      | 4                      | 25                     |

\* Indicates less than 1%

TABLE 18

## REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A636 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | PERCENT MEMBERS PERFORMING (N=285) |
|-------|-------------------------------------------------------------------------------------------|------------------------------------|
| A0017 | Crimp splices, terminals, or pins to wires                                                | 92                                 |
| B0062 | Perform operational checks of DC power systems                                            | 80                                 |
| B0060 | Perform operational checks of AC power systems                                            | 79                                 |
| B0068 | Remove or install DC power components                                                     | 78                                 |
| A0004 | Assemble or disassemble connector plugs                                                   | 77                                 |
| B0066 | Remove or install AC power components                                                     | 77                                 |
| B0081 | Troubleshoot AC power malfunctions                                                        | 76                                 |
| A0028 | Inspect wire bundles or harnesses                                                         | 75                                 |
| B0083 | Troubleshoot DC power malfunctions                                                        | 74                                 |
| A0011 | Clean connector plugs                                                                     | 73                                 |
| L0431 | Remove or install exterior lighting system components                                     | 72                                 |
| A0026 | Inspect electrical bonds or grounds                                                       | 70                                 |
| L0426 | Perform operational checks of exterior lighting systems                                   | 70                                 |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves | 69                                 |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        | 69                                 |
| A0032 | Perform time compliance technical order (TCTO) modifications                              | 69                                 |
| B0064 | Perform operational checks of external power systems                                      | 68                                 |
| B0063 | Perform operational checks of emergency power systems                                     | 67                                 |
| L0433 | Remove or install interior lighting system components                                     | 67                                 |
| B0085 | Troubleshoot external power system malfunctions                                           | 67                                 |
| L0428 | Perform operational checks of interior lighting systems                                   | 66                                 |
| D0138 | Perform operational checks of anti-skid systems                                           | 66                                 |
| J0392 | Remove or install engine fire or overheat detection system components                     | 66                                 |
| A0033 | Perform soldering on solid-state components or conventional devices                       | 64                                 |
| L0443 | Troubleshoot interior lighting system malfunctions                                        | 64                                 |
| B0056 | Inspect DC power components                                                               | 63                                 |
| B0070 | Remove or install external power components                                               | 63                                 |
| D0147 | Remove or install anti-skid system components                                             | 63                                 |
| A0003 | Apply sealant to connectors, relays, and fixtures                                         | 62                                 |
| A0039 | Remove or install pneumatically operated valves                                           | 61                                 |
| B0054 | Inspect AC power components                                                               | 61                                 |
| L0425 | Perform operational checks of emergency lighting systems                                  | 61                                 |
| L0430 | Remove or install emergency lighting system components                                    | 61                                 |
| J0393 | Remove or install fire warning detection system components                                | 61                                 |
| B0084 | Troubleshoot emergency power malfunctions, other than batteries                           | 60                                 |
| J0391 | Perform operational checks of fire warning detection systems                              | 60                                 |
| L0440 | Troubleshoot emergency lighting system malfunctions                                       | 60                                 |
| J0390 | Perform operational checks of engine fire or overheat warning systems                     | 60                                 |
| D0164 | Troubleshoot anti-skid system malfunctions                                                | 58                                 |
| J0396 | Troubleshoot engine fire or overheat detection system malfunctions                        | 58                                 |
| S0681 | Perform operational checks of air-conditioning systems                                    | 57                                 |
| S0687 | Remove or install air-conditioning system components                                      | 57                                 |
| J0397 | Troubleshoot fire warning detection system malfunctions                                   | 57                                 |

TABLE 19

## REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A656 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | PERCENT MEMBERS PERFORMING (N=472) |
|-------|-------------------------------------------------------------------------------------------|------------------------------------|
| A0017 | Crimp splices, terminals, or pins to wires                                                | 89                                 |
| A0011 | Clean connector plugs                                                                     | 83                                 |
| A0004 | Assemble or disassemble connector plugs                                                   | 82                                 |
| B0062 | Perform operational checks of DC power systems                                            | 82                                 |
| B0060 | Perform operational checks of AC power systems                                            | 81                                 |
| A0028 | Inspect wire bundles or harnesses                                                         | 80                                 |
| B0066 | Remove or install AC power components                                                     | 79                                 |
| B0068 | Remove or install DC power components                                                     | 78                                 |
| B0064 | Perform operational checks of external power systems                                      | 77                                 |
| B0081 | Troubleshoot AC power malfunctions                                                        | 77                                 |
| B0083 | Troubleshoot DC power malfunctions                                                        | 77                                 |
| L0426 | Perform operational checks of exterior lighting systems                                   | 76                                 |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves | 75                                 |
| A0026 | Inspect electrical bonds or grounds                                                       | 75                                 |
| B0085 | Troubleshoot external power system malfunctions                                           | 75                                 |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        | 74                                 |
| B0070 | Remove or install external power components                                               | 74                                 |
| B0056 | Inspect DC power components                                                               | 72                                 |
| B0054 | Inspect AC power components                                                               | 72                                 |
| L0428 | Perform operational checks of interior lighting systems                                   | 72                                 |
| L0431 | Remove or install exterior lighting system components                                     | 72                                 |
| D0138 | Perform operational checks of anti-skid systems                                           | 72                                 |
| S0687 | Remove or install air-conditioning system components                                      | 71                                 |
| L0421 | Inspect exterior lighting system components                                               | 71                                 |
| L0443 | Troubleshoot interior lighting system malfunctions                                        | 71                                 |
| J0392 | Remove or install engine fire or overheat detection system components                     | 71                                 |
| A0032 | Perform time compliance technical order (TCTO) modifications                              | 70                                 |
| L0433 | Remove or install interior lighting system components                                     | 70                                 |
| D0147 | Remove or install anti-skid system components                                             | 70                                 |
| S0681 | Perform operational checks of air-conditioning systems                                    | 69                                 |
| B0063 | Perform operational checks of emergency power systems                                     | 69                                 |
| J0390 | Perform operational checks of engine fire or overheat warning systems                     | 69                                 |
| J0393 | Remove or install fire warning detection system components                                | 69                                 |
| J0396 | Troubleshoot engine fire or overheat detection system malfunctions                        | 69                                 |
| A0039 | Remove or install pneumatically operated valves                                           | 68                                 |
| J0391 | Perform operational checks of fire warning detection systems                              | 68                                 |
| J0397 | Troubleshoot fire warning detection system malfunctions                                   | 68                                 |
| S0677 | Perform leakage checks of air-conditioning systems                                        | 67                                 |
| Q0611 | Perform operational checks of bleed air distribution systems                              | 67                                 |
| D0164 | Troubleshoot anti-skid system malfunctions                                                | 67                                 |
| S0700 | Troubleshoot air-conditioning system malfunctions                                         | 66                                 |
| D0129 | Inspect anti-skid system components                                                       | 66                                 |
| Y0963 | Conduct on-the-job training (OJT)                                                         | 65                                 |
| Q0631 | Troubleshoot bleed air distribution system malfunctions                                   | 65                                 |
| B0084 | Troubleshoot emergency power malfunctions, other than batteries                           | 65                                 |

TABLE 20

## REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A676 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                          | PERCENT MEMBERS PERFORMING (N=329) |
|-------|--------------------------------------------------------------------------------------------|------------------------------------|
|       | 161                                                                                        |                                    |
| Z0990 | Counsel subordinates concerning personal matters                                           | 76                                 |
| Z1017 | Inspect personnel for compliance with military standards                                   | 73                                 |
| Y0964 | Counsel trainees on training progress                                                      | 69                                 |
| Z0988 | Conduct supervisory performance feedback sessions                                          | 69                                 |
| Z1009 | Evaluate personnel for compliance with performance standards                               | 67                                 |
| Z0992 | Determine or establish work assignments or priorities                                      | 67                                 |
| Y0975 | Maintain training records or files                                                         | 67                                 |
| Y0963 | Conduct on-the-job training (OJT)                                                          | 66                                 |
| Z1030 | Write or indorse military performance reports                                              | 65                                 |
| Z1031 | Write recommendations for awards or decorations                                            | 65                                 |
| Z1018 | Interpret policies, directives, or procedures for subordinates                             | 63                                 |
| Y0965 | Determine training requirements                                                            | 63                                 |
| Y0973 | Evaluate progress of trainees                                                              | 60                                 |
| Z0987 | Conduct supervisory orientations for newly assigned personnel                              | 60                                 |
| Y0960 | Brief personnel concerning training programs or matters                                    | 59                                 |
| Z0985 | Conduct self-inspections or self-assessments                                               | 59                                 |
| Z0981 | Assign personnel to work areas or duty positions                                           | 58                                 |
| U0805 | Clear Red-X conditions                                                                     | 58                                 |
| A0017 | Crimp splices, terminals, or pins to wires                                                 | 58                                 |
| A0028 | Inspect wire bundles or harnesses                                                          | 58                                 |
| Z1004 | Establish performance standards for subordinates                                           | 55                                 |
| U0822 | Review aircraft flight or maintenance records, such as AFTO Forms 781 series               | 54                                 |
| A0004 | Assemble or disassemble connector plugs                                                    | 54                                 |
| Z1010 | Evaluate personnel for promotion, demotion, reclassification, or special awards            | 52                                 |
| U0814 | Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781 series | 52                                 |
| U0813 | Initiate technical order (TO) improvement reports                                          | 52                                 |
| A0011 | Clean connector plugs                                                                      | 52                                 |
| A0026 | Inspect electrical bonds or grounds                                                        | 52                                 |
| B0060 | Perform operational checks of AC power systems                                             | 51                                 |
| B0062 | Perform operational checks of DC power systems                                             | 51                                 |
| U0818 | Perform maintenance activity inspections or self-inspections                               | 50                                 |
| B0056 | Inspect DC power components                                                                | 50                                 |
| L0421 | Inspect exterior lighting system components                                                | 50                                 |
| B0064 | Perform operational checks of external power systems                                       | 50                                 |
| U0809 | Evaluate maintenance procedures                                                            | 49                                 |
| B0081 | Troubleshoot AC power malfunctions                                                         | 49                                 |
| B0066 | Remove or install AC power components                                                      | 49                                 |
| Z0984 | Conduct safety inspections of equipment or facilities                                      | 48                                 |
| A0027 | Inspect test equipment                                                                     | 48                                 |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves  | 48                                 |
| B0083 | Troubleshoot DC power malfunctions                                                         | 48                                 |
| B0058 | Inspect external power components                                                          | 48                                 |
| B0085 | Troubleshoot external power system malfunctions                                            | 48                                 |

TABLE 21

**TIME SPENT ON DUTIES BY ANG MEMBERS OF AFSC 2A6X6 SKILL-LEVEL GROUPS  
(PERCENT RESPONDING)**

| DUTIES                                                                                               | ANG<br>2A636<br>(N=33) | ANG<br>2A656<br>(N=174) | ANG<br>2A676<br>(N=196) |
|------------------------------------------------------------------------------------------------------|------------------------|-------------------------|-------------------------|
| A PERFORMING AIRCRAFT ELECTRICAL AND ENVIRONMENTAL<br>FUNDAMENTAL MAINTENANCE ACTIVITIES             | 15                     | 11                      | 9                       |
| B MAINTAINING AIRCRAFT POWER AND DISTRIBUTION<br>SYSTEMS                                             | 13                     | 12                      | 9                       |
| C MAINTAINING ENGINE START AND IGNITION CONTROL<br>SYSTEMS                                           | 1                      | 1                       | 2                       |
| D MAINTAINING LANDING GEAR SYSTEMS                                                                   | 5                      | 7                       | 6                       |
| E MAINTAINING CARGO DOOR AND RAMP SYSTEMS                                                            | 1                      | 1                       | 1                       |
| F MAINTAINING FUEL AND WATER SYSTEMS                                                                 | *                      | 1                       | 1                       |
| G MAINTAINING FLIGHT CONTROL SYSTEMS                                                                 | 1                      | 2                       | 2                       |
| H MAINTAINING BATTERIES                                                                              | 3                      | 4                       | 3                       |
| I MAINTAINING MASTER CAUTION AND WARNING SYSTEMS                                                     | 2                      | 2                       | 3                       |
| J MAINTAINING ENGINE FIRE OR OVERHEAT WARNING<br>SYSTEMS                                             | 4                      | 4                       | 4                       |
| K MAINTAINING PYROTECHNIC SYSTEMS                                                                    | *                      | *                       | *                       |
| L MAINTAINING LIGHTING SYSTEMS                                                                       | 10                     | 9                       | 8                       |
| M MAINTAINING ANTI-ICING SYSTEMS                                                                     | 4                      | 3                       | 3                       |
| N MAINTAINING AIRCRAFT FIRE EXTINGUISHING SYSTEMS                                                    | 4                      | 2                       | 2                       |
| O MAINTAINING AIRCRAFT OXYGEN SYSTEMS AND<br>ASSOCIATED EQUIPMENT                                    | 9                      | 9                       | 8                       |
| P MAINTAINING AIRCRAFT PRESSURIZATION SYSTEMS                                                        | 3                      | 4                       | 3                       |
| Q MAINTAINING AUXILIARY AIR AND BLEED AIR DISTRIBUTION<br>SYSTEMS                                    | 5                      | 7                       | 6                       |
| R MAINTAINING AIRCRAFT LIQUID COOLANT AND LIQUID<br>CYCLE REFRIGERATION SYSTEMS                      | *                      | *                       | *                       |
| S MAINTAINING AIRCRAFT AIR-CONDITIONING SYSTEMS                                                      | 9                      | 8                       | 7                       |
| T MAINTAINING MISCELLANEOUS ELECTRICAL AND<br>ENVIRONMENTAL CONTROL SYSTEMS                          | 2                      | 2                       | 3                       |
| U PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES                                                       | 4                      | 3                       | 6                       |
| V PERFORMING GENERAL ADMINISTRATIVE, TECHNICAL ORDER<br>(TO) SYSTEM, SUPPLY AND EQUIPMENT ACTIVITIES | 2                      | 2                       | 3                       |
| W PERFORMING GENERAL AIRCRAFT AND CROSS UTILIZATION<br>TRAINING (CUT) ACTIVITIES                     | 1                      | 2                       | 2                       |
| X PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES                                                   | *                      | 1                       | 1                       |
| Y PERFORMING TRAINING ACTIVITIES                                                                     | *                      | *                       | 3                       |
| Z PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                                                   | *                      | *                       | 4                       |

\* Indicates less than 1%

TABLE 22

## REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2A636 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | PERCENT MEMBERS PERFORMING (N=33) |
|-------|-------------------------------------------------------------------------------------------|-----------------------------------|
|       | 144                                                                                       |                                   |
| A0017 | Crimp splices, terminals, or pins to wires                                                | 97                                |
| A0028 | Inspect wire bundles or harnesses                                                         | 91                                |
| A0026 | Inspect electrical bonds or grounds                                                       | 88                                |
| A0004 | Assemble or disassemble connector plugs                                                   | 85                                |
| B0062 | Perform operational checks of DC power systems                                            | 85                                |
| A0011 | Clean connector plugs                                                                     | 82                                |
| S0681 | Perform operational checks of air-conditioning systems                                    | 79                                |
| B0060 | Perform operational checks of AC power systems                                            | 79                                |
| A0033 | Perform soldering on solid-state components or conventional devices                       | 79                                |
| L0426 | Perform operational checks of exterior lighting systems                                   | 76                                |
| B0066 | Remove or install AC power components                                                     | 76                                |
| L0431 | Remove or install exterior lighting system components                                     | 76                                |
| L0433 | Remove or install interior lighting system components                                     | 76                                |
| B0068 | Remove or install DC power components                                                     | 76                                |
| B0081 | Troubleshoot AC power malfunctions                                                        | 76                                |
| H0316 | Remove or install batteries                                                               | 73                                |
| L0421 | Inspect exterior lighting system components                                               | 73                                |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves | 73                                |
| S0687 | Remove or install air-conditioning system components                                      | 73                                |
| B0083 | Troubleshoot DC power malfunctions                                                        | 73                                |
| B0063 | Perform operational checks of emergency power systems                                     | 73                                |
| S0671 | Inspect air-conditioning system components                                                | 70                                |
| L0423 | Inspect interior lighting system components                                               | 70                                |
| A0032 | Perform time compliance technical order (TCTO) modifications                              | 70                                |
| L0443 | Troubleshoot interior lighting system malfunctions                                        | 70                                |
| H0311 | Inspect batteries                                                                         | 70                                |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        | 70                                |
| B0056 | Inspect DC power components                                                               | 70                                |
| B0054 | Inspect AC power components                                                               | 70                                |
| L0428 | Perform operational checks of interior lighting systems                                   | 67                                |
| B0064 | Perform operational checks of external power systems                                      | 67                                |
| D0147 | Remove or install anti-skid system components                                             | 67                                |
| L0413 | Assemble or disassemble exterior lighting systems                                         | 67                                |
| L0414 | Assemble or disassemble interior lighting systems                                         | 67                                |
| A0003 | Apply sealant to connectors, relays, and fixtures                                         | 67                                |
| S0682 | Perform operational checks of cabin heating systems                                       | 64                                |
| D0138 | Perform operational checks of anti-skid systems                                           | 64                                |
| B0061 | Perform operational checks of battery charger systems                                     | 64                                |
| J0386 | Inspect engine fire or overheat detection systems                                         | 61                                |
| S0677 | Perform leakage checks of air-conditioning systems                                        | 61                                |
| B0067 | Remove or install battery charger components                                              | 61                                |
| B0052 | Bench check DC power components                                                           | 61                                |
| D0129 | Inspect anti-skid system components                                                       | 58                                |
| S0700 | Troubleshoot air-conditioning system malfunctions                                         | 58                                |

TABLE 23

## REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2A656 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | PERCENT MEMBERS PERFORMING (N=174) |
|-------|-------------------------------------------------------------------------------------------|------------------------------------|
| A0017 | Crimp splices, terminals, or pins to wires                                                | 93                                 |
| B0062 | Perform operational checks of DC power systems                                            | 93                                 |
| B0060 | Perform operational checks of AC power systems                                            | 93                                 |
| A0028 | Inspect wire bundles or harnesses                                                         | 91                                 |
| A0026 | Inspect electrical bonds or grounds                                                       | 91                                 |
| B0068 | Remove or install DC power components                                                     | 90                                 |
| L0431 | Remove or install exterior lighting system components                                     | 90                                 |
| A0011 | Clean connector plugs                                                                     | 89                                 |
| B0081 | Troubleshoot AC power malfunctions                                                        | 89                                 |
| B0083 | Troubleshoot DC power malfunctions                                                        | 89                                 |
| B0066 | Remove or install AC power components                                                     | 88                                 |
| A0004 | Assemble or disassemble connector plugs                                                   | 87                                 |
| L0426 | Perform operational checks of exterior lighting systems                                   | 87                                 |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        | 86                                 |
| L0433 | Remove or install interior lighting system components                                     | 86                                 |
| H0316 | Remove or install batteries                                                               | 85                                 |
| B0061 | Perform operational checks of battery charger systems                                     | 84                                 |
| B0064 | Perform operational checks of external power systems                                      | 83                                 |
| B0063 | Perform operational checks of emergency power systems                                     | 83                                 |
| A0032 | Perform time compliance technical order (TCTO) modifications                              | 83                                 |
| L0443 | Troubleshoot interior lighting system malfunctions                                        | 83                                 |
| L0428 | Perform operational checks of interior lighting systems                                   | 82                                 |
| D0129 | Inspect anti-skid system components                                                       | 82                                 |
| L0421 | Inspect exterior lighting system components                                               | 82                                 |
| D0138 | Perform operational checks of anti-skid systems                                           | 81                                 |
| S0681 | Perform operational checks of air-conditioning systems                                    | 81                                 |
| B0085 | Troubleshoot external power system malfunctions                                           | 81                                 |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves | 80                                 |
| B0056 | Inspect DC power components                                                               | 80                                 |
| D0164 | Troubleshoot anti-skid system malfunctions                                                | 80                                 |
| S0687 | Remove or install air-conditioning system components                                      | 79                                 |
| D0147 | Remove or install anti-skid system components                                             | 79                                 |
| J0392 | Remove or install engine fire or overheat detection system components                     | 79                                 |
| S0671 | Inspect air-conditioning system components                                                | 78                                 |
| P0572 | Perform leakage checks of cabin or cargo pressurization systems                           | 78                                 |
| S0700 | Troubleshoot air-conditioning system malfunctions                                         | 78                                 |
| B0054 | Inspect AC power components                                                               | 78                                 |
| B0055 | Inspect battery charger systems                                                           | 78                                 |
| L0423 | Inspect interior lighting system components                                               | 77                                 |
| H0311 | Inspect batteries                                                                         | 77                                 |
| L0414 | Assemble or disassemble interior lighting systems                                         | 77                                 |
| P0575 | Perform operational checks of cabin or cargo pressurization systems                       | 76                                 |
| A0033 | Perform soldering on solid-state components or conventional devices                       | 76                                 |
| L0436 | Repair exterior lighting system components                                                | 76                                 |



TABLE 24

## REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2A676 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | PERCENT MEMBERS PERFORMING (N=196) |
|-------|-------------------------------------------------------------------------------------------|------------------------------------|
| A0028 | Inspect wire bundles or harnesses                                                         | 96                                 |
| B0081 | Troubleshoot AC power malfunctions                                                        | 95                                 |
| B0062 | Perform operational checks of DC power systems                                            | 95                                 |
| A0017 | Crimp splices, terminals, or pins to wires                                                | 94                                 |
| L0426 | Perform operational checks of exterior lighting systems                                   | 94                                 |
| D0129 | Inspect anti-skid system components                                                       | 94                                 |
| B0060 | Perform operational checks of AC power systems                                            | 94                                 |
| B0083 | Troubleshoot DC power malfunctions                                                        | 94                                 |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        | 93                                 |
| A0026 | Inspect electrical bonds or grounds                                                       | 93                                 |
| L0431 | Remove or install exterior lighting system components                                     | 93                                 |
| A0004 | Assemble or disassemble connector plugs                                                   | 93                                 |
| B0066 | Remove or install AC power components                                                     | 93                                 |
| A0011 | Clean connector plugs                                                                     | 93                                 |
| L0421 | Inspect exterior lighting system components                                               | 92                                 |
| B0064 | Perform operational checks of external power systems                                      | 92                                 |
| B0085 | Troubleshoot external power system malfunctions                                           | 92                                 |
| D0138 | Perform operational checks of anti-skid systems                                           | 91                                 |
| A0032 | Perform time compliance technical order (TCTO) modifications                              | 91                                 |
| B0056 | Inspect DC power components                                                               | 91                                 |
| B0068 | Remove or install DC power components                                                     | 91                                 |
| L0428 | Perform operational checks of interior lighting systems                                   | 90                                 |
| J0386 | Inspect engine fire or overheat detection systems                                         | 90                                 |
| L0443 | Troubleshoot interior lighting system malfunctions                                        | 90                                 |
| L0433 | Remove or install interior lighting system components                                     | 90                                 |
| L0413 | Assemble or disassemble exterior lighting systems                                         | 90                                 |
| S0671 | Inspect air-conditioning system components                                                | 89                                 |
| L0414 | Assemble or disassemble interior lighting systems                                         | 89                                 |
| Q0598 | Inspect bleed air distribution systems                                                    | 88                                 |
| D0147 | Remove or install anti-skid system components                                             | 88                                 |
| U0819 | Perform TCTO inspections                                                                  | 88                                 |
| S0687 | Remove or install air-conditioning system components                                      | 87                                 |
| S0700 | Troubleshoot air-conditioning system malfunctions                                         | 87                                 |
| B0054 | Inspect AC power components                                                               | 87                                 |
| L0423 | Inspect interior lighting system components                                               | 87                                 |
| J0392 | Remove or install engine fire or overheat detection system components                     | 87                                 |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves | 86                                 |
| J0396 | Troubleshoot engine fire or overheat detection system malfunctions                        | 86                                 |
| B0070 | Remove or install external power components                                               | 86                                 |
| S0681 | Perform operational checks of air-conditioning systems                                    | 85                                 |
| D0164 | Troubleshoot anti-skid system malfunctions                                                | 85                                 |
| B0061 | Perform operational checks of battery charger systems                                     | 85                                 |
| H0311 | Inspect batteries                                                                         | 85                                 |
| J0390 | Perform operational checks of engine fire or overheat warning systems                     | 85                                 |

TABLE 25

**TIME SPENT ON DUTIES BY AFRC MEMBERS OF AFSC 2A6X6 SKILL-LEVEL GROUPS  
(PERCENT RESPONDING)**

| DUTIES                                                                                               | AFRC<br>2A636<br>(N=20) | AFRC<br>2A656<br>(N=106) | AFRC<br>2A676<br>(N=203) |
|------------------------------------------------------------------------------------------------------|-------------------------|--------------------------|--------------------------|
| A PERFORMING AIRCRAFT ELECTRICAL AND ENVIRONMENTAL<br>FUNDAMENTAL MAINTENANCE ACTIVITIES             | 11                      | 12                       | 8                        |
| B MAINTAINING AIRCRAFT POWER AND DISTRIBUTION<br>SYSTEMS                                             | 11                      | 13                       | 8                        |
| C MAINTAINING ENGINE START AND IGNITION CONTROL<br>SYSTEMS                                           | 1                       | 1                        | 1                        |
| D MAINTAINING LANDING GEAR SYSTEMS                                                                   | 5                       | 6                        | 5                        |
| E MAINTAINING CARGO DOOR AND RAMP SYSTEMS                                                            | 3                       | 2                        | 2                        |
| F MAINTAINING FUEL AND WATER SYSTEMS                                                                 | 1                       | 2                        | 1                        |
| G MAINTAINING FLIGHT CONTROL SYSTEMS                                                                 | 3                       | 3                        | 3                        |
| H MAINTAINING BATTERIES                                                                              | 2                       | 3                        | 2                        |
| I MAINTAINING MASTER CAUTION AND WARNING SYSTEMS                                                     | 3                       | 2                        | 3                        |
| J MAINTAINING ENGINE FIRE OR OVERHEAT WARNING<br>SYSTEMS                                             | 6                       | 5                        | 4                        |
| K MAINTAINING PYROTECHNIC SYSTEMS                                                                    | *                       | *                        | *                        |
| L MAINTAINING LIGHTING SYSTEMS                                                                       | 11                      | 7                        | 6                        |
| M MAINTAINING ANTI-ICING SYSTEMS                                                                     | 3                       | 3                        | 4                        |
| N MAINTAINING AIRCRAFT FIRE EXTINGUISHING SYSTEMS                                                    | 6                       | 4                        | 4                        |
| O MAINTAINING AIRCRAFT OXYGEN SYSTEMS AND<br>ASSOCIATED EQUIPMENT                                    | 7                       | 7                        | 7                        |
| P MAINTAINING AIRCRAFT PRESSURIZATION SYSTEMS                                                        | 3                       | 2                        | 2                        |
| Q MAINTAINING AUXILIARY AIR AND BLEED AIR DISTRIBUTION<br>SYSTEMS                                    | 6                       | 7                        | 6                        |
| R MAINTAINING AIRCRAFT LIQUID COOLANT AND LIQUID<br>CYCLE REFRIGERATION SYSTEMS                      | *                       | *                        | *                        |
| S MAINTAINING AIRCRAFT AIR-CONDITIONING SYSTEMS                                                      | 10                      | 8                        | 8                        |
| T MAINTAINING MISCELLANEOUS ELECTRICAL AND<br>ENVIRONMENTAL CONTROL SYSTEMS                          | 2                       | 3                        | 3                        |
| U PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES                                                       | 3                       | 3                        | 6                        |
| V PERFORMING GENERAL ADMINISTRATIVE, TECHNICAL ORDER<br>(TO) SYSTEM, SUPPLY AND EQUIPMENT ACTIVITIES | *                       | 1                        | 3                        |
| W PERFORMING GENERAL AIRCRAFT AND CROSS UTILIZATION<br>TRAINING (CUT) ACTIVITIES                     | 1                       | 3                        | 3                        |
| X PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES                                                   | *                       | *                        | 1                        |
| Y PERFORMING TRAINING ACTIVITIES                                                                     | *                       | *                        | 3                        |
| Z PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                                                   | 0                       | *                        | 6                        |

\* Indicates less than 1%

TABLE 26

## REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A636 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | PERCENT MEMBERS PERFORMING (N=20) |
|-------|-------------------------------------------------------------------------------------------|-----------------------------------|
|       | 188                                                                                       |                                   |
| A0017 | Crimp splices, terminals, or pins to wires                                                | 95                                |
| L0425 | Perform operational checks of emergency lighting systems                                  | 90                                |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves | 90                                |
| B0060 | Perform operational checks of AC power systems                                            | 90                                |
| B0062 | Perform operational checks of DC power systems                                            | 90                                |
| J0392 | Remove or install engine fire or overheat detection system components                     | 90                                |
| L0428 | Perform operational checks of interior lighting systems                                   | 90                                |
| S0687 | Remove or install air-conditioning system components                                      | 85                                |
| B0063 | Perform operational checks of emergency power systems                                     | 85                                |
| L0430 | Remove or install emergency lighting system components                                    | 85                                |
| N0482 | Perform operational checks of aircraft fire extinguishing systems                         | 85                                |
| L0431 | Remove or install exterior lighting system components                                     | 85                                |
| B0066 | Remove or install AC power components                                                     | 85                                |
| L0426 | Perform operational checks of exterior lighting systems                                   | 85                                |
| L0433 | Remove or install interior lighting system components                                     | 80                                |
| L0420 | Inspect emergency lighting system components                                              | 80                                |
| L0423 | Inspect interior lighting system components                                               | 80                                |
| B0064 | Perform operational checks of external power systems                                      | 80                                |
| L0421 | Inspect exterior lighting system components                                               | 80                                |
| B0068 | Remove or install DC power components                                                     | 80                                |
| B0083 | Troubleshoot DC power malfunctions                                                        | 80                                |
| A0026 | Inspect electrical bonds or grounds                                                       | 75                                |
| N0486 | Remove or install squib system components                                                 | 75                                |
| J0393 | Remove or install fire warning detection system components                                | 75                                |
| S0700 | Troubleshoot air-conditioning system malfunctions                                         | 75                                |
| J0386 | Inspect engine fire or overheat detection systems                                         | 75                                |
| L0443 | Troubleshoot interior lighting system malfunctions                                        | 75                                |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        | 75                                |
| B0081 | Troubleshoot AC power malfunctions                                                        | 75                                |
| N0484 | Remove or install aircraft fire extinguishing system components                           | 75                                |
| A0011 | Clean connector plugs                                                                     | 75                                |
| D0138 | Perform operational checks of anti-skid systems                                           | 75                                |
| S0681 | Perform operational checks of air-conditioning systems                                    | 70                                |
| S0677 | Perform leakage checks of air-conditioning systems                                        | 70                                |
| A0028 | Inspect wire bundles or harnesses                                                         | 70                                |
| L0440 | Troubleshoot emergency lighting system malfunctions                                       | 70                                |
| I0349 | Perform operational checks of master caution and warning systems                          | 70                                |
| J0381 | Adjust engine fire or overheat detection components                                       | 70                                |
| B0054 | Inspect AC power components                                                               | 70                                |
| N0492 | Troubleshoot Squib system malfunctions                                                    | 70                                |
| D0129 | Inspect anti-skid system components                                                       | 70                                |
| A0032 | Perform time compliance technical order (TCTO) modifications                              | 65                                |
| P0584 | Troubleshoot cabin or cargo pressurization system malfunctions                            | 65                                |
| P0578 | Remove or install cabin or cargo pressurization system components                         | 65                                |

TABLE 27

## REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A656 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | PERCENT MEMBERS PERFORMING (N=106) |
|-------|-------------------------------------------------------------------------------------------|------------------------------------|
|       | 198                                                                                       |                                    |
| A0017 | Crimp splices, terminals, or pins to wires                                                | 91                                 |
| A0028 | Inspect wire bundles or harnesses                                                         | 91                                 |
| B0060 | Perform operational checks of AC power systems                                            | 87                                 |
| B0062 | Perform operational checks of DC power systems                                            | 86                                 |
| B0066 | Remove or install AC power components                                                     | 86                                 |
| B0081 | Troubleshoot AC power malfunctions                                                        | 83                                 |
| A0004 | Assemble or disassemble connector plugs                                                   | 83                                 |
| A0011 | Clean connector plugs                                                                     | 83                                 |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves | 82                                 |
| A0026 | Inspect electrical bonds or grounds                                                       | 82                                 |
| B0068 | Remove or install DC power components                                                     | 82                                 |
| B0083 | Troubleshoot DC power malfunctions                                                        | 82                                 |
| D0138 | Perform operational checks of anti-skid systems                                           | 81                                 |
| B0064 | Perform operational checks of external power systems                                      | 80                                 |
| B0063 | Perform operational checks of emergency power systems                                     | 79                                 |
| L0426 | Perform operational checks of exterior lighting systems                                   | 78                                 |
| L0431 | Remove or install exterior lighting system components                                     | 78                                 |
| B0061 | Perform operational checks of battery charger systems                                     | 77                                 |
| D0129 | Inspect anti-skid system components                                                       | 77                                 |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        | 77                                 |
| B0054 | Inspect AC power components                                                               | 76                                 |
| B0056 | Inspect DC power components                                                               | 76                                 |
| L0421 | Inspect exterior lighting system components                                               | 75                                 |
| D0147 | Remove or install anti-skid system components                                             | 75                                 |
| L0433 | Remove or install interior lighting system components                                     | 75                                 |
| L0428 | Perform operational checks of interior lighting systems                                   | 75                                 |
| B0085 | Troubleshoot external power system malfunctions                                           | 74                                 |
| A0039 | Remove or install pneumatically operated valves                                           | 73                                 |
| L0425 | Perform operational checks of emergency lighting systems                                  | 73                                 |
| S0671 | Inspect air-conditioning system components                                                | 72                                 |
| J0392 | Remove or install engine fire or overheat detection system components                     | 72                                 |
| S0681 | Perform operational checks of air-conditioning systems                                    | 72                                 |
| L0443 | Troubleshoot interior lighting system malfunctions                                        | 72                                 |
| J0391 | Perform operational checks of fire warning detection systems                              | 71                                 |
| S0687 | Remove or install air-conditioning system components                                      | 71                                 |
| J0396 | Troubleshoot engine fire or overheat detection system malfunctions                        | 71                                 |
| B0084 | Troubleshoot emergency power malfunctions, other than batteries                           | 71                                 |
| B0082 | Troubleshoot battery charger system malfunctions                                          | 71                                 |
| J0397 | Troubleshoot fire warning detection system malfunctions                                   | 71                                 |
| L0440 | Troubleshoot emergency lighting system malfunctions                                       | 71                                 |
| L0420 | Inspect emergency lighting system components                                              | 70                                 |
| J0393 | Remove or install fire warning detection system components                                | 69                                 |
| J0390 | Perform operational checks of engine fire or overheat warning systems                     | 68                                 |
| B0067 | Remove or install battery charger components                                              | 68                                 |

TABLE 28

## REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A676 PERSONNEL

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | PERCENT MEMBERS PERFORMING (N=203) |
|-------|-------------------------------------------------------------------------------------------|------------------------------------|
| A0017 | Crimp splices, terminals, or pins to wires                                                | 90                                 |
| B0060 | Perform operational checks of AC power systems                                            | 90                                 |
| L0426 | Perform operational checks of exterior lighting systems                                   | 90                                 |
| A0028 | Inspect wire bundles or harnesses                                                         | 89                                 |
| B0081 | Troubleshoot AC power malfunctions                                                        | 89                                 |
| B0062 | Perform operational checks of DC power systems                                            | 89                                 |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        | 88                                 |
| S0671 | Inspect air-conditioning system components                                                | 87                                 |
| A0026 | Inspect electrical bonds or grounds                                                       | 87                                 |
| D0129 | Inspect anti-skid system components                                                       | 87                                 |
| B0083 | Troubleshoot DC power malfunctions                                                        | 87                                 |
| S0700 | Troubleshoot air-conditioning system malfunctions                                         | 86                                 |
| S0687 | Remove or install air-conditioning system components                                      | 86                                 |
| L0421 | Inspect exterior lighting system components                                               | 86                                 |
| L0431 | Remove or install exterior lighting system components                                     | 86                                 |
| A0004 | Assemble or disassemble connector plugs                                                   | 86                                 |
| B0068 | Remove or install DC power components                                                     | 86                                 |
| A0011 | Clean connector plugs                                                                     | 86                                 |
| B0066 | Remove or install AC power components                                                     | 85                                 |
| J0396 | Troubleshoot engine fire or overheat detection system malfunctions                        | 85                                 |
| S0681 | Perform operational checks of air-conditioning systems                                    | 84                                 |
| B0064 | Perform operational checks of external power systems                                      | 84                                 |
| Q0598 | Inspect bleed air distribution systems                                                    | 84                                 |
| J0392 | Remove or install engine fire or overheat detection system components                     | 84                                 |
| B0085 | Troubleshoot external power system malfunctions                                           | 84                                 |
| D0138 | Perform operational checks of anti-skid systems                                           | 84                                 |
| Q0611 | Perform operational checks of bleed air distribution systems                              | 83                                 |
| J0391 | Perform operational checks of fire warning detection systems                              | 83                                 |
| J0397 | Troubleshoot fire warning detection system malfunctions                                   | 83                                 |
| B0054 | Inspect AC power components                                                               | 82                                 |
| L0428 | Perform operational checks of interior lighting systems                                   | 82                                 |
| L0443 | Troubleshoot interior lighting system malfunctions                                        | 82                                 |
| J0393 | Remove or install fire warning detection system components                                | 82                                 |
| J0390 | Perform operational checks of engine fire or overheat warning systems                     | 82                                 |
| J0386 | Inspect engine fire or overheat detection systems                                         | 82                                 |
| B0056 | Inspect DC power components                                                               | 81                                 |
| S0677 | Perform leakage checks of air-conditioning systems                                        | 81                                 |
| Q0631 | Troubleshoot bleed air distribution system malfunctions                                   | 81                                 |
| A0032 | Perform time compliance technical order (TCTO) modifications                              | 81                                 |
| L0423 | Inspect interior lighting system components                                               | 80                                 |
| L0420 | Inspect emergency lighting system components                                              | 80                                 |
| D0147 | Remove or install anti-skid system components                                             | 80                                 |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves | 79                                 |
| A0039 | Remove or install pneumatically operated valves                                           | 79                                 |

TABLE 29

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

|        |                                                                                                    | 1-48 MONTHS' |
|--------|----------------------------------------------------------------------------------------------------|--------------|
|        |                                                                                                    | TAFMS        |
| DUTIES |                                                                                                    | (N=137)      |
| A      | PERFORMING AIRCRAFT ELECTRICAL AND ENVIRONMENTAL<br>FUNDAMENTAL MAINTENANCE ACTIVITIES             | 1            |
| B      | MAINTAINING AIRCRAFT POWER AND DISTRIBUTION SYSTEMS                                                | 6            |
| C      | MAINTAINING ENGINE START AND IGNITION CONTROL SYSTEMS                                              | 1            |
| D      | MAINTAINING LANDING GEAR SYSTEMS                                                                   | 1            |
| E      | MAINTAINING CARGO DOOR AND RAMP SYSTEMS                                                            | 1            |
| F      | MAINTAINING FUEL AND WATER SYSTEMS                                                                 | 2            |
| G      | MAINTAINING FLIGHT CONTROL SYSTEMS                                                                 | 3            |
| H      | MAINTAINING BATTERIES                                                                              | 3            |
| I      | MAINTAINING MASTER CAUTION AND WARNING SYSTEMS                                                     | 4            |
| J      | MAINTAINING ENGINE FIRE OR OVERHEAT WARNING SYSTEMS                                                | *            |
| K      | MAINTAINING PYROTECHNIC SYSTEMS                                                                    | 7            |
| L      | MAINTAINING LIGHTING SYSTEMS                                                                       | 3            |
| M      | MAINTAINING ANTI-ICING SYSTEMS                                                                     | 3            |
| N      | MAINTAINING AIRCRAFT FIRE EXTINGUISHING SYSTEMS                                                    | 11           |
| O      | MAINTAINING AIRCRAFT OXYGEN SYSTEMS AND ASSOCIATED EQUIPMENT                                       | 3            |
| P      | MAINTAINING AIRCRAFT PRESSURIZATION SYSTEMS                                                        | 6            |
| Q      | MAINTAINING AUXILIARY AIR AND BLEED AIR DISTRIBUTION SYSTEMS                                       | *            |
| R      | MAINTAINING AIRCRAFT LIQUID COOLANT AND LIQUID CYCLE<br>REFRIGERATION SYSTEMS                      | 7            |
| S      | MAINTAINING AIRCRAFT AIR-CONDITIONING SYSTEMS                                                      | 3            |
| T      | MAINTAINING MISCELLANEOUS ELECTRICAL AND ENVIRONMENTAL<br>CONTROL SYSTEMS                          | 4            |
| U      | PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES                                                       | 2            |
| V      | PERFORMING GENERAL ADMINISTRATIVE, TECHNICAL ORDER (TO) SYSTEM,<br>SUPPLY AND EQUIPMENT ACTIVITIES | 3            |
| W      | PERFORMING GENERAL AIRCRAFT AND CROSS UTILIZATION TRAINING (CUT)<br>ACTIVITIES                     | *            |
| X      | PERFORMING DEPLOYMENT AND CONTINGENCY ACTIVITIES                                                   | *            |
| Y      | PERFORMING TRAINING ACTIVITIES                                                                     | *            |
| Z      | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                                                   | *            |

\* Indicates less than 1%

TABLE 30

**REPRESENTATIVE TASKS PERFORMED BY AFSC 2A6X6  
FIRST-ENLISTMENT PERSONNEL (1–48 MONTHS' TAFMS)**

| TASKS | AVERAGE NUMBER OF TASKS PERFORMED                                                         | PERCENT MEMBERS PERFORMING (N=437) |
|-------|-------------------------------------------------------------------------------------------|------------------------------------|
| A0017 | Crimp splices, terminals, or pins to wires                                                | 92                                 |
| B0062 | Perform operational checks of DC power systems                                            | 82                                 |
| B0060 | Perform operational checks of AC power systems                                            | 82                                 |
| A0004 | Assemble or disassemble connector plugs                                                   | 81                                 |
| B0068 | Remove or install DC power components                                                     | 80                                 |
| B0066 | Remove or install AC power components                                                     | 79                                 |
| A0028 | Inspect wire bundles or harnesses                                                         | 78                                 |
| B0081 | Troubleshoot AC power malfunctions                                                        | 77                                 |
| A0011 | Clean connector plugs                                                                     | 77                                 |
| B0083 | Troubleshoot DC power malfunctions                                                        | 76                                 |
| L0426 | Perform operational checks of exterior lighting systems                                   | 73                                 |
| B0064 | Perform operational checks of external power systems                                      | 73                                 |
| L0431 | Remove or install exterior lighting system components                                     | 73                                 |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves | 72                                 |
| A0026 | Inspect electrical bonds or grounds                                                       | 72                                 |
| A0032 | Perform time compliance technical order (TCTO) modifications                              | 72                                 |
| L0441 | Troubleshoot exterior lighting system malfunctions                                        | 71                                 |
| B0085 | Troubleshoot external power system malfunctions                                           | 71                                 |
| L0428 | Perform operational checks of interior lighting systems                                   | 70                                 |
| D0138 | Perform operational checks of anti-skid systems                                           | 70                                 |
| B0063 | Perform operational checks of emergency power systems                                     | 69                                 |
| L0433 | Remove or install interior lighting system components                                     | 69                                 |
| J0392 | Remove or install engine fire or overheat detection system components                     | 69                                 |
| L0443 | Troubleshoot interior lighting system malfunctions                                        | 68                                 |
| B0070 | Remove or install external power components                                               | 67                                 |
| J0393 | Remove or install fire warning detection system components                                | 67                                 |
| A0039 | Remove or install pneumatically operated valves                                           | 66                                 |
| D0147 | Remove or install anti-skid system components                                             | 66                                 |
| A0033 | Perform soldering on solid-state components or conventional devices                       | 65                                 |
| J0391 | Perform operational checks of fire warning detection systems                              | 65                                 |
| B0056 | Inspect DC power components                                                               | 64                                 |
| J0390 | Perform operational checks of engine fire or overheat warning systems                     | 64                                 |
| A0003 | Apply sealant to connectors, relays, and fixtures                                         | 64                                 |
| B0054 | Inspect AC power components                                                               | 63                                 |
| S0687 | Remove or install air-conditioning system components                                      | 63                                 |
| B0084 | Troubleshoot emergency power malfunctions, other than batteries                           | 63                                 |
| J0397 | Troubleshoot fire warning detection system malfunctions                                   | 63                                 |
| S0681 | Perform operational checks of air-conditioning systems                                    | 62                                 |
| L0425 | Perform operational checks of emergency lighting systems                                  | 62                                 |
| D0164 | Troubleshoot anti-skid system malfunctions                                                | 62                                 |
| J0396 | Troubleshoot engine fire or overheat detection system malfunctions                        | 62                                 |
| S0677 | Perform leakage checks of air-conditioning systems                                        | 61                                 |
| L0430 | Remove or install emergency lighting system components                                    | 61                                 |
| L0421 | Inspect exterior lighting system components                                               | 60                                 |

TABLE 31

**EQUIPMENT USED OR OPERATED BY  
FIRST-ENLISTMENT AFSC 2A6X6 PERSONNEL  
(PERCENT USING OR OPERATING)**

| EQUIPMENT                                  | (N=437) |
|--------------------------------------------|---------|
| Multimeters, Digital                       | 89      |
| Heat Guns                                  | 75      |
| Cannon Plug Repair Kits                    | 68      |
| Computers                                  | 65      |
| LOX Purge Units                            | 65      |
| LOX Servicing Carts                        | 60      |
| Maintenance Stands, Nonpowered             | 59      |
| Oxygen Hot Purging Units                   | 54      |
| Gaseous Oxygen Servicing Carts             | 53      |
| Hot Air Purge Units                        | 51      |
| Wire Maintenance Kits                      | 51      |
| Anti-Skid Test Sets                        | 49      |
| Multimeters, Analog                        | 47      |
| Soldering Stations                         | 44      |
| Ammeters                                   | 43      |
| Alternating Current (AC) Power Supplies    | 42      |
| Air Compressor Unit Lo-Packs               | 41      |
| Cabin Pressure Leakage Testers             | 41      |
| Voltmeters, Digital                        | 41      |
| Pressure Gauges                            | 40      |
| Gaseous Nitrogen Servicing Carts           | 38      |
| Direct Current (DC) Power Supplies         | 36      |
| Cabin Differential Pressure Gauges         | 34      |
| Environmental Control System (ECS) Testers | 34      |
| Liquid Nitrogen (LIN) Servicing Carts      | 33      |
| Ground Heaters and Blowers                 | 32      |
| Oxygen Drain Kits                          | 32      |
| Go/No-Go Gauges                            | 31      |
| Nickel Cadmium Battery Chargers            | 31      |
| Squib Testers                              | 31      |
| Compressed Air/Nitrogen Heating Tools      | 30      |
| Hobart Power Unit 95s                      | 30      |
| Load Lights                                | 30      |
| Push/Pull Gauges                           | 30      |
| Wire Marker Machines                       | 30      |
| Battery Analyzers                          | 29      |
| Ground Power Air-Conditioning Systems      | 29      |
| Built-In-Test Units                        | 27      |
| Fire Detection Testers                     | 27      |
| Nickel Cadmium Battery Dischargers         | 26      |
| Oxygen System Leakage Testers              | 26      |



**TABLE 32**

**AIRCRAFT MAINTAINED BY  
FIRST-ENLISTMENT AFSC 2A6X6 PERSONNEL  
(PERCENT MAINTAINING)**

| AIRCRAFT    | (N=437) |
|-------------|---------|
| F-16        | 23      |
| F-15        | 15      |
| C-130E/H/J  | 11      |
| C-5         | 10      |
| KC-135E/R/T | 8       |
| C-17        | 7       |
| A-10/OA-10  | 7       |
| AC-130H/U   | 4       |
| B-52H       | 4       |
| E-3B/C      | 4       |

**TABLE 33**

**FORMS USED BY  
FIRST-ENLISTMENT AFSC 2A6X6 PERSONNEL  
(PERCENT USING)**

## FORMS

(N=437)

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|                                                                             |    |
|-----------------------------------------------------------------------------|----|
| AFTO 781A, Maintenance Discrepancy and Work Document                        | 82 |
| AFTO 350, Repairable Item Processing Tag                                    | 75 |
| AF 1492, Warning Tag                                                        | 73 |
| AF 2005, Issue/Turn-in Request                                              | 73 |
| DD 1574, Servicable Tag – Materiel                                          | 73 |
| AFTO 781K, Aerospace Vehicle Inspect, Eng Data, Cal Inspect/Delay Discr Doc | 70 |
| DD 1577, Unservicable (Condemned) Tag – Materiel                            | 60 |
| DD 1577-2, Unserviceable (Reparable) Tag – Materiel                         | 59 |
| AFTO 781H, Aerospace Vehicle Flight Status and Maintenance                  | 51 |
| AFTO 22, Technical Manual (TM) Change Recommendation and Reply              | 47 |
| AF 979, Danger Tag                                                          | 46 |
| DD 1577-1, Unserviceable (Condemned) Label – Materiel                       | 43 |
| AF 1297, Temporary Issue Receipt                                            | 39 |
| DD 1577-3, Unserviceable (Reparable) Label – Materiel                       | 37 |
| AFTO 244, Industrial/Support Equipment Record                               | 34 |
| AFTO 781J, Aerospace Vehicle-Engine Flight Document                         | 30 |
| AF 2413, Supply Control Log                                                 | 27 |
| DD 1575, Suspended Tag – Materiel                                           | 22 |
| AF 457, USAF Hazard Report                                                  | 17 |

TABLE 34

## AFSC 2A6X6 TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

| TASKS |                                                                                           | PERCENT MEMBERS PERFORMING |           |           | TSK DIF |
|-------|-------------------------------------------------------------------------------------------|----------------------------|-----------|-----------|---------|
|       |                                                                                           | TNG EMP                    | 1-24      | 1-48      |         |
|       |                                                                                           |                            | MOS TAFMS | MOS TAFMS |         |
| A0004 | Assemble or disassemble connector plugs                                                   | 7.05                       | 73        | 81        | 4.42    |
| A0017 | Crimp splices, terminals, or pins to wires                                                | 6.90                       | 90        | 92        | 2.70    |
| S0681 | Perform operational checks of air-conditioning systems                                    | 6.57                       | 51        | 62        | 4.87    |
| D0138 | Perform operational checks of anti-skid systems                                           | 6.38                       | 60        | 70        | 5.38    |
| O0537 | Purge aircraft oxygen systems                                                             | 6.33                       | 36        | 45        | 5.01    |
| S0677 | Perform leakage checks of air-conditioning systems                                        | 6.24                       | 48        | 61        | 4.39    |
| N0484 | Remove or install aircraft fire extinguishing system components                           | 6.14                       | 38        | 50        | 5.50    |
| A0038 | Remove or install line replaceable units (LRUs), such as control boxes, relays, or valves | 6.10                       | 63        | 72        | 4.02    |
| A0039 | Remove or install pneumatically operated valves                                           | 6.05                       | 58        | 66        | 5.35    |
| S0687 | Remove or install air-conditioning system components                                      | 6.05                       | 50        | 63        | 5.30    |
| O0500 | Clean LOX system components                                                               | 6.05                       | 39        | 45        | 3.94    |
| J0392 | Remove or install engine fire or overheat detection system components                     | 6.00                       | 56        | 69        | 4.39    |
| J0393 | Remove or install fire warning detection system components                                | 6.00                       | 52        | 67        | 4.61    |
| D0147 | Remove or install anti-skid system components                                             | 5.95                       | 57        | 66        | 4.39    |
| J0391 | Perform operational checks of fire warning detection systems                              | 5.95                       | 51        | 65        | 3.93    |
| J0390 | Perform operational checks of engine fire or overheat warning systems                     | 5.95                       | 51        | 64        | 3.91    |
| O0530 | Perform operational checks of LOX systems                                                 | 5.95                       | 46        | 52        | 4.59    |
| A0020 | Fabricate electrical leads                                                                | 5.95                       | 39        | 43        | 3.08    |
| O0536 | Purge LOX system converters                                                               | 5.86                       | 45        | 48        | 4.69    |
| N0486 | Remove or install squib system components                                                 | 5.81                       | 42        | 51        | 5.43    |
| D0143 | Perform operational checks of nose-wheel or nose-gear steering systems                    | 5.81                       | 39        | 41        | 5.00    |
| O0533 | Perform operational checks of oxygen quantity indicating or warning systems               | 5.76                       | 30        | 35        | 4.40    |
| B0060 | Perform operational checks of AC power systems                                            | 5.71                       | 74        | 82        | 5.04    |
| A0028 | Inspect wire bundles or harnesses                                                         | 5.71                       | 71        | 78        | 3.49    |
| B0064 | Perform operational checks of external power systems                                      | 5.71                       | 59        | 73        | 4.53    |
| D0151 | Remove or install landing gear control or warning system components                       | 5.67                       | 41        | 54        | 5.14    |
| O0523 | Perform leakage checks of LOX systems                                                     | 5.67                       | 48        | 53        | 4.17    |
| S0699 | Service air-conditioning cooling turbines                                                 | 5.67                       | 26        | 34        | 4.29    |

TE MEAN = 2.16; S.D. = 1.64; HIGH = 3.80

TABLE 35

## AFSC 2A6X6 TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

| TASKS |                                                                            | TSK<br>DIF | PERCENT MEMBERS PERFORMING |              |            |            |            | TNG<br>EMP |
|-------|----------------------------------------------------------------------------|------------|----------------------------|--------------|------------|------------|------------|------------|
|       |                                                                            |            | 1-24                       | 1-48         | 3-         | 5-         | 7-         |            |
|       |                                                                            |            | MOS<br>TAFMS               | MOS<br>TAFMS | SKL<br>LVL | SKL<br>LVL | SKL<br>LVL |            |
| B0084 | Troubleshoot emergency power malfunctions, other than batteries            | 8.28       | 53                         | 63           | 60         | 65         | 41         | 4.52       |
| B0081 | Troubleshoot AC power malfunctions                                         | 7.99       | 67                         | 77           | 76         | 77         | 49         | 4.81       |
| B0086 | Troubleshoot IDG malfunctions                                              | 7.98       | 33                         | 41           | 40         | 51         | 33         | 5.05       |
| F0267 | Troubleshoot fuel cooler blower system malfunctions                        | 7.95       | 1                          | 1            | 1          | 1          | 1          | 1.19       |
| D0172 | Troubleshoot tail skid system malfunctions                                 | 7.81       | 4                          | 5            | 5          | 5          | 3          | 0.33       |
| D0168 | Troubleshoot landing gear control or warning system malfunctions           | 7.78       | 41                         | 55           | 51         | 62         | 40         | 4.14       |
| E0216 | Troubleshoot pyrotechnic tow release system malfunctions                   | 7.78       | 3                          | 3            | 3          | 3          | 2          | 0.48       |
| D0169 | Troubleshoot nose-wheel or nose-gear steering system malfunctions          | 7.71       | 32                         | 40           | 39         | 43         | 29         | 4.38       |
| F0264 | Troubleshoot air refueling receiver system malfunctions                    | 7.67       | 7                          | 8            | 6          | 12         | 9          | 2.48       |
| G0303 | Troubleshoot flight control asymmetry system malfunctions                  | 7.62       | 15                         | 18           | 17         | 20         | 12         | 2.24       |
| E0217 | Troubleshoot weapons delivery door control and warning system malfunctions | 7.59       | 3                          | 2            | 2          | 3          | 2          | 0.90       |
| E0214 | Troubleshoot flare launch tube system malfunctions                         | 7.57       | 1                          | 1            | 1          | 1          | 2          | 0.81       |
| B0083 | Troubleshoot DC power malfunctions                                         | 7.54       | 65                         | 76           | 74         | 77         | 48         | 4.86       |
| G0304 | Troubleshoot primary flight control system malfunctions                    | 7.54       | 20                         | 21           | 20         | 23         | 17         | 2.81       |
| T0790 | Troubleshoot boom/drogue system component malfunctions                     | 7.52       | 2                          | 3            | 2          | 3          | 3          | 0.81       |
| S0700 | Troubleshoot air-conditioning system malfunctions                          | 7.48       | 45                         | 59           | 53         | 66         | 43         | 5.29       |
| D0164 | Troubleshoot anti-skid system malfunctions                                 | 7.44       | 48                         | 62           | 58         | 67         | 42         | 4.71       |
| E0215 | Troubleshoot personnel hoist system malfunctions                           | 7.43       | 1                          | 1            | 1          | 1          | 2          | 0.76       |
| B0082 | Troubleshoot battery charger system malfunctions                           | 7.42       | 45                         | 54           | 50         | 62         | 40         | 4.33       |
| F0269 | Troubleshoot OBIGGS system malfunctions                                    | 7.41       | 7                          | 7            | 7          | 9          | 5          | 2.29       |
| C0115 | Troubleshoot propeller control circuit malfunctions                        | 7.41       | 3                          | 5            | 3          | 6          | 5          | 1.81       |
| I0380 | Troubleshoot Talon II VDT system components                                | 7.38       | 2                          | 2            | 2          | 1          | 1          | 0.38       |
| F0270 | Troubleshoot tank jettison system malfunctions                             | 7.38       | 1                          | 2            | 1          | 3          | 1          | 0.90       |
| T0796 | Troubleshoot IBIS component malfunctions                                   | 7.37       | 2                          | 1            | 1          | 1          | 0          | 0.38       |
| T0788 | Troubleshoot APU system malfunctions                                       | 7.34       | 16                         | 18           | 18         | 21         | 14         | 3.29       |
| T0786 | Troubleshoot AERP system malfunctions                                      | 7.31       | 4                          | 7            | 6          | 10         | 8          | 1.19       |
| G0307 | Troubleshoot spoiler control system malfunctions                           | 7.30       | 10                         | 12           | 11         | 13         | 10         | 2.71       |
| F0263 | Troubleshoot air refueling probe system malfunctions                       | 7.29       | 3                          | 5            | 5          | 4          | 5          | 1.38       |

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

**TABLE 36**

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

| TASKS |                                                                                                       | TNG<br>EMP | 1ST<br>JOB<br>(N=184) | 1ST<br>ENL<br>(N=437) | TSK<br>DIF | ATI |
|-------|-------------------------------------------------------------------------------------------------------|------------|-----------------------|-----------------------|------------|-----|
| E0186 | Perform operational checks of cargo door or ramp control and warning systems                          | 4.48       | 19                    | 22                    | 5.37       | 11  |
| E0211 | Troubleshoot cargo door or ramp control and warning systems malfunctions                              | 3.90       | 17                    | 21                    | 7.25       | 11  |
| J0394 | Repair engine fire or overheat detection system components                                            | 2.43       | 24                    | 31                    | 4.65       | 15  |
| M0458 | Perform operational checks of ice detection systems                                                   | 4.05       | 28                    | 31                    | 4.38       | 12  |
| M0461 | Remove or install anti-ice or de-ice system components, other than NESA<br>anti-ice system components | 4.14       | 32                    | 38                    | 5.15       | 12  |
| M0462 | Remove or install ice detection system components                                                     | 3.71       | 29                    | 33                    | 4.80       | 15  |
| W0882 | Launch or recover aircraft                                                                            | 2.57       | 30                    | 40                    | 4.01       | 15  |

\* TE MEAN = 2.16; S.D. = 1.64; HIGH = 3.80

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

TABLE 37

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

| UNIT              | LEARNING OBJECTIVE                                                                                                                                                                                    | PROF<br>CODE | PERCENT<br>MEMBERS<br>PERFORMING |                       | TNG<br>EMP   | TSK<br>DIF   | ATI      |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|----------------------------------|-----------------------|--------------|--------------|----------|
|                   |                                                                                                                                                                                                       |              | 1ST<br>JOB<br>(N=184)            | 1ST<br>ENL<br>(N=437) |              |              |          |
| A2.5.4<br>Task    | AFTO 781 series forms<br>U0814. Initiate or annotate aircraft flight or maintenance records, such as AFTO<br>Forms 781 series                                                                         | -            | 26                               | 36                    | 5.00         | 4.87         | 12       |
| A2.5.8.1<br>Tasks | Statically ground aircraft<br>A0026. Inspect electrical bonds or grounds<br>W0913. Static ground aircraft                                                                                             | -            | 67<br>25                         | 72<br>32              | 4.71<br>2.62 | 2.64<br>1.72 | 13<br>5  |
| A2.11.4.2<br>Task | Solid state devices (Solder electrical connections)<br>A0033. Perform soldering on solid-state components or conventional devices                                                                     | -            | 60                               | 65                    | 4.62         | 6.25         | 18       |
| A3.2.8.1<br>Task  | Battery Charger (Bench check components)<br>B0061. Perform operational checks of battery charger systems                                                                                              | -            | 51                               | 58                    | 5.29         | 4.47         | 18       |
| A.3.5.5.4<br>Task | Audible Warning Control (Remove components)<br>D0151. Remove or install landing gear control or warning system components                                                                             | -            | 41                               | 54                    | 5.67         | 5.14         | 18       |
| A3.11.5<br>Tasks  | Remove components (Overheat/fire warning system)<br>J0392. Remove or install engine fire or overheat detection system components<br>J0393. Remove or install fire warning detection system components | -            | 56<br>52                         | 69<br>67              | 6.00<br>6.00 | 4.39<br>4.61 | 18<br>18 |

\* TE MEAN = 2.16; S.D. = 1.64; HIGH = 3.80

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

TABLE 38

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

|                                         | ELECTRICAL/ENVIRONMENTAL CORE CLUSTER                                            |                                                                          |                                                                           |                                                              |                                                            |
|-----------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------|------------------------------------------------------------|
|                                         | ELECTRICAL/<br>ENVIRONMENTAL<br>SYSTEMS CORE<br>CLUSTER<br>(N=1,347)<br>(STG 87) | ELECTRICAL/<br>ENVIRONMENTAL<br>SYSTEMS<br>JOB<br>(N=1,112)<br>(STG 229) | ENTRY-LEVEL<br>ELECTRICAL/<br>ENVIRONMENTAL<br>JOB<br>(N=47)<br>(STG 178) | LIGHTING/<br>WARNING<br>SYSTEM<br>JOB<br>(N=22)<br>(STG 294) | FIRST-<br>LINE<br>SUPERVISOR<br>JOB<br>(N=34)<br>(STG 220) |
| <u>EXPRESSED JOB INTEREST</u>           |                                                                                  |                                                                          |                                                                           |                                                              |                                                            |
| INTERESTING                             | 82                                                                               | 84                                                                       | 74                                                                        | 68                                                           | 68                                                         |
| SO-SO                                   | 12                                                                               | 11                                                                       | 11                                                                        | 27                                                           | 32                                                         |
| DULL                                    | 6                                                                                | 5                                                                        | 15                                                                        | 5                                                            | 0                                                          |
| <u>PERCEIVED USE OF TALENTS</u>         |                                                                                  |                                                                          |                                                                           |                                                              |                                                            |
| EXCELLENT TO PERFECT                    | 22                                                                               | 22                                                                       | 11                                                                        | 18                                                           | 24                                                         |
| FAIRLY WELL TO VERY WELL                | 67                                                                               | 68                                                                       | 72                                                                        | 68                                                           | 65                                                         |
| NONE TO VERY LITTLE                     | 11                                                                               | 10                                                                       | 17                                                                        | 14                                                           | 11                                                         |
| <u>PERCEIVED USE OF TRAINING</u>        |                                                                                  |                                                                          |                                                                           |                                                              |                                                            |
| EXCELLENT TO PERFECT                    | 6                                                                                | 25                                                                       | 17                                                                        | 9                                                            | 24                                                         |
| FAIRLY WELL TO VERY WELL                | 70                                                                               | 70                                                                       | 74                                                                        | 77                                                           | 67                                                         |
| NONE TO VERY LITTLE                     | 24                                                                               | 5                                                                        | 9                                                                         | 14                                                           | 9                                                          |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> |                                                                                  |                                                                          |                                                                           |                                                              |                                                            |
| SATISFIED                               | 81                                                                               | 83                                                                       | 70                                                                        | 77                                                           | 70                                                         |
| NEUTRAL                                 | 9                                                                                | 8                                                                        | 15                                                                        | 23                                                           | 9                                                          |
| DISSATISFIED                            | 10                                                                               | 9                                                                        | 15                                                                        | 0                                                            | 21                                                         |
| <u>REENLISTMENT INTENTIONS</u>          |                                                                                  |                                                                          |                                                                           |                                                              |                                                            |
| YES OR PROBABLY YES                     | 70                                                                               | 72                                                                       | 75                                                                        | 55                                                           | 59                                                         |
| NO OR PROBABLY NO                       | 21                                                                               | 19                                                                       | 23                                                                        | 27                                                           | 12                                                         |
| WILL RETIRE                             | 9                                                                                | 9                                                                        | 2                                                                         | 18                                                           | 29                                                         |

**TABLE 38 (CONTINUED)**

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

|                                         | OXYGEN<br>SYSTEMS<br>IJ<br>(N=71)<br>(STG 190) | POWER/<br>DISTRIBUTION<br>SYSTEMS<br>IJ<br>(N=16)<br>(STG 212) | SECTION/<br>ELEMENT<br>CHIEF<br>IJ<br>(N=65)<br>(STG 243) | INSTRUCTOR<br>IJ<br>(N=49)<br>(STG 81) | QUALITY<br>ASSURANCE<br>IJ<br>(N=20)<br>(STG 191) | EXPEDITOR/<br>PRODUCTION<br>SUPERINTENDENT<br>IJ<br>(N=15)<br>(STG 133) |
|-----------------------------------------|------------------------------------------------|----------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------|---------------------------------------------------|-------------------------------------------------------------------------|
| <u>EXPRESSED JOB INTEREST</u>           |                                                |                                                                |                                                           |                                        |                                                   |                                                                         |
| INTERESTING                             | 61                                             | 81                                                             | 85                                                        | 82                                     | 85                                                | 100                                                                     |
| SO-SO                                   | 18                                             | 13                                                             | 12                                                        | 2                                      | 10                                                | 0                                                                       |
| DULL                                    | 21                                             | 6                                                              | 3                                                         | 16                                     | 5                                                 | 0                                                                       |
| <u>PERCEIVED USE OF TALENTS</u>         |                                                |                                                                |                                                           |                                        |                                                   |                                                                         |
| EXCELLENT TO PERFECT                    | 10                                             | 25                                                             | 26                                                        | 47                                     | 40                                                | 27                                                                      |
| FAIRLY WELL TO VERY WELL                | 62                                             | 69                                                             | 65                                                        | 35                                     | 60                                                | 73                                                                      |
| NONE TO VERY LITTLE                     | 28                                             | 6                                                              | 9                                                         | 18                                     | 0                                                 | 0                                                                       |
| <u>PERCEIVED USE OF TRAINING</u>        |                                                |                                                                |                                                           |                                        |                                                   |                                                                         |
| EXCELLENT TO PERFECT                    | 13                                             | 13                                                             | 25                                                        | 39                                     | 45                                                | 20                                                                      |
| FAIRLY WELL TO VERY WELL                | 77                                             | 81                                                             | 62                                                        | 49                                     | 55                                                | 73                                                                      |
| NONE TO VERY LITTLE                     | 10                                             | 6                                                              | 13                                                        | 12                                     | 0                                                 | 7                                                                       |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> |                                                |                                                                |                                                           |                                        |                                                   |                                                                         |
| SATISFIED                               | 66                                             | 75                                                             | 77                                                        | 82                                     | 95                                                | 93                                                                      |
| NEUTRAL                                 | 21                                             | 25                                                             | 12                                                        | 6                                      | 5                                                 | 7                                                                       |
| DISSATISFIED                            | 13                                             | 0                                                              | 11                                                        | 12                                     | 0                                                 | 0                                                                       |
| <u>REENLISTMENT INTENTIONS</u>          |                                                |                                                                |                                                           |                                        |                                                   |                                                                         |
| YES OR PROBABLY YES                     | 56                                             | 50                                                             | 59                                                        | 88                                     | 80                                                | 53                                                                      |
| NO OR PROBABLY NO                       | 37                                             | 44                                                             | 3                                                         | 6                                      | 0                                                 | 7                                                                       |
| WILL RETIRE                             | 7                                              | 6                                                              | 38                                                        | 6                                      | 20                                                | 40                                                                      |



**TABLE 39**

**COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2A6X6  
AND COMPARATIVE SAMPLE GROUP  
(PERCENT MEMBERS RESPONDING)**

|                                         | 1-48 MONTHS'<br>TAFMS    |                             | 49-96 MONTHS'<br>TAFMS   |                           | 97+ MONTHS'<br>TAFMS     |                             |
|-----------------------------------------|--------------------------|-----------------------------|--------------------------|---------------------------|--------------------------|-----------------------------|
|                                         | 2003<br>2A6X6<br>(N=437) | COMP<br>SAMPLE<br>(N=1,861) | 2003<br>2A6X6<br>(N=181) | COMP<br>SAMPLE<br>(N=847) | 2003<br>2A6X6<br>(N=468) | COMP<br>SAMPLE<br>(N=2,406) |
| <u>EXPRESSED JOB INTEREST</u>           |                          |                             |                          |                           |                          |                             |
| INTERESTING                             | 70                       | 67                          | 76                       | 68                        | 78                       | 75                          |
| SO-SO                                   | 19                       | 19                          | 14                       | 19                        | 12                       | 16                          |
| DULL                                    | 11                       | 14                          | 10                       | 13                        | 10                       | 9                           |
| <u>PERCEIVED USE OF TALENTS</u>         |                          |                             |                          |                           |                          |                             |
| EXCELLENT TO PERFECT                    | 14                       | 15                          | 25                       | 19                        | 28                       | 22                          |
| FAIRLY WELL TO VERY WELL                | 69                       | 64                          | 59                       | 61                        | 57                       | 64                          |
| NONE TO VERY LITTLE                     | 17                       | 21                          | 16                       | 20                        | 15                       | 14                          |
| <u>PERCEIVED USE OF TRAINING</u>        |                          |                             |                          |                           |                          |                             |
| EXCELLENT TO PERFECT                    | 19                       | 22                          | 28                       | 23                        | 25                       | 21                          |
| FAIRLY WELL TO VERY WELL                | 75                       | 68                          | 64                       | 66                        | 61                       | 63                          |
| NONE TO VERY LITTLE                     | 6                        | 10                          | 8                        | 11                        | 14                       | 16                          |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> |                          |                             |                          |                           |                          |                             |
| SATISFIED                               | 72                       | 68                          | 76                       | 67                        | 76                       | 74                          |
| NEUTRAL                                 | 16                       | 15                          | 10                       | 16                        | 9                        | 10                          |
| DISSATISFIED                            | 12                       | 17                          | 14                       | 17                        | 15                       | 16                          |
| <u>REENLISTMENT INTENTIONS</u>          |                          |                             |                          |                           |                          |                             |
| YES OR PROBABLY YES                     | 49                       | 50                          | 70                       | 62                        | 72                       | 64                          |
| NO OR PROBABLY NO                       | 50                       | 49                          | 27                       | 36                        | 7                        | 9                           |
| WILL RETIRE                             | 1                        | 1                           | 3                        | 2                         | 21                       | 27                          |

- Comparative sample of AFSCs surveyed in the last 24 months include: 2A5X1 – Aerospace Maintenance, 2A5X2 – Helicopter Maintenance, 2A6X1B – Aerospace Propulsion (Turboprop/Turboshaft), 2A7X2 – Nondestructive Inspection, 2A7X4 – Survival Equipment

**TABLE 40**

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

|                                         | AD<br>(N=1,086) | ANG<br>(N=403) | AFRC<br>(N=329) |
|-----------------------------------------|-----------------|----------------|-----------------|
| <u>EXPRESSED JOB INTEREST</u>           |                 |                |                 |
| INTERESTING                             | 75              | 90             | 87              |
| SO-SO                                   | 15              | 8              | 9               |
| DULL                                    | 10              | 2              | 4               |
| <u>PERCEIVED USE OF TALENTS</u>         |                 |                |                 |
| EXCELLENT TO PERFECT                    | 22              | 22             | 22              |
| FAIRLY WELL TO VERY WELL                | 62              | 71             | 69              |
| NONE TO VERY LITTLE                     | 16              | 7              | 9               |
| <u>PERCEIVED USE OF TRAINING</u>        |                 |                |                 |
| EXCELLENT TO PERFECT                    | 23              | 27             | 21              |
| FAIRLY WELL TO VERY WELL                | 67              | 68             | 73              |
| NONE TO VERY LITTLE                     | 10              | 5              | 6               |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> |                 |                |                 |
| SATISFIED                               | 75              | 87             | 84              |
| NEUTRAL                                 | 12              | 7              | 8               |
| DISSATISFIED                            | 13              | 6              | 8               |
| <u>REENLISTMENT INTENTIONS</u>          |                 |                |                 |
| YES OR PROBABLY YES                     | 63              | 79             | 76              |
| NO OR PROBABLY NO                       | 27              | 9              | 11              |
| WILL RETIRE                             | 10              | 12             | 13              |

**TABLE 41**

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

|                                         | 1-48 MONTHS'<br>TAFMS    |                          | 49-96 MONTHS'<br>TAFMS   |                          | 97+ MONTHS'<br>TAFMS     |                          |
|-----------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
|                                         | 2003<br>2A6X6<br>(N=437) | 2000<br>2A6X6<br>(N=365) | 2003<br>2A6X6<br>(N=181) | 2000<br>2A6X6<br>(N=179) | 2003<br>2A6X6<br>(N=468) | 2000<br>2A6X6<br>(N=485) |
| <u>EXPRESSED JOB INTEREST</u>           |                          |                          |                          |                          |                          |                          |
| INTERESTING                             | 70                       | 73                       | 76                       | 79                       | 78                       | 78                       |
| SO-SO                                   | 19                       | 17                       | 14                       | 13                       | 12                       | 16                       |
| DULL                                    | 11                       | 10                       | 10                       | 8                        | 10                       | 6                        |
| <u>PERCEIVED USE OF TALENTS</u>         |                          |                          |                          |                          |                          |                          |
| EXCELLENT TO PERFECT                    | 14                       | 15                       | 25                       | 23                       | 28                       | 19                       |
| FAIRLY WELL TO VERY WELL                | 69                       | 70                       | 59                       | 61                       | 57                       | 68                       |
| NONE TO VERY LITTLE                     | 17                       | 15                       | 16                       | 16                       | 15                       | 13                       |
| <u>PERCEIVED USE OF TRAINING</u>        |                          |                          |                          |                          |                          |                          |
| EXCELLENT TO PERFECT                    | 19                       | 20                       | 28                       | 27                       | 25                       | 20                       |
| FAIRLY WELL TO VERY WELL                | 75                       | 72                       | 64                       | 63                       | 61                       | 68                       |
| NONE TO VERY LITTLE                     | 6                        | 8                        | 8                        | 10                       | 14                       | 12                       |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB</u> |                          |                          |                          |                          |                          |                          |
| SATISFIED                               | 72                       | 72                       | 76                       | 74                       | 76                       | 75                       |
| NEUTRAL                                 | 16                       | 15                       | 10                       | 12                       | 9                        | 10                       |
| DISSATISFIED                            | 12                       | 13                       | 14                       | 14                       | 15                       | 15                       |
| <u>REENLISTMENT INTENTIONS</u>          |                          |                          |                          |                          |                          |                          |
| YES OR PROBABLY YES                     | 49                       | 50                       | 70                       | 65                       | 72                       | 64                       |
| NO OR PROBABLY NO                       | 50                       | 50                       | 27                       | 35                       | 7                        | 8                        |
| WILL RETIRE                             | 1                        | 0                        | 3                        | 0                        | 21                       | 28                       |

**TABLE 42**

**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<br>Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence | 1-48 MONTHS' TAFMS<br>(N=212) |         | 49-96 MONTHS' TAFMS<br>(N=126) |         | 97+ MONTHS' TAFMS<br>(N=338) |         |
|---------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------|--------------------------------|---------|------------------------------|---------|
|                                                                                                                                 | Percent Selecting             | Average | Percent Selecting              | Average | Percent Selecting            | Average |
| MILITARY LIFESTYLE                                                                                                              | 55                            | 2.12    | 53                             | 2.16    | 47                           | 2.32    |
| PAY AND ALLOWANCES                                                                                                              | 58                            | 2.28    | 59                             | 2.32    | 50                           | 2.38    |
| BONUS OR SPECIAL PAY                                                                                                            | 59                            | 2.43    | 52                             | 2.51    | 18                           | 2.20    |
| RETIREMENT BENEFITS                                                                                                             | 59                            | 2.67    | 67                             | 2.54    | 77                           | 2.71    |
| MILITARY-RELATED EDU & TRNG OPPORTUNITIES                                                                                       | 62                            | 2.38    | 55                             | 1.88    | 27                           | 2.06    |
| OFF-DUTY EDU OR TRAINING OPPORTUNITIES                                                                                          | 53                            | 2.52    | 57                             | 2.19    | 41                           | 2.36    |
| MEDICAL/ DENTAL CARE FOR AD MEMBER                                                                                              | 60                            | 2.64    | 63                             | 2.44    | 47                           | 2.50    |
| MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS                                                                                         | 58                            | 2.71    | 63                             | 2.49    | 49                           | 2.55    |
| BASE HOUSING                                                                                                                    | 23                            | 2.04    | 21                             | 2.04    | 13                           | 2.00    |
| BASE SERVICES                                                                                                                   | 28                            | 1.95    | 21                             | 1.58    | 14                           | 1.86    |
| CHILDCARE NEEDS                                                                                                                 | 13                            | 2.29    | 10                             | 2.54    | 5                            | 2.41    |
| SPOUSE'S CAREER                                                                                                                 | 9                             | 2.37    | 10                             | 2.62    | 8                            | 2.46    |
| CIVILIAN JOB OPPORTUNITIES                                                                                                      | 26                            | 2.36    | 26                             | 2.24    | 10                           | 2.29    |
| EQUAL EMPLOYMENT OPPORTUNITIES                                                                                                  | 17                            | 2.32    | 11                             | 2.07    | 7                            | 1.91    |
| NUMBER OF PCS MOVES                                                                                                             | 15                            | 2.31    | 17                             | 2.00    | 13                           | 2.32    |
| LOCATION OF PRESENT ASSIGNMENT                                                                                                  | 27                            | 2.36    | 37                             | 2.30    | 31                           | 2.57    |
| NUMBER/DURATION OF TDYS OR DEPLOYMENTS                                                                                          | 21                            | 2.23    | 31                             | 2.05    | 17                           | 2.46    |
| WORK SCHEDULE                                                                                                                   | 20                            | 2.09    | 26                             | 2.18    | 19                           | 2.18    |
| ADDITIONAL DUTIES                                                                                                               | 7                             | 2.13    | 12                             | 1.67    | 5                            | 2.11    |
| JOB SECURITY                                                                                                                    | 66                            | 2.51    | 72                             | 2.53    | 65                           | 2.61    |
| ENLISTED EVALUATION SYSTEM                                                                                                      | 4                             | 2.22    | 6                              | 1.38    | 4                            | 2.46    |
| PROMOTION OPPORTUNITIES                                                                                                         | 37                            | 2.38    | 26                             | 2.42    | 30                           | 2.43    |
| TRAINING/EXPERIENCE OF UNIT PERSONNEL                                                                                           | 23                            | 2.14    | 15                             | 2.05    | 9                            | 2.24    |
| UNIT MANNING                                                                                                                    | 5                             | 2.09    | 11                             | 1.93    | 7                            | 2.57    |
| UNIT RESOURCES                                                                                                                  | 5                             | 2.27    | 6                              | 1.71    | 4                            | 2.50    |
| UNIT READINESS                                                                                                                  | 5                             | 2.27    | 6                              | 1.71    | 3                            | 2.55    |
| RECOGNITION OF EFFORTS                                                                                                          | 21                            | 1.93    | 16                             | 2.20    | 17                           | 2.07    |
| ESPRIT DE CORPS/MORALE                                                                                                          | 18                            | 2.39    | 25                             | 2.06    | 28                           | 2.33    |
| LEADERSHIP OF IMMEDIATE SUPERVISOR                                                                                              | 21                            | 2.52    | 21                             | 2.31    | 14                           | 2.45    |
| LEADERSHIP AT UNIT LEVEL                                                                                                        | 15                            | 2.31    | 12                             | 2.07    | 12                           | 2.32    |
| SENIOR AIR FORCE LEADERSHIP                                                                                                     | 11                            | 2.35    | 9                              | 2.18    | 7                            | 2.52    |

**TOP 5 REASONS FOR MEMBERS REENLISTING BY TAFMS GROUPS**

| 1-48 MONTHS' TAFMS<br>(N=212)             | 49-96 MONTHS' TAFMS<br>(N=126)          | 97+ MONTHS' TAFMS<br>(N=338)            |
|-------------------------------------------|-----------------------------------------|-----------------------------------------|
| JOB SECURITY                              | JOB SECURITY                            | RETIREMENT BENEFITS                     |
| MILITARY-RELATED EDU & TRNG OPPORTUNITIES | RETIREMENT BENEFITS                     | JOB SECURITY                            |
| MEDICAL/ DENTAL CARE FOR AD MEMBER        | MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS | PAY AND ALLOWANCES                      |
| RETIREMENT BENEFITS                       | MEDICAL/ DENTAL CARE FOR AD MEMBER      | MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS |
| BONUS OR SPECIAL PAY                      | PAY AND ALLOWANCES                      | MEDICAL/ DENTAL CARE FOR AD MEMBER      |

TABLE 43

**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<br>Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence | 1-48 MONTHS' TAFMS<br>(N=218) |         | 49-96 MONTHS' TAFMS<br>(N=49) |         | 97+ MONTHS' TAFMS<br>(N=31) |         |
|---------------------------------------------------------------------------------------------------------------------------------|-------------------------------|---------|-------------------------------|---------|-----------------------------|---------|
|                                                                                                                                 | Percent Selecting             | Average | Percent Selecting             | Average | Percent Selecting           | Average |
| MILITARY LIFESTYLE                                                                                                              | 58                            | 2.29    | 53                            | 2.35    | 48                          | 2.00    |
| PAY AND ALLOWANCES                                                                                                              | 55                            | 2.40    | 57                            | 2.25    | 52                          | 2.12    |
| BONUS OR SPECIAL PAY                                                                                                            | 19                            | 2.24    | 16                            | 2.25    | 26                          | 2.00    |
| RETIREMENT BENEFITS                                                                                                             | 8                             | 2.41    | 10                            | 2.60    | 32                          | 2.40    |
| MILITARY-RELATED EDU & TRNG OPPORTUNITIES                                                                                       | 18                            | 2.30    | 14                            | 2.00    | 16                          | 2.40    |
| OFF-DUTY EDU OR TRAINING OPPORTUNITIES                                                                                          | 33                            | 2.18    | 27                            | 2.38    | 16                          | 2.60    |
| MEDICAL/ DENTAL CARE FOR AD MEMBER                                                                                              | 16                            | 2.15    | 10                            | 2.60    | 19                          | 2.33    |
| MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS                                                                                         | 12                            | 2.27    | 12                            | 2.17    | 16                          | 1.60    |
| BASE HOUSING                                                                                                                    | 13                            | 2.31    | 20                            | 2.20    | 10                          | 1.67    |
| BASE SERVICES                                                                                                                   | 12                            | 1.96    | 12                            | 1.83    | 13                          | 2.25    |
| CHILDCARE NEEDS                                                                                                                 | 4                             | 2.12    | 10                            | 2.20    | 13                          | 2.25    |
| SPOUSE'S CAREER                                                                                                                 | 7                             | 2.80    | 22                            | 2.09    | 16                          | 2.20    |
| CIVILIAN JOB OPPORTUNITIES                                                                                                      | 40                            | 2.48    | 35                            | 2.53    | 42                          | 2.69    |
| EQUAL EMPLOYMENT OPPORTUNITIES                                                                                                  | 4                             | 2.12    | 10                            | 2.40    | 6                           | 3.00    |
| NUMBER OF PCS MOVES                                                                                                             | 9                             | 2.26    | 27                            | 2.38    | 29                          | 1.67    |
| LOCATION OF PRESENT ASSIGNMENT                                                                                                  | 39                            | 2.44    | 37                            | 2.44    | 39                          | 2.42    |
| NUMBER/DURATION OF TDYS OR DEPLOYMENTS                                                                                          | 22                            | 2.14    | 47                            | 2.70    | 32                          | 2.10    |
| WORK SCHEDULE                                                                                                                   | 36                            | 2.37    | 45                            | 2.82    | 39                          | 2.67    |
| ADDITIONAL DUTIES                                                                                                               | 22                            | 2.21    | 37                            | 2.17    | 32                          | 2.00    |
| JOB SECURITY                                                                                                                    | 6                             | 1.93    | 4                             | 1.00    | 13                          | 1.50    |
| ENLISTED EVALUATION SYSTEM                                                                                                      | 12                            | 2.31    | 22                            | 2.00    | 26                          | 2.38    |
| PROMOTION OPPORTUNITIES                                                                                                         | 20                            | 2.45    | 22                            | 2.27    | 35                          | 2.45    |
| TRAINING/EXPERIENCE OF UNIT PERSONNEL                                                                                           | 18                            | 2.15    | 27                            | 2.08    | 19                          | 2.83    |
| UNIT MANNING                                                                                                                    | 22                            | 2.06    | 41                            | 2.60    | 35                          | 2.73    |
| UNIT RESOURCES                                                                                                                  | 11                            | 2.17    | 33                            | 2.56    | 29                          | 2.67    |
| UNIT READINESS                                                                                                                  | 3                             | 1.50    | 10                            | 1.80    | 13                          | 2.50    |
| RECOGNITION OF EFFORTS                                                                                                          | 42                            | 2.28    | 57                            | 2.50    | 42                          | 2.46    |
| ESPRIT DE CORPS/MORALE                                                                                                          | 35                            | 2.36    | 57                            | 2.50    | 35                          | 2.45    |
| LEADERSHIP OF IMMEDIATE SUPERVISOR                                                                                              | 19                            | 2.17    | 22                            | 2.64    | 39                          | 2.42    |
| LEADERSHIP AT UNIT LEVEL                                                                                                        | 27                            | 2.51    | 53                            | 2.69    | 45                          | 2.29    |
| SENIOR AIR FORCE LEADERSHIP                                                                                                     | 13                            | 2.46    | 22                            | 2.64    | 19                          | 2.67    |

**TOP 5 REASONS FOR MEMBERS SEPARATING BY TAFMS GROUPS**

| 1-48 MONTHS' TAFMS<br>(N=218)  | 49-96 MONTHS' TAFMS<br>(N=49) | 97+ MONTHS' TAFMS<br>(N=31) |
|--------------------------------|-------------------------------|-----------------------------|
| MILITARY LIFESTYLE             | RECOGNITION OF EFFORTS        | PAY AND ALLOWANCES          |
| PAY AND ALLOWANCES             | ESPRIT DE CORPS/MORALE        | MILITARY LIFESTYLE          |
| RECOGNITION OF EFFORTS         | PAY AND ALLOWANCES            | LEADERSHIP AT UNIT LEVEL    |
| CIVILIAN JOB OPPORTUNITIES     | LEADERSHIP AT UNIT LEVEL      | CIVILIAN JOB OPPORTUNITIES  |
| LOCATION OF PRESENT ASSIGNMENT | MILITARY LIFESTYLE            | RECOGNITION OF EFFORTS      |