

Air Education and Training Command

Sustaining the Combat Capability of America's Air Force



Occupational Survey Report AFSC 3V0X2 AFSC Still Photography

U.S. AIR FORCE

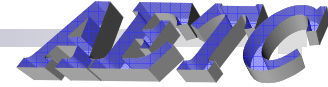
2Lt Jaime Beatty
5 April 2005

Integrity - Service - Excellence

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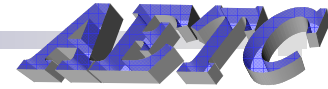
Overview



- Survey background
- Survey results
- Implications



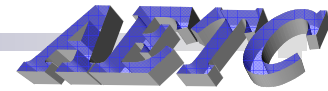
Executive Summary



- Homogenous job structure with six independent jobs identified
- Technical tasks are performed throughout all skill levels
- Career ladder documents supported by survey data
- Job satisfaction indicators are good



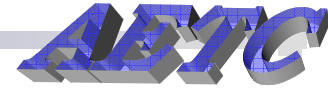
Work Performed



- Accomplish, process, or supervise still, continuous, and computer generated imagery
- Acquire imagery in controlled, uncontrolled, and combat environments
- Perform imagery tests and maintain and certify imagery equipment



Current Training Program

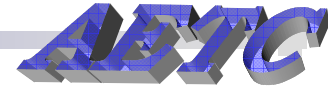


- AFSC-awarding course
 - Fort George Meade, MD
 - E5ABD3V032-005, Basic Still Photography Course, 68 academic days
 - 22 Semester hours for CCAF
 - Programmed TPR

FY05: 124 students	<u>Programmed Elimination Rate</u>
FY06: 138 students	FY05: 4%
	FY06: 4%



Survey Background

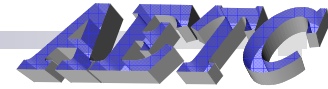


- Last Occupational Survey Report (OSR) – December 2000
- Current survey developed – November 2003 – January 2004
 - Defense Information School, Ft Meade MD (Tech School) (4)
 - Charleston AFB SC (4)
 - Beale AFB CA (3)
 - Vandenberg AFB CA (3)
 - Reno NV (2)
 - March AFB CA (5)
 - Lackland AFB TX (2)





Survey Background

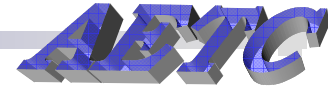


- Survey initiated to obtain data to:
 - Evaluate current classification and training documents
 - Support promotion test development
- Current survey data collected - March - August 2004
- Components surveyed:
 - Active Duty: 3-, 5-, and 7-Skill Levels
 - Guard: 3-, 5-, and 7-Skill Levels
 - Reserve: 5-, and 7-Skill Levels





Survey Sample Characteristics



	<u>AD</u>	<u>AFRC</u>	<u>ANG</u>	<u>Total</u>
Assigned*	509	63	259	831
Mailed Out	461	50	234	745
Sample	265	14	95	374
Usable Returns	57%	28%	41%	50%

- Average time in career field for AD: 8 yrs 3 mos
- Average TAFMS for AD: 9 yrs 6 mos
- Percent of AD in first enlistment: 30%

* Assigned as of Mar 04



Paygrade Characteristics



AETC



Paygrade Distribution

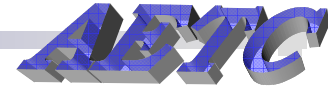
			Assigned*	Sample		
	E-1- E-2	-	6%	8%		
	E-3	-	9%	9%		
	E-4	-	13%	13%		
	E-5	-	29%	31%		
	E-6	-	24%	22%		
	E-7	-	19%	17%		

* Assigned as of Mar 04

** Indicates less than 1%



Command Representation



Command	Assigned %*	Sample %
ACC	15	22
AMC	10	11
AETC	6	6
USAFE	6	6
PACAF	6	4
AFSPC	4	9
OTHER**	14	13
ANG	31	25
AFRC	8	4

* Assigned as of Mar 04

** Highest percentages in "Other" include: AFOFA, USEUC, AFSOC, ELM, AIA, AFNEW



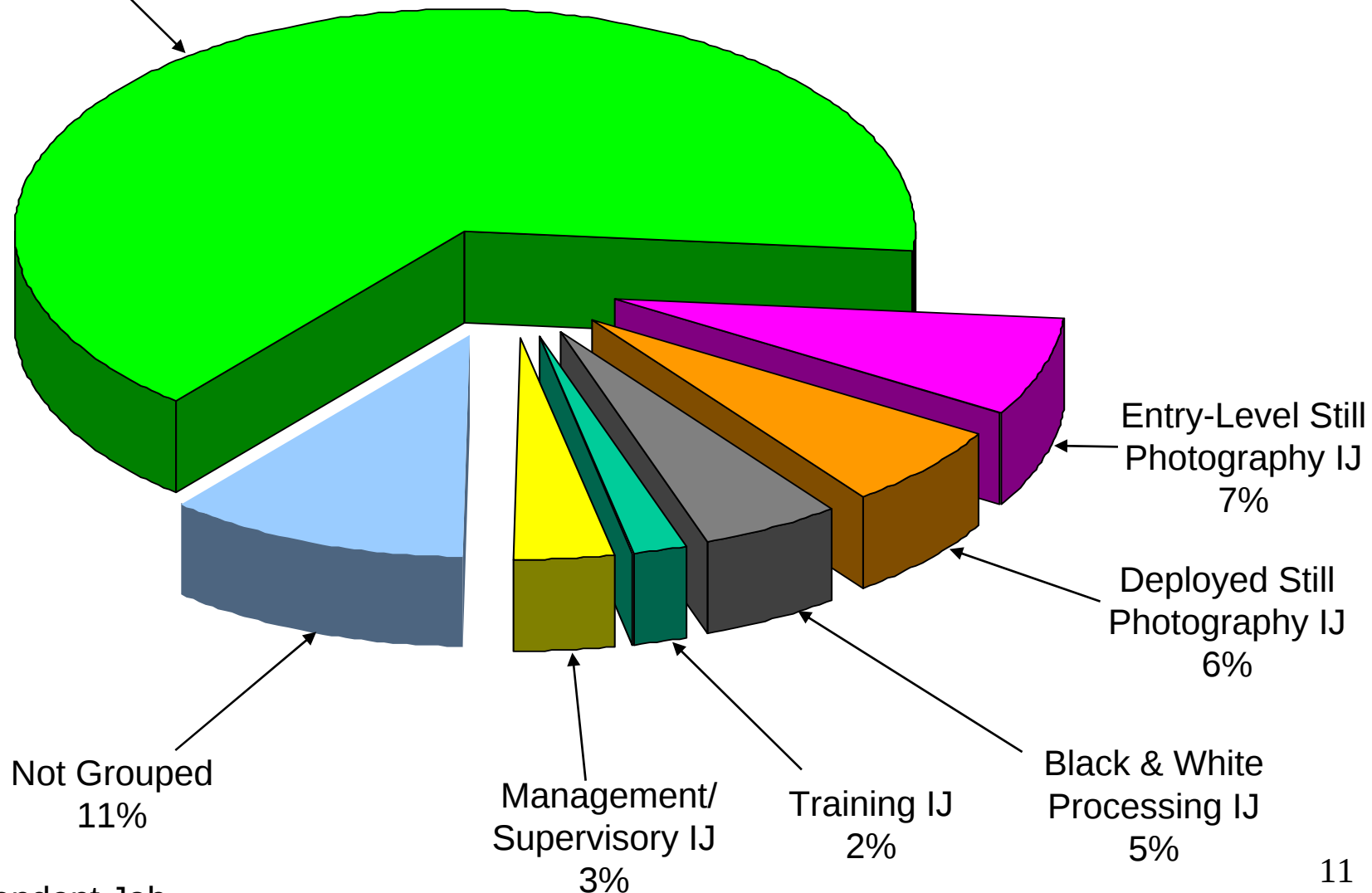
Job Structure



AETC

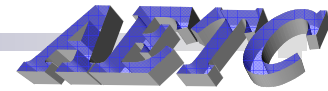
Sample size: 374

Still Photography IJ
66%

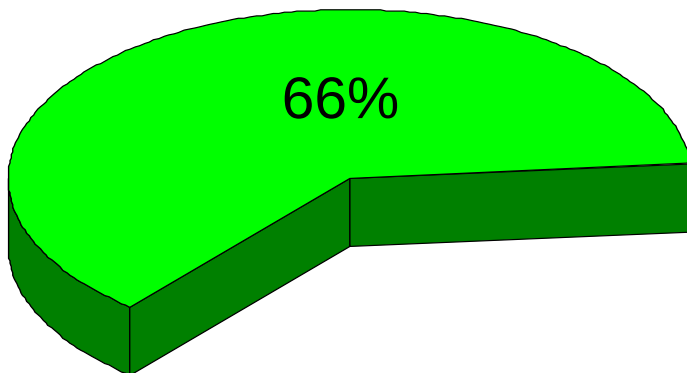




Still Photography IJ (N=244)

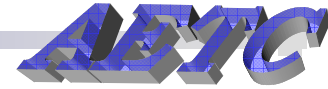


- Shoot photographs of awards and presentations
- Shoot photographs of groups
- Adjust sizes of images using normal, wide-angle, telephoto, zoom, or special lenses
- Shoot photographs for editorials, picture stories, or news features
- Shoot photographs for historical archives
- Write captions
- Shoot studio portraits
- Pose subjects for portraits
- Balance exposures for electronic flash units to match existing ambient light
- Position personnel or objects to improve photographic composition

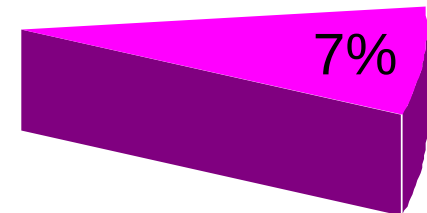




Entry-Level Still Photography IJ (N=27)

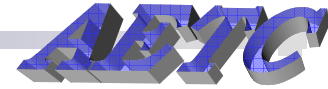


- Write captions
- Balance exposures for electronic flash units to match existing ambient light
- Adjust sizes of images using normal, wide-angle, telephoto, zoom, or special lenses
- Calculate white balance for digital cameras
- Transfer data using photoelectronic imaging systems
- Assemble pictorial layouts
- Pose subjects for portraits
- Access Internet using photoelectronic imaging systems
- Write cut lines
- Compose and shoot photo illustrations

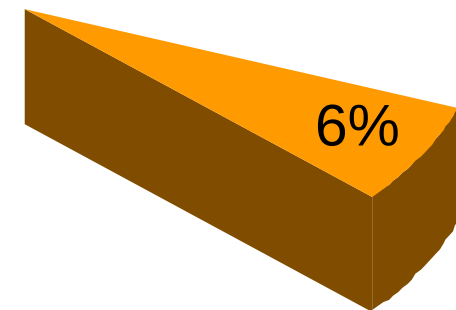




Deployed Still Photography IJ (N=23)

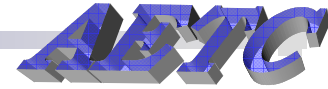


- Adjust sizes of images using normal, wide-angle, telephoto, zoom, or special lenses
- Write captions
- Coordinate mission requirements with requesters
- Balance exposures for electronic flash units to match existing ambient light
- Transmit images with embedded captions
- Shoot photographs of combat operations
- Coordinate operational support requirements with other agencies, such as lodging or transportation
- Assemble pictorial layouts

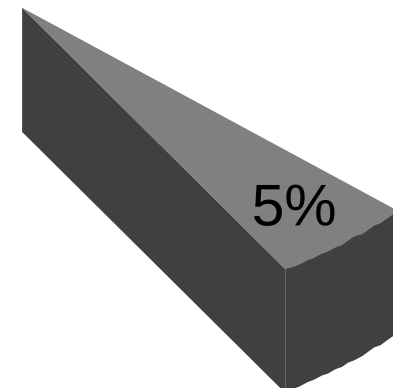




Black & White Processing IJ (N=19)

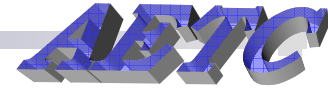


- Certify BW processors chemically
- Monitor long roll imagery processing operations
- Perform BW processor start-up and shutdown procedures
- Remove and clean BW processor racks
- Drain or refill BW processor chemical tanks
- Drain or refill BW processor wash tanks
- Set or maintain BW processor chemistry temperatures
- Clean BW processor rollers
- Maintain chemical levels in processing solution tanks

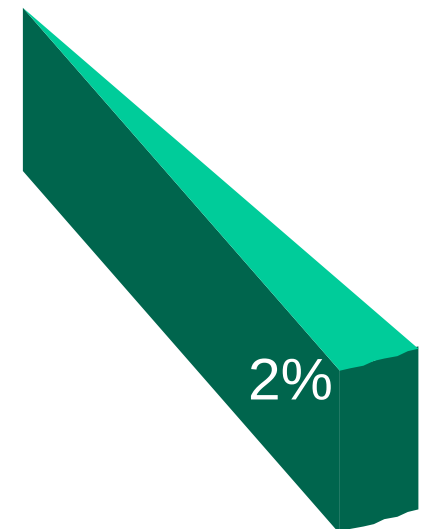




Training IJ (N=7)

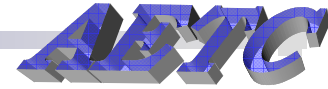


- Write captions
- Shoot studio full-length photographs
- Conduct on-the-job training (OJT)
- Balance exposures for electronic flash units to match existing ambient light
- Position lights using lighting techniques, such as broad lighting, short lighting, or butterfly lighting
- Shoot photographs of awards and presentations
- Pose subjects for portraits
- Evaluate progress of trainees
- Maintain training records or files
- Brief personnel concerning training programs
- Administer or score tests
- Determine training requirements
- Develop or procure training materials or aids
- Personalize lesson plans
- Conduct formal course classroom training

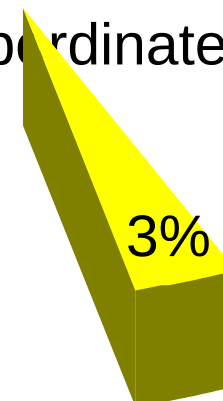




Management/Supervisory IJ (N=13)

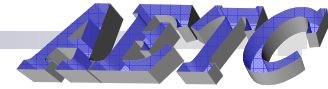


- Conduct general meetings, such as staff meetings, conferences, or workshops
- Inspect personnel for compliance with military standards
- Establish performance standards for subordinates
- Develop or establish work schedules
- Write recommendations for awards or decorations
- Evaluate personnel for compliance with performance standards
- Write or indorse military performance reports
- Conduct on-the-job training (OJT)
- Determine or establish work assignments or priorities
- Counsel subordinates concerning personal and professional matters
- Interpret policies, directives, or procedures for subordinates
- Assign personnel to work areas or duty positions





Career Ladder Progression

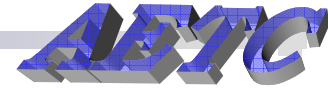


- 3- and 5-skill-level personnel
 - Work in the most technical jobs in the career field
 - Spend most of their time on technical tasks
- 7-skill-level personnel
 - Continue to perform technical tasks
 - However, take on supervisory, training, and administrative duties



Percent Across Specialty Jobs

DAFSC

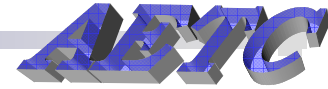


	DAFSC 3V032 (N=79)	DAFSC 3V052 (N=117)	DAFSC 3V072 (N=69)
Still Photography IJ	58	65	49
Entry-Level Still Photography IJ	17	2	1
Deployed Still Photography IJ	1	6	10
Black and White Processing IJ	10	6	4
Training IJ	0	3	1
Management/Supervisory IJ	0	2	14
Not Grouped	14	16	21



Career Ladder Progression

Percent Time Spent on Duties

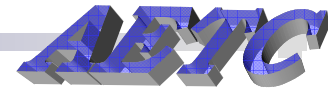


	DAFSC 3V032 (N=79)	DAFSC 3V052 (N=117)	DAFSC 3V072 (N=69)
Performing General Photographic Laboratory Activities	13	14	12
Performing Photographic Exposure Determination Activities	14	11	8
Performing Photographic Assignment Activities	50	42	27
Performing Color Processing and Printing Activities	2	1	*
Performing Black and White Continuous Processing Activities	3	2	1
Performing Black and White Continuous Printing Activities	2	*	*
Performing Quality Control Activities	3	2	1
Performing Imagery Titling and Editing Activities	2	*	*
Performing Chemical Analysis or Chemical Mixing Activities	1	*	*
Performing General Administrative and Supply Activities	4	7	10
Performing Deployment and Contingency Activities	2	6	7
Performing Training Activities	2	6	9
Performing Management and Supervisory Activities	2	8	23

* Less than 1%

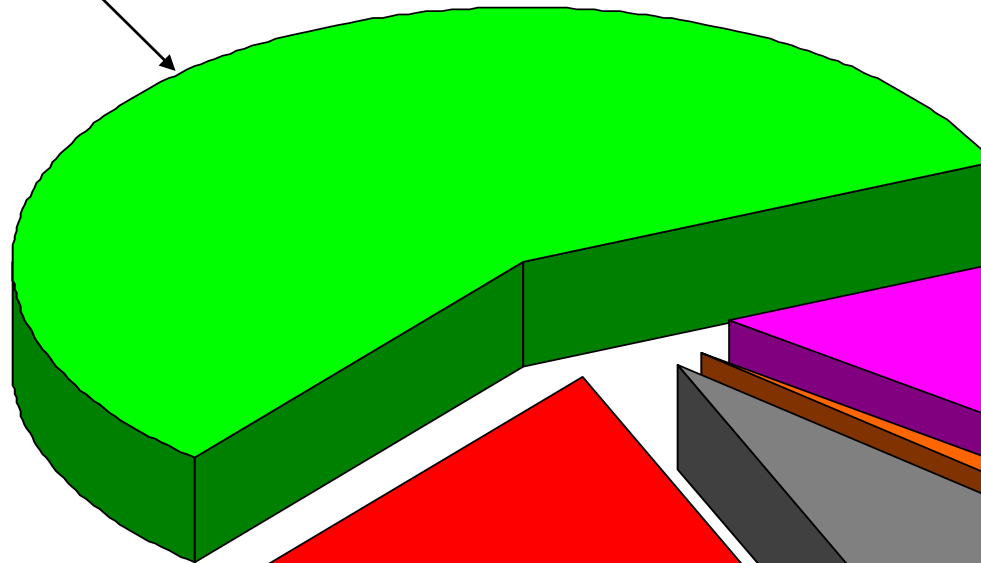


First-Enlistment Job Structure



Sample size: 80

Still Photography IJ
57%



Entry-Level Still
Photography IJ
16%

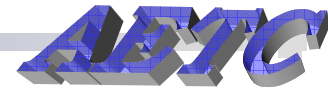
Deployed Still
Photography IJ
1%

Black & White
Processing IJ
8%

Not Grouped
18%



First-Enlistment Personnel Representative Tasks



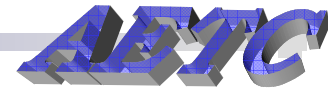
Percent
Members
Performing
(N=80)

Tasks

Shoot photographs of groups	79
Shoot photographs of awards and presentations	78
Write captions	78
Adjust sizes of images using normal, wide-angle, telephoto, zoom, or special lenses	75
Shoot studio portraits	72
Shoot passport or identification photographs	70
Shoot photographs of ground accidents, other than those involving aircraft	70
Pose subjects for portraits	69
Shoot studio full-length photographs	69
Shoot photographs for legal or criminal investigations	69
Shoot photographs of sporting events	69
Shoot photographs for editorials, picture stories, or news features	66



First-Enlistment Personnel Tools & Equipment



Percent
Members
Using
(N=80)

Equipment

Wet Processing Equipment

Long Roll Processors	11
Silver Recovery Units	9
Closed Loop Systems	8
Deployable Shelterized System-Film	6

Camera Equipment

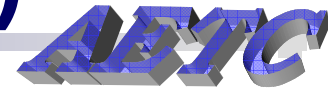
Professional Digital Cameras	99
Consumer-Based Digital Cameras	9
Digital Camera Backings	8
Polaroid Cameras, Other than Copy Cameras	8

Lighting Equipment

Umbrella Reflectors or Diffusers	56
Off-Camera Flash Systems	53
Light Boxes or Soft Boxes	50
Studio Lighting Systems, Other than Portable	50



First-Enlistment Personnel Tools & Equipment (Continued)



Percent
Members
Using
(N=80)

Equipment

Printing Equipment

Ink Jet Printers	46
Laser Color Printers	34
Copiers	33
Thermal Printers	31

Finishing Equipment

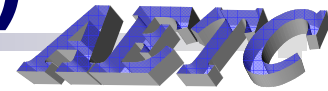
Manual or Automated Print Trimmers	14
Etching Knives	6
Dry Mounting Presses	5
Spotting Pencils or Brushes	1

QC Equipment

Sensitometers	8
pH Meters	6
Digital Specific Gravity Meters	5
Hydrometers	5



First-Enlistment Personnel Tools & Equipment (Continued)



Percent
Members
Using
(N=80)

Equipment

Common Photographic Equipment

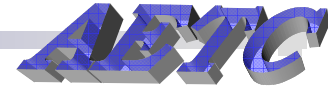
Fixed or Variable Lenses	65
Monopods or Tripods	64
Rechargeable Battery Packs	59
Imaging Editing Software	48

Electro Imaging Equipment

Digital Cameras	91
Memory Cards	85
Desktop or Macintosh Computers	74
Hard Drives	73



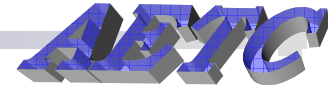
Specialty Training Standard (STS) Analysis



- STS is generally supported by survey data
 - Three STS elements possibly unsupported
- Some STS elements may need proficiency code review
 - Seven uncoded STS elements matched to JI tasks performed by more than 20 percent of members
- Four 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



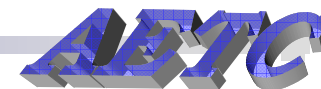
Examples

Unit	Learning Objective	Prof Code	Percent Members Performing		Tng Emp	Tsk Dif	ATI
			1st Job	1st Enl			
23.1.2	Position copy lights	2c					
Tasks	A0004. Calculate copy scale ratios		0	0	.56	6.07	***
	C0095. Position lighting angles for copy work		14	14	3.00	4.91	7
24.4.3	Gather cover story information	2b					
Task	C0133. Write cover stories		12	11	5.04	7.18	11
26.2	Perform operator maintenance on lenses	2b					
Task	A0012. Clean or maintain lenses for copy cameras		2	5	1.20	3.06	1

Mean TE Rating is 1.86, Standard Deviation is 1.95 (HIGH TE= 3.81)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



Proficiency Codes Requiring Review

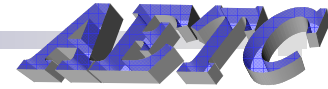


Unit	Learning Objective	Prof Code	Percent Members Performing		Tng Emp	Tsk Dif	ATI
			1st Job	1st Enl			
7.8	Multimedia Information Management System (MIMS)	--					
Task	J0345. Compile data for records, reports, logs or trend analysis using multimedia information management software		37	35	4.52	5.93	12
8	Combat Mobility Operations						
8.2	Execute deployment phase						
8.2.4	Captions	--					
Task	C0132. Write captions		84	78	7.28	6.54	18

Mean TE Rating is 1.86, Standard Deviation is 1.95 (HIGH TE= 3.81)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



Proficiency Codes Requiring Review (Continued)

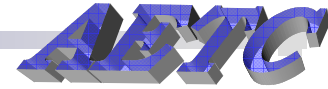


Unit	Learning Objective	Prof Code	Percent Members Performing		Tng Emp	Tsk Dif	ATI
			1st Job	1st Enl			
23.1	Studio lighting	--					
Tasks	C0096. Position lighting controls, such as diffusers, barn doors, reflectors, umbrellas, or light banks		41	40	5.68	5.20	12
24.4.5.4	Short suspense assignments	--					
Task	C0116. Shoot photographs for spot news		43	45	5.84	5.22	12
24.4.5.5	Editorial	--					
Task	C0108. Shoot photographs for editorials, picture stories, or news features		71	66	6.76	5.87	18

Mean TE Rating is 1.86, Standard Deviation is 1.95 (HIGH TE= 3.81)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



Tasks not Referenced to STS



Examples

Tasks	Percent Members Performing		Tng Emp	Tsk Dif	ATI
	1 st Job	1 st Enl			
C0082 Duplicate prints	49	45	2.12	4.40	15
A0033 Operate desktop publishing software, other than photoelectronic Imaging software	33	33	5.28	5.80	12
C0080 Digitally prepare personal information for subject identification	24	28	4.72	4.42	11

Mean TE Rating is 1.86, Standard Deviation is 1.95 (HIGH TE= 3.81)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



Job Satisfaction Indicators (Current vs. Previous Study)

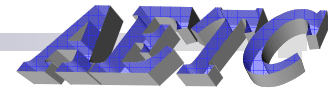


AETC

	1-48 Months		49-96 Months		97+ Months	
	2005 (N=80)	2000 (N=99)	2005 (N=57)	2000 (N=65)	2005 (N=129)	2000 (N=182)
Job interesting	75	67	67	58	79	76
Talents well utilized	81	82	72	62	89	79
Training well utilized	77	82	77	62	84	75
Sense of accomplishment	63	63	63	54	76	67
Plan to reenlist	61	37	65	54	65	58



Job Satisfaction Indicators (AD) (Across Specialty Jobs)

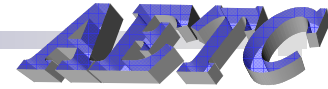


	Still Photo IJ (N=244)	Entry-Level Still Photo IJ (N=27)	Deployed Still Photo IJ (N=23)	Black & White Processing IJ (N=19)	Training IJ (N=7)	Manage't/ Supervisory IJ (N=13)
Job interesting	84	78	96	37	100	62
Talents well utilized	91	78	96	42	100	85
Training well utilized	91	82	96	42	100	61
Sense of accomplishment	80	59	87	42	100	69
Plan to reenlist	74	60	74	53	71	54



Retention Dimensions

First-Term Airmen



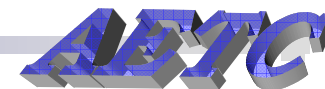
	Percent Responding	Average
Planning to Reenlist (N=49)		
Pay and allowances	63	2.48
Job security	59	2.55
Medical/dental care for AD member	53	2.65
Military lifestyle	51	2.12
Off-duty education and training opportunities	51	2.64
Planning to Separate (N=30)		
Military lifestyle	63	2.53
Civilian job opportunities	40	2.33
Location of present assignment	33	2.30
Pay and allowances	27	2.62
Recognition of efforts	27	2.12

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



Retention Dimensions

Second-Term Airmen

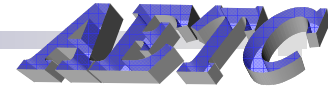


	Percent Responding	Average
Planning to Reenlist (N=37)		
Pay and allowances	73	2.33
Retirement benefits	70	2.54
Military lifestyle	65	2.33
Job security	57	2.52
Medical/dental care for AD member	51	2.16
Planning to Separate (N=19)		
Military lifestyle	53	2.70
Location of present assignment	37	2.86
Esprit de corps/morale	37	2.57
Leadership at unit level	37	2.14
Off-duty education and training opportunities	26	2.20

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



Retention Dimensions Career Airmen

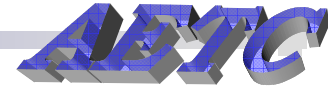


	Percent Responding	Average
Planning to Reenlist (N=84)		
Retirement benefits	73	2.59
Military lifestyle	63	2.25
Pay and allowances	58	2.49
Medical or dental care for AD member	55	2.59
Job security	52	5.59
Planning to Separate (N=11)		
Number of PCS moves	55	2.50
Recognition of efforts	45	2.60
Military lifestyle	36	2.00
Pay and allowances	36	2.00
Number/duration of TDYs or deployments	36	2.50

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



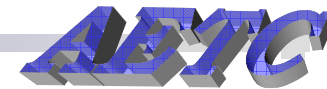
Summary of Results



- Career ladder progression typical
 - Highly technical at 3-skill level progressing to more managerial at 7-skill level
- Career ladder documents supported by survey data
 - STS provide comprehensive coverage of work performed by career ladder
 - Review of some items warranted
- Job satisfaction indicators
 - Job satisfaction and reenlistment intentions higher in current study than previous study
 - Utilization of talents and training much higher for first-term airmen
 - Black & White Processing IJ very low in job satisfaction when compared to other IJs

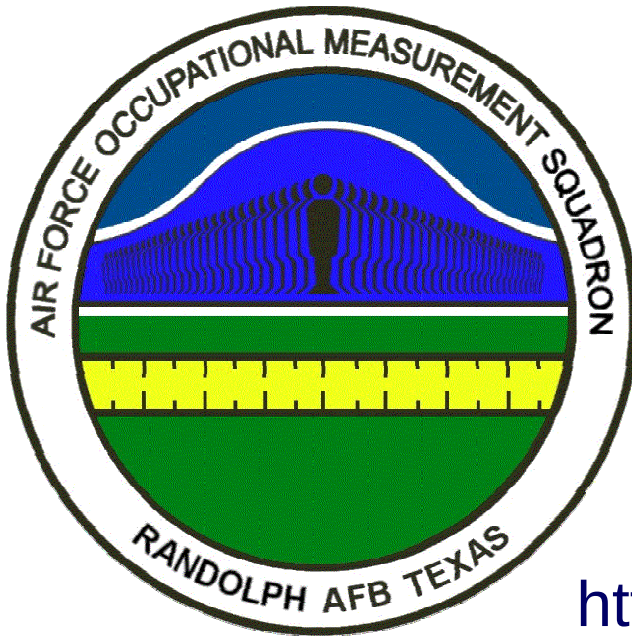


Way Ahead



- OSR Delivery Trip - TBD
- Utilization and Training Workshop (U&TW) - TBD
- Next SKT rewrite (major) - scheduled for 15 Feb 05

Questions?



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