Air Education and Training Command

Sustaining the Combat Capability of America's Air Force

U.S. AIR FORCE

Occupational Survey Report AFSC 2A6X1A Aerospace Propulsion (Jet Engines)

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25 Nov 03

Integrity - Service - Excellence

Report Documentation Page

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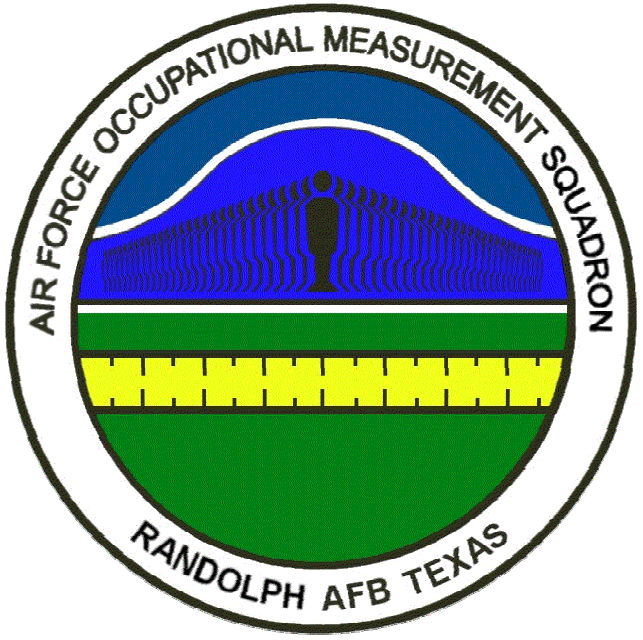
Air Force Occupational Measurement SQ



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Randolph AFB, TX 78150
DSN 487–6811
https://www-r.omsq.af.mil/OA/OAproducts.htm

Overview

- Survey background
- Survey results
- Implications

Executive Summary

- Homogeneous job structure with two clusters and four independent jobs identified
- Technical tasks are performed throughout all skill levels
- Career ladder documents well supported by survey data
- Job satisfaction indicators are good

Work Performed

- Inspect, maintain, modify, test, and repair jet engines
- Remove, install, engine modules and components
- Advise, troubleshoot, diagnose and repair aircraft engine malfunctions
- Interpret and implement directives and publications pertaining to maintenance

Survey Background

- Last occupational survey report (OSR):

  August 2000

- Current survey developed: May - August 2002
  - Sheppard AFB TX (Tech School)
  - Barksdale AFB LA
  - Davis-Monthan AFB AZ
  - Luke AFB AZ
  - Hurlburt Field FL
  - Duke Field FL
  - Eglin AFB FL
  - Shaw AFB SC
  - Seymour-Johnson AFB NC
  - Travis AFB CA
  - Edwards AFB CA
  - Nellis AFB NV

Survey Background

- Survey initiated to obtain data to:
  - Evaluate current classification and training documents
  - Support promotion test development
- Current survey data collected: October 2002 - January 2003
- Components surveyed:
  - Active Duty: 3-, 5-, 7-Skill Levels
  - Guard: 5-, 7-Skill Levels
  - Reserve: 5-, 7-Skill Levels

Current Training Program

- AFSC-awarding course
  - 361 TRS, Sheppard AFB TX
  - J3AQR2A611-001, Aerospace Fundamentals, Jet Engines, 2 weeks
  - CCAF credit is included in follow-on courses
  - <u>Programmed TPR</u> <u>Programmed Elimination Rate</u>

    FY03: 586 students FY03: 4%

    FY04: 586 students FY04: 4%

Current Training Program

- AFSC-awarding course
  - 361 TRS, Sheppard AFB TX
  - J3ABR2A631C-002, Aerospace Propulsion Apprentice, Jet Engine (CONVL) Course, 7 weeks and 1 day
  - 11 semester hours for CCAF
  - <u>Programmed TPR</u> <u>Programmed Elimination Rate</u>

    FY03: 176 students FY03: 4%

    FY04: 176 students FY04: 4%

Current Training Program

- AFSC-awarding course
  - 361 TRS, Sheppard AFB TX
  - J3ABR2A631D-007, Aerospace Propulsion Apprentice, Jet Engine (F-100) Course, 11 weeks
  - 17 semester hours for CCAF
  - <u>Programmed TPR</u> <u>Programmed Elimination Rate</u>

    FY03: 205 students FY03: 4%

    FY04: 205 students FY04: 4%

Current Training Program

- AFSC-awarding course
  - 361 TRS, Sheppard AFB TX
  - J3ABR2A631E-006, Aerospace Propulsion Apprentice, Jet Engine (F-110) Course, 11 weeks
  - 16 semester hours for CCAF
  - <u>Programmed TPR</u> <u>Programmed Elimination Rate</u>

    FY03: 205 students FY03: 4%

    FY04: 205 students FY04: 4%

Survey Sample Characteristics

	AD	AFRC	ANG	Total
Assigned*	4,775	1,105	1,988	7,868
Mailed Out	4,376	1,005	1,856	7,237
Sample	1,950	447	799	3,196
Usable Returns	45%	44%	43%	44%

- Average time in career field for AD: 7 years 9 months
- Average TAFMS for AD: 8 years 2 months
- Percent of AD in first enlistment: 27%

* Assigned as of Oct 02

Skill & Paygrade Characteristics

Skill-Level Distribution

	Assigned*	Sample
3-Level -C	7%	7%
3-Level -D	6%	5%
3-Level -E	6%	8%
5-Level -A	51%	51%
7-Level -A	30%	29%

Paygrade Distribution

		Assigned*	Sample
E-1 - E-3	-	17%	16%
E-4	-	20%	20%
E-5	-	25%	26%
E-6	-	24%	25%
E-7	-	13%	12%
E-8	-	1%	1%

* Assigned as of Oct 02

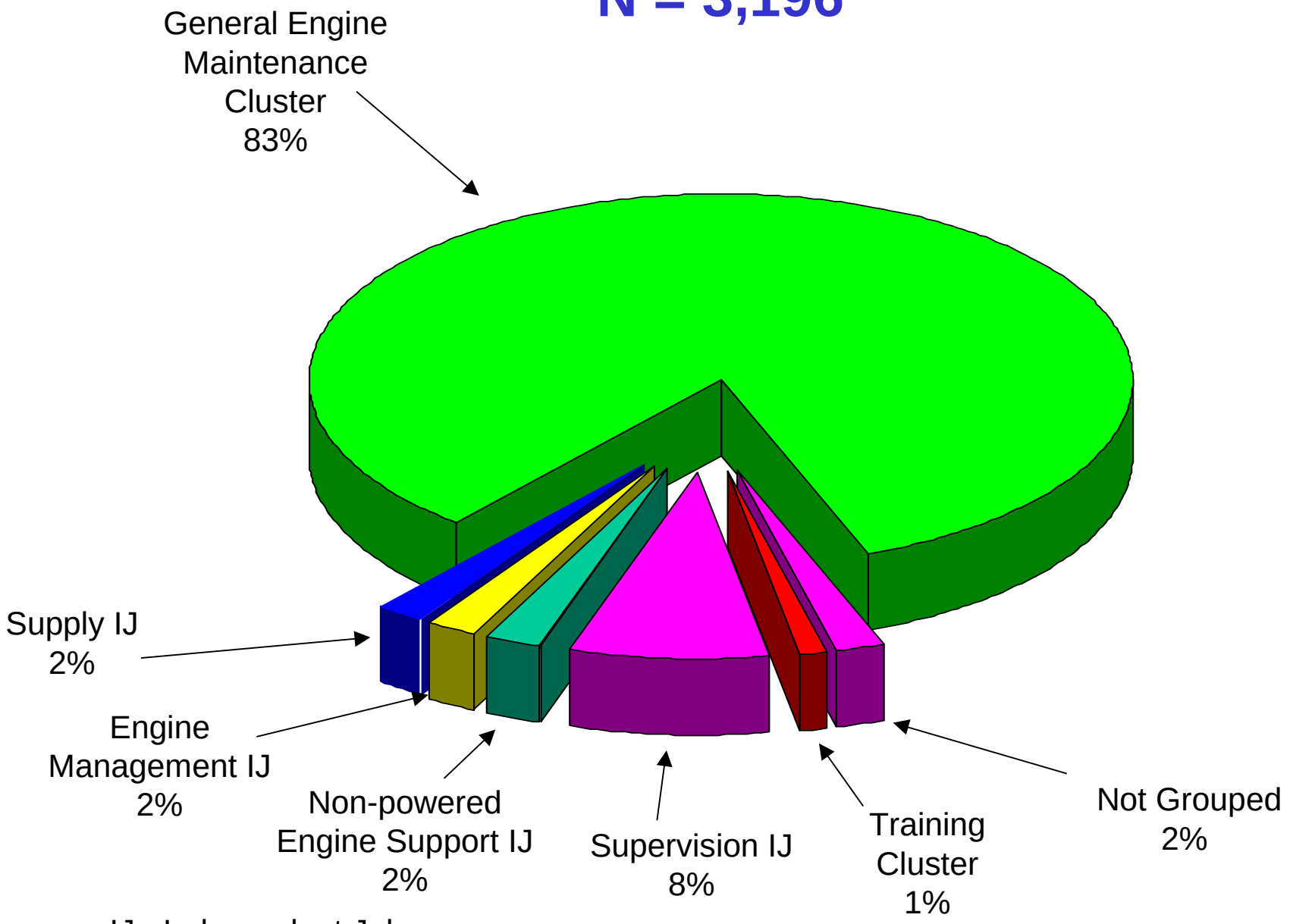
Command Representation

Command	Assigned %*	Sample %
ACC	26	28
ANG	25	25
AFRC	14	14
AMC	13	12
PACAF	9	8
AETC	5	6
USAFE	4	3
AFMC	3	4

* Assigned as of Oct 02
Note: Columns may not add up to 100% due to rounding

Job Structure

N = 3,196

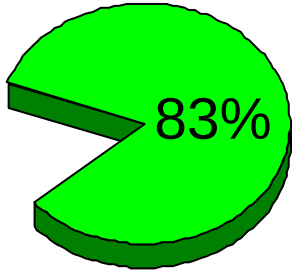


IJ =Independent Job

General Engine Maintenance Cluster (N=2,673)

- Remove or install engine accessories, such as oil coolers, oil pumps, or fuel pumps
- Inspect engine plumbing
- Inspect engine oil filters
- Inspect fuel filters
- Install protective covers on engines
- Remove or replace engine plumbing
- Inspect engine magnetic chip detectors

Jet Engine Mechanic Job
Test Cell Job
General Aircraft Training Job
Quality Assurance Job
In-Shop Job



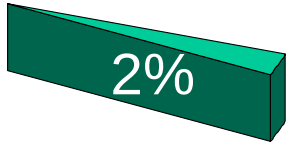
Training Cluster (N=25)

- Brief personnel concerning training
- Administer or score tests
- Maintain training records or files
- Develop or procure training materials or aids
- Counsel trainees on training progress
- Conduct formal course classroom training
- Determine training requirements
- Develop training programs or procedures
- Personalize lesson plans

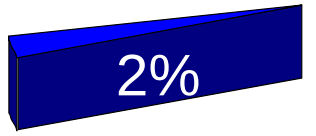
Training Monitor Job
Instruction Job

Independent Jobs

- Non-Powered Engine Support IJ (N=51)
  - Inspect general or non-powered support equipment, other than engine-related
  - Perform periodic inspections of general or non-powered support equipment
  - Clean and pack engine trailer or support equipment wheel bearings

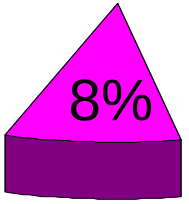


- Supply IJ (N=68)
  - Inventory equipment, tools, parts, or supplies
  - Maintain documentation on items requiring periodic inspections or calibrations
  - Issue or log turn-ins of equipment, tools, parts, or supplies



Independent Jobs

- Supervision IJ (N=256)
  - Counsel subordinates concerning personal matters
  - Inspect personnel for compliance with military standards
  - Interpret policies, directives, or procedures for subordinates



- Engine Management IJ (N=90)
  - Maintain engine location or status files
  - Establish automated engine history files
  - Update automated engine history records

Percent Across Specialty Jobs DAFSC

	DAFSC 2A631C (N=212)	DAFSC 2A631D (N=153)	DAFSC 2A631E (N=258)
General Engine Maintenance Cluster	93	88	95
Training Cluster	0	0	*
Non-Powered Engine Support IJ	3	5	3
Supply IJ	1	5	1
Supervision IJ	1	0	*
Engine Management IJ	0	0	0
Not Grouped	2	2	*

* Indicates less than 1%
Note: Columns may not add up to 100% due to rounding

Percent Across Specialty Jobs DAFSC

	DAFSC 2A651A (N=1,638)	DAFSC 2A671A (N=933)
General Engine Maintenance Cluster	89	69
Training Cluster	1	1
Non-Powered Engine Support IJ	2	*
Supply IJ	3	1
Supervision IJ	3	22
Engine Management IJ	1	4
Not Grouped	1	3

* Indicates less than 1%

Career Ladder Progression
Percent Time Spent on Duties

	DAFSC 2A631C (N=212)	DAFSC 2A631D (N=153)	DAFSC 2A631E (N=258)
Performing General Aircraft Engine Maint Activities	66	60	64
Performing Flightline Maint On Aircraft Engines	7	2	5
Performing In-Shop Maint On Aircraft Engines	8	20	16
Performing Test Cell, Trim Pad, or Hush House Activities	1	2	2
Maintaining Auxiliary Power Units, Auxiliary Power Plants, or Gas Turbine Compressors	4	1	1
Performing Engine Management Activities	1	1	1
Maintaining Non-powered Engine Support Equipment	2	4	3
Performing Quality Assurance Activities	1	2	2
Performing Maintenance Management Activities	1	1	1
Performing General Administrative and Technical Order (TO) System Activities	1	1	0
Performing General Supply and Equipment Activities	2	4	2
Performing General Aircraft or Cross Utilization Training (CUT) Activities	3	1	1
Performing Training Activities	1	1	1
Performing Management and Supervisory Activities	1	1	1

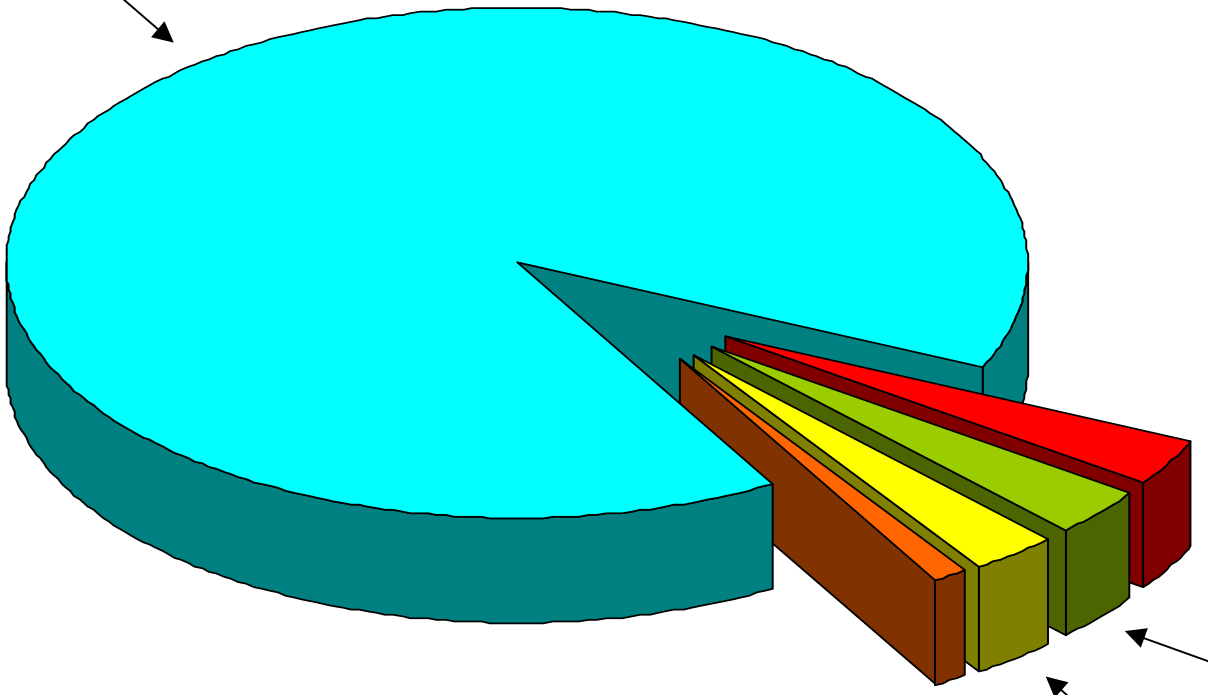
Career Ladder Progression
Percent Time Spent on Duties

	DAFSC 2A651A (N=1,638)	DAFSC 2A671A (N=933)
Performing General Aircraft Engine Maint Activities	58	42
Performing Flightline Maint on Aircraft Engines	7	6
Performing In-Shop Maint On Aircraft Engines	10	5
Performing Test Cell, Trim Pad, or Hush House Activities	3	2
Maintaining Auxiliary Power Units, Auxiliary Power Plants, or Gas Turbine Compressors	2	2
Performing Engine Management Activities	2	5
Maintaining Non-Powered Engine Support Equipment	2	1
Performing Quality Assurance Activities	2	4
Performing Maintenance Management Activities	2	4
Performing General Administrative and Technical Order (TO) System Activities	1	3
Performing General Supply and Equipment Activities	2	2
Performing General Aircraft or Cross Utilization Training (CUT) Activities	3	2
Performing Training Activities	3	6
Performing Management and Supervisory Activities	4	15

* Less than 1%

First-Enlistment Job Structure

Sample size: 795



*Other includes:
- Supervision IJ (<1%)
- Engine Management IJ (<1%)
- Training Cluster (<1%)

First-Enlistment Personnel Representative Tasks

Tasks	Percent Members Performing (N=795)
Remove or install engine accessories, such as oil coolers, oil pumps, or fuel pumps	73
Inspect engine oil filters	63
Inspect fuel filters	62
Remove or replace engine anti-icing system components	61
Install protective covers on engines	60
Seal, plug, or cap lines or openings	59
Inspect engine magnetic chip detectors	58
Remove or replace engine oil system components	58
Install engines on transportation stands or trailers	57
Remove or replace engine plumbing	57
Remove or replace ignition system components	56
Drain fuel filters	55
Inspect engine plumbing	54
Remove or replace engine magnetic chip detectors	54

First-Enlistment Personnel Maintenance

	Percent Members Performing (N=795)
Aircraft Engine/Gas Turbine Compressors Maintained	
F-100-PW- 220E/K (F-15, F-16)	18
F110-GE-129 (F-16)	16
F110-GE-1008 (F-15, F-16)	15
F100-PW-100 (F-15)	12
TF34-GE-100A (A-10/OA-10)	10
Aircraft on Which Engine Maintenance is Performed	
F-16C/D	26
F-16A/B	16
F-15E	13
F15C/D	13

Specialty Training Standard (STS) Analysis

- STS is well supported by survey data
  - One 2b coded STS item was unsupported
- Some STS items may need proficiency code review
  - Over 30 uncoded STS items matched to JI tasks performed by more than 20 percent of members
- Ten technical tasks performed by 20 percent or more of members were not referenced to STS
  - These should be reviewed for possible inclusion in STS

Unsupported STS Elements

Example

Unit	STS Element	Prof Code	Percent Members Performing 1st Enl	3-C LVL	3-D LVL	3-E LVL	Tng Emp	Tsk Dif	ATI
4.2.2.	Use Engine hardware	2b							
Tasks	N0621 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace		2	3	2	1	.38	5.17	2
	N0627 Develop or establish work methods or procedures		3	3	3	2	.47	5.38	2

* Mean TE Rating is 2.16, Standard Deviation is 1.40 (HIGH TE= 3.56)
** Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)
*** ATI= Automated Training Indicator

Proficiency Codes Requiring Review

Unit	Learning Objective	Prof Code	Percent Members Performing: 1st Enl	3-C LVL	3-D LVL	3-E LVL	Tng Emp	Tsk Dif	ATI
2.15.1.3.	Engine Maintenance	--							
Tasks	A0068 Install protective covers on engines		61	58	57	67	4.40	1.29	13
	A0191 Seal, plug, or cap lines or openings		59	58	56	61	4.75	1.03	13
2.18.3.1.	Perform inspection	--							
Task	A0064 Inspect engine trailers or stands		46	45	47	47	4.30	3.53	10
2.24.1.7		--							
Tasks	A0046 Inspect turbine rotors or rotor blades		40	32	45	41	3.22	5.51	15
	A0128 Remove or replace fan balance equipment		14	16	7	19	2.67	4.94	7

* Mean TE Rating is 2.16, Standard Deviation is 1.40 (HIGH TE= 3.56)

** Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

*** ATI= Automated Training Indicator

Tasks not Referenced to STS

Examples

Tasks		Percent Members Performing 1st Enl	3-C LVL	3-D LVL	3-E LVL	Tng Emp	Tsk Dif	ATI
A0095	Perform engines or related systems time compliance technical orders (TCTOs)	36	31	42	34	2.40	5.62	15
A0072	Maintain or inspect maintenance facilities	31	24	33	34	2.62	4.67	15
P0507	Drain fuel filters	55	71	41	47	4.10	1.74	13
A0164	Remove or replace engine bleed valve seals	30	33	22	35	3.65	4.27	12

Mean TE Rating is 2.16, Standard Deviation is 1.40 (HIGH TE= 3.56)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

Plan of Instruction (POI) Analyses

- POIs are generally well-supported by survey data
  - (C-shred) Two learning objectives matched to JI tasks performed by less than 30 percent of members
  - (D-shred) Eight learning objectives matched to JI tasks performed by less than 30 percent of members
  - (E-shred) Two learning objectives matched to JI tasks performed by less than 30 percent of members
- Tasks not referenced to any POI learning objective should be reviewed for possible inclusion in POI

Unsupported POI Objectives

Examples

Tasks	Percent Members Performing 1st Enl	3-C LVL	Tng Emp	Tsk Dif	ATI
III.5.h. Installation of engine hardware					
C0296 Clean and inspect engine bearings	21	15	3.93	5.58	11
I.7.a. Given a CAMS computer terminal, and applicable technical publications use CAMS with no more than two errors per screen					
I505 Retrieve CAMS or GO81 listings or reports	13	17	2.18	4.79	7
I508 Update maintenance data collection (MDC) data in CAMS or GO81	8	13	2.62	4.76	7
I512 Verify accuracy of CAMS or GO81 daily inputs	8	13	1.50	4.84	2

Mean TE Rating is 2.16, Standard Deviation is 1.40 (HIGH TE= 3.56)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

Unsupported POI Objectives

Examples

Tasks	Percent Members Performing 1st Enl	3-D LVL	Tng Emp	Tsk Dif	ATI
III.2.a. Given selected 2J-F100 series TOs, use selected TOs to correctly respond to at least 21 to 30 problems					
J0525 Maintain TO libraries	9	11	1.68	5.25	2
IV.4.a. Given selected F-15 series technical publications, use technical publications to locate information concerning engine removal and installation to a minimum of seven of 10 problems					
J0525 Maintain TO libraries	9	11	1.68	5.25	2

Mean TE Rating is 2.16, Standard Deviation is 1.40 (HIGH TE= 3.56)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

Unsupported POI Objectives

Examples

Tasks	Percent Members Performing 1st Enl	3-E LVL	Tng Emp	Tsk Dif	ATI
I.5.b. Given support equipment, technical orders and working as a team Member, perform support equipment preliminary maintenance procedures with no more than one error per team member					
G0466 Inspect general or non-powered support equipment, other than engine-related	12	12	2.73	3.63	3
IV.5.b. Given an F110 engine, technical orders, support equipment and working as a team member operate the transportation equipment with no more than one error per team member					
D0368 Operate, maintain, or inspect non-powered support equipment	17	15	2.80	4.25	7
G0472 Operationally check engine installation/ removal trailers	10	12	2.63	3.84	3

Mean TE Rating is 2.16, Standard Deviation is 1.40 (HIGH TE= 3.56)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

Tasks not Referenced to POI

Examples

Tasks	Percent Members Performing 1st Enl	3-C LVL	Tng Emp	Tsk Dif	ATI
A0161 Remove or replace engine anti-icing system components	61	67	4.82	4.20	18
A0135 Remove or replace oil cooler assemblies	54	54	5.27	4.23	18
A0067 Install engines on transportation stands or trailers	57	57	5.10	4.32	18
A0003 Adjust engine system components	49	62	3.13	5.05	15

Mean TE Rating is 2.16, Standard Deviation is 1.35 (HIGH TE= 3.56)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

Tasks not Referenced to POI

Examples

Tasks		Percent Members Performing 1st Enl	3-D LVL	Tng Emp	Tsk Dif	ATI
A0008	Blend engine compressor or fan blades	46	35	5.03	5.11	12
A0067	Install engines on transportation stands or trailers	57	55	5.10	4.32	18
A0070	Leak check operating engines	49	32	4.12	4.61	12
A0161	Remove or replace engine anti-icing system components	61	64	4.82	4.20	18

Mean TE Rating is 2.16, Standard Deviation is 1.35 (HIGH TE= 3.56)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

Tasks not Referenced to POI

Examples

Tasks		Percent Members Performing 1st Enl	3-E LVL	Tng Emp	Tsk Dif	ATI
A0003	Adjust engine system components	49	44	3.13	5.05	15
A060	Inspect engine magnetic chip detectors	58	61	4.75	3.88	13
A0061	Inspect engine oil filters	63	57	4.68	3.64	13
A0067	Install engines on transportation stands or trailers	57	60	5.10	4.32	18

Mean TE Rating is 2.16, Standard Deviation is 1.35 (HIGH TE= 3.56)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

Job Satisfaction Indicators (AFSC 2A6X1A vs. Comparative Sample)

	1-48 Months		49-96 Months		97+ Months	
	2003 2A6X1A (N=795)	Comp Sample* (N=269)	2003 2A6X1A (N=343)	Comp Sample* (N=133)	2003 2A6X1A (N=813)	Comp Sample* (N=215)
Job interesting	**72**	64	**70**	65	**76**	70
Talents well utilized	84	79	86	85	87	86
Training well utilized	93	87	87	88	85	84
Sense of accomplishment	75	64	71	65	75	73
Plan to reenlist	59	49	72	62	63	60

* Comparative sample of similar AFSC surveyed in the last 12 months:

2A6X1B Aerospace Propulsion (Turboprop and Turobshaft)

Job Satisfaction Indicators (Current vs. Previous Study)

	1-48 Months		49-96 Months		97+ Months	
	2003 (N=795)	2000 (N=481)	2003 (N=343)	2000 (N=187)	2003 (N=813)	2000 (N=1,852)
Job interesting	72	72	68	72	76	79
Talents well utilized	84	84	86	85	87	88
Training well utilized	93	90	87	90	85	85
Sense of accomplishment	75	74	73	70	75	76
Plan to reenlist	**59**	52	**72**	59	63	65

Job Satisfaction Indicators (AD) (Across Specialty Jobs)

	Gen Eng Maint Cluster (N=2,673)	Training Cluster (N=25)
Job interesting	79	**88**
Talents well utilized	89	84
Training well utilized	**94**	68
Sense of accomplishment	79	76
Plan to reenlist	72	64

Job Satisfaction Indicators (AD) (Across Specialty Jobs cont.)

	Non-powered Engine Support IJ (N=51)	Supply IJ (N=68)	Supervision IJ (N=256)	Engine Management IJ (N=51)
Job interesting	53	59	**83**	**80**
Talents well utilized	69	69	**90**	**93**
Training well utilized	65	53	**86**	**89**
Sense of accomplishment	57	53	**77**	**75**
Plan to reenlist	57	**68**	53	**73**

Retention Dimensions
First-Term Airmen (N=795)

Planning to Reenlist (N=468)	Percent Responding	Average
Job security	**68**	**2.68**
Military-related education/training opportunities	66	2.41
Off-duty education and training opportunities	**63**	**2.56**
Retirement benefits	**59**	**2.68**
Medical or dental care for AD members	59	2.58

Planning to Separate (N=311)		
Military lifestyle	**62**	**2.31**
Pay and allowances	**52**	**2.33**
Recognition of efforts	42	2.47
Civilian job opportunities	**37**	**2.36**
Location of present assignment	36	2.68

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence

Retention Dimensions
Second-Term Airmen (N=343)

Planning to Reenlist (N=246)	Percent Responding	Average
Job security	**67**	**2.63**
Retirement benefits	**61**	**2.54**
Off-duty education and training opportunities	**57**	**2.41**
Pay and allowances	57	2.39
Medical or dental care for AD members	56	2.49

Planning to Separate (N=84)		
Pay and allowances	**60**	**2.56**
Military lifestyle	**60**	**2.38**
Esprit de corps/morale	50	2.52
Recognition of efforts	46	2.46
Civilian job opportunities	**45**	**2.47**

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence

Retention Dimensions
Career Airmen (N=813)

Planning to Reenlist (N=513)	Percent Responding	Average
Retirement benefits	**73**	**2.70**
Job security	**62**	**2.61**
Pay and allowances	52	2.39
Off-duty education and training opportunities	**45**	**2.62**
Medical or dental care for family members	42	2.17

Planning to Separate (N=60)		
Pay and allowances	**55**	**2.45**
Civilian job opportunities	**48**	**1.90**
Military lifestyle	**37**	**2.64**
Number of PCS moves	33	2.05
Retirement benefits	32	2.37

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence

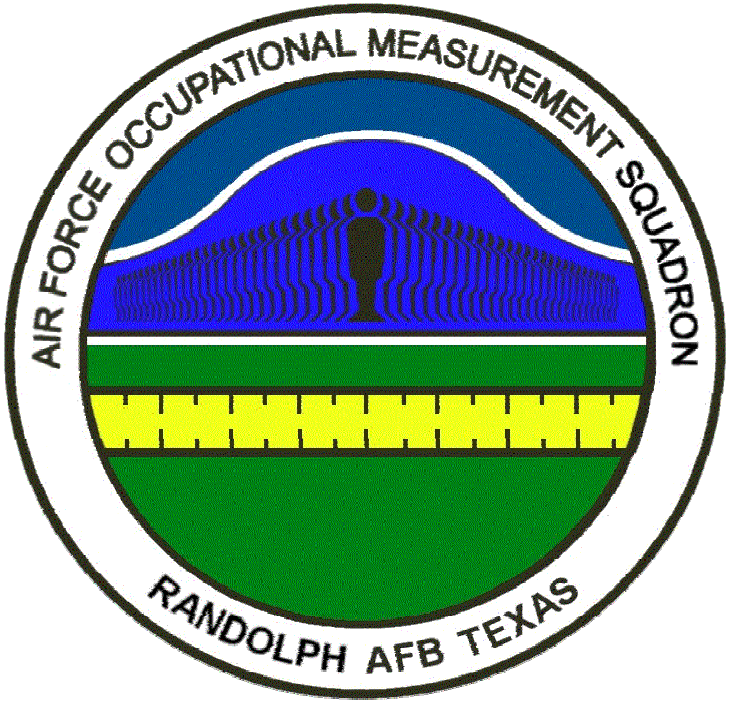
Summary of Results

- Career ladder progression typical
  - Technical at all skill levels progressing to more managerial at 7-skill level and beyond
- Career ladder documents well-supported by survey data
  - STS and POI provide comprehensive coverage of work performed by career ladder
  - Review of some items warranted
- Job satisfaction indicators
  - Slightly higher when compared to previous study

Way Ahead

- OSR Delivery Trip - scheduled for 5 Dec 03
- Utilization and Training Workshop (U&TW) – scheduled for Jun/Jul 04 at Sheppard AFB
- Next SKT rewrite - scheduled for Jan 04

Questions?



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Back-Up Slide

Predictive Retention Indicators

- Military lifestyle
- Pay and allowances
- Bonus or special pay
- Retirement benefits
- Military-related education/training opportunities
- Off-duty education and training opportunities
- Medical or dental care for active duty member
- Medical or dental care for family members
- Base housing
- Base services
- Childcare needs
- Spouse's career
- Civilian job opportunities
- Equal employment opportunities
- Number of PCS moves
- Location of present assignment
- Number/duration of TDYs or deployments
- Work schedule
- Additional duties
- Job security
- Enlisted Evaluation System
- Promotion opportunities
- Training/experience of unit personnel
- Unit manning
- Unit resources
- Unit readiness
- Recognition of efforts
- Esprit de corps/morale
- Leadership of immediate supervisor
- Senior Air Force leadership