

Air Education and Training Command

Sustaining the Combat Capability of America's Air Force



U.S. AIR FORCE

Occupational Survey Report AFSC 3E9X1 Readiness

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3 May 2004

Integrity - Service - Excellence

Report Documentation Page				Form Approved OMB No. 0704-0188	
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Air Force Occupational Measurement SQ



AFOMS/OA

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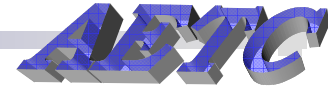
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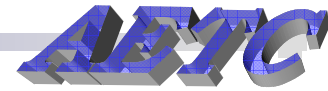
Overview



- Survey background
- Survey results
- Implications



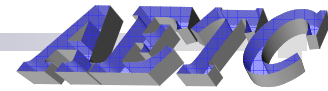
Executive Summary



- Working job structure analysis
- Technical tasks are performed throughout all skill levels
- Career ladder documents marginally supported by survey data
- Job satisfaction indicators are good



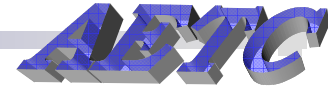
Work Performed



- Prepare, maintain, and monitor civil engineering operation plans and supporting documents for mobility, response, and recovery operations
- Prepare, review, and provide input to installation contingency plans
- Monitor Prime BEEF, air base operability, hazardous materials emergency response, disaster preparedness programs
- Maintain and inspect nuclear, biological, chemical and conventional protective clothing and equipment
- Conduct NBC and conventional detection, warning and reporting activities
- Prepare for response to WMD use



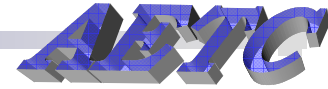
Current Training Program



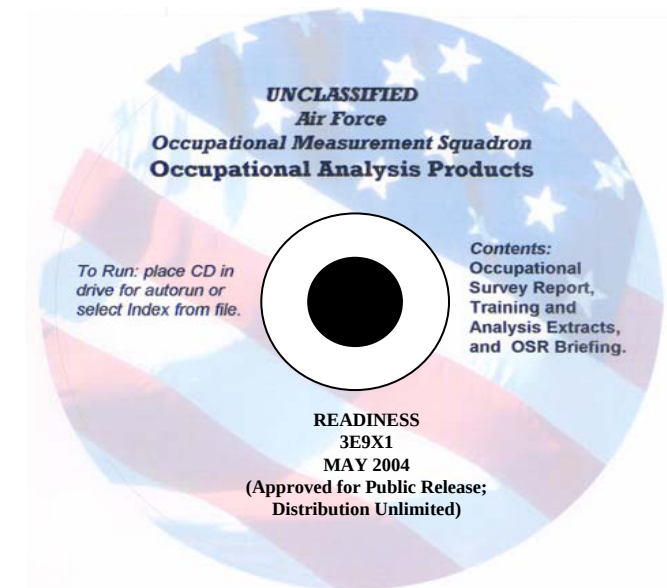
- AFSC-awarding course
 - 366 TRS, Fort Leonard Wood MO
 - J3ABP3E931-001, Readiness Apprentice Course, 14 weeks, 3 days
 - 22 semester hours for CCAF
 - | <u>Programmed TPR</u> | <u>Programmed Elimination Rate</u> |
|-----------------------|------------------------------------|
| FY04: 206 students | FY04: 9% |
| FY05: 132 students | FY05: 8% |



Survey Background

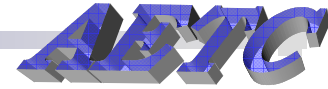


- Last Occupational Survey Report (OSR):
January 2000
- Current survey developed: April - August 2003
 - Fort Leonard Wood MO
 - Hill AFB UT
 - McGuire AFB NJ
 - Langley AFB VA
 - Peterson AFB CO
 - Buckley AFB CO
 - Little Rock AFB AR
 - Osan AB KO
 - Ramstein AB GE





Survey Background (Cont.)

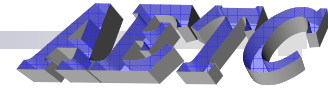


- Survey initiated to obtain data to:
 - Evaluate current classification and training documents
 - Validate changes in career field
 - Support promotion test development
- Current survey data collected: Nov 03-Feb 04
- Components surveyed:
 - Active Duty: 3-, 5-, 7-, and 9-Skill Levels
 - Guard: 3-, 5-, 7-, and 9-Skill Levels
 - Reserve: 5-, 7-, and 9-Skill Levels





Survey Sample Characteristics



	<u>AD</u>	<u>ANG</u>	<u>AFRC</u>	<u>Total</u>
Assigned*	694	632	286	1,612
Mailed Out	611	559	219	1,389
Sample	360	203	75	638
Usable Returns	59%	36%	34%	46%

Average time in career field for AD: 5 years 9 months

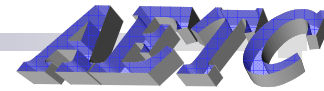
Average TAFMS for AD: 9 years 8 months

Percent of AD in first enlistment: 45%

* Assigned as of Oct 03



Command Representation



Command	Eligible %*	Sample %
ANG	40	32
AFRC	16	12
AETC	7	10
AMC	6	10
PACAF	6	10
ACC	10	8
USAFE	6	8
AFSPC	3	4
AFMC	3	4
Other**	3	2

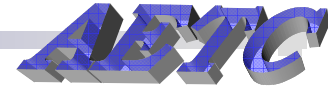
* Eligible as of Oct 03

**Includes: AIA, AFCESA, AFDW, ZBI, ZBL



Career Ladder Progression

Percent Time Spent on Duties



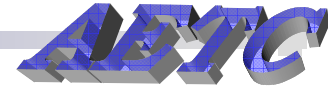
DUTIES	DAFSC	DAFSC	DAFSC	DAFSC
	3E931	3E951	3E971	3E991
	(N=99)	(N=226)	(N=244)	(N=69)
A PERFORMING GENERAL READINESS ACTIVITIES	7	7	7	6
B PLANNING OR MANAGING READINESS ACTIVITIES	7	10	14	17
C MAINTAINING READINESS EQUIPMENT	23	22	15	11
D MAINTAINING PRE-, TRANS-, AND POSTATTACK RESPONSE CAPABILITIES FOR OR DURING ACTUAL ATTACKS OR EXERCISES	8	8	11	13
E MAINTAINING MAJOR ACCIDENT RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	7	6	6	7
F MAINTAINING NATURAL DISASTER RESPONSE CAPABILITIES FOR OR DURING ACTUAL INCIDENTS OR EXERCISES	3	2	3	3
G PERFORMING WAR RESERVE MATERIEL (WRM) ACTIVITIES	*	1	*	*
H PERFORMING ENVIRONMENTAL OR SAFETY ACTIVITIES	1	2	1	*
I PERFORMING DEPLOYMENT AND PRIME BASE ENGINEER EMERGENCY FORCE (BEEF) ACTIVITIES	10	8	7	6
J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	*	1	*	*
K PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) ACTIVITIES	5	5	7	7
L PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	6	6	4	4
M PERFORMING TRAINING ACTIVITIES	21	17	14	11
N PERFORMING GENERAL MANAGEMENT AND SUPERVISORY ACTIVITIES	2	4	9	12

* Indicates less than 1%

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



First-Enlistment Personnel Representative Tasks



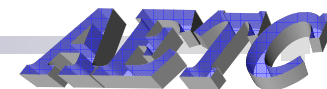
PERCENT
MEMBERS
PERFORMING
(N=163)

TASKS

Conduct in-house training, such as on-the-job training (OJT)	65
Activate MCPs for major accident responses	63
Activate MCPs for disaster response	61
Conduct base emergency preparedness orientation (BEPO) training	60
Conduct Category II training	56
Conduct ground crew individual protective equipment training	55
Fire weapons, such as M-16 rifles	53
Conduct Category I training	52
Assemble response kits for major accidents	51
Charge equipment batteries	50



First-Enlistment Personnel Equipment or Tools



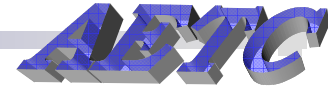
PERCENT
MEMBERS
PERFORMING
(N=163)

EQUIPMENT OR TOOLS

Chemical Agent Detector Paper, M-8	93
Chemical Agent Detector Paper, M-9	93
Protective Masks, MCU-2A/P	89
Decontamination Kits, Skin, M-291	86
Decontamination Kits, Individual Equipment, M295	85
Battle Dress Overgarments (BDOs)	83
Field Gear, such as Helmets, Web Belts, or Canteens	82
Maps or Charts	80
Chemical Detection Kits, M-256A1	78
Handheld Assays	78
Global Positioning System (GPS) Equipment	75
Radio Battery Chargers	75
Individual Equipment Issue, such as Gloves or Boots	74
NBC Contamination Marking Kits	73
Personal Computers	73
Protect Cloth, Jnt Svc Light Integrat Suit Tch (JS-LIST)	72
MCP Trailers	70



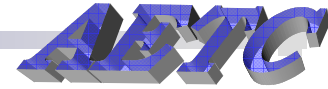
Specialty Training Standard (STS) Analysis



- STS matches to AD and Deployed population by TASMS/DAFSC
- STS is marginally supported by survey data
 - AD: 67 of 153 performance coded STS items were unsupported
 - Deployed: 58 of 153 coded STS items were unsupported
 - Unsupported items concentrated in paragraphs 15 and 16
- Some STS items may need proficiency code review
 - 47 matched items were uncoded but performed by more than 20% of members in both AD and Deployed population
- AD: 8 technical tasks performed by 20% or more of members were not referenced to STS
- Deployed: 22 tasks performed by 20% or more members but not referenced to STS
 - These should be reviewed for possible inclusion in STS



Unsupported STS Elements



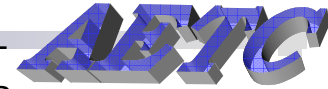
Examples

UNIT	STS ELEMENT	PROF CODE	PERCENT MEMBERS PERFORMING		TSK DIF*
			1st ENL (N=162)	3- LVL (N=189)	
16.3.2.3.2. Task	Inspect (16.3.2.3. Joint Biological Point Detection System) C0208. Inspect or maintain JBPDS	1a/a	1	0	4.63
16.2.1.7.2. Task	Inspect (16.2.1.7. Joint Mask Leak Test (JSMLT)) C0209. Inspect or maintain joint service mask leakage testers (JSMLTs)	1a/x	1	0	4.63
15.6.1.6.1. Task	Manually construct simplified plots (15.6.1.6. Biological plotting) I0475 Develop base denial plans	2b	4	5	6.54
12.6.1.4.1. Task	Identify procedures to posture teams and CE substitution rules (12.6.1. Personnel deployment) I0470. Coordinate specific source of personnel requirements with other agencies J0527. Conduct contingency operation or mobility planning and execution system (COMPES) programs	2b	4 2	4 3	5.92 6.02

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



Proficiency Codes Requiring Review

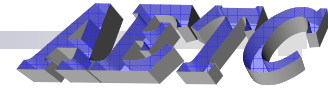


UNIT	STS ELEMENT	PROF CODE	PERCENT MEMBERS PERFORMING		TSK DIF*
			1st ENL (N=652)	3- LVL (N=609)	
12.5.3. Task	Status of Resources and Training System (SORTS) A0028. Prepare SORTS reports or inputs to SORTS reports B0145. Prepare status reports for Prime BEEF analyses	--	33 10	30 10	6.38 5.53
14.2.6.3.2. Task	Radiation detection surveys (14.2.6. Nuclear Weapon Accident) E0366. Determine levels of radiological contamination	--	28	28	6.04
15.8.5. Task	NBC Contamination Control Operations (15.8. NBC Reconnaissance Teams) D0289. Determine contamination control procedures during pre-, trans-, or postattack responses I0503. Perform contamination control procedures for chemical or biological agents	--	22 23	19 22	5.56 4.99
16.2.2.2.	Ground crew Chemical Defense Ensemble (16.2.2. NBC protective clothing) C0251. Operationally check ground crew chemical defense ensembles	--	29	28	2.94
16.3.	Detection equipment (16.Equipment) D0300. Identify chemical or biological agents with detection kits or equipment during attack response D0319. Perform surveys to detect or monitor areas of CBRNE contamination	--	39 19	37 14	5.01 5.26

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



Tasks not Referenced to STS



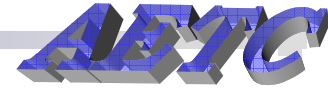
Examples

		PERCENT MEMBERS PERFORMING		TSK DIF*
		1ST ENL (N=163)	3- LVL (N=99)	
TASK				
C0201	Inspect or maintain emergency power generators	22	20	3.71
D0302	Identify probable CCA locations during pre-attack responses	42	37	5.10
I0480	Fire weapons, such as M-16 rifles	53	47	3.30

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



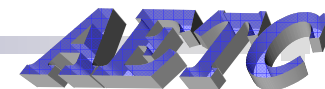
Job Satisfaction Indicators (Across AD, ANG, AFRC)



	<u>AD</u> <u>(N=360)</u>	<u>ANG</u> <u>(N=203)</u>	<u>AFRC</u> <u>(N=75)</u>
JOB INTERESTING	61	84	93
TALENTS WELL UTILIZED	73	89	86
TRAINING WELL UTILIZED	72	89	90
SENSE OF ACCOMPLISHMENT	58	74	79



Retention Dimensions First-Term Airmen (N=163)

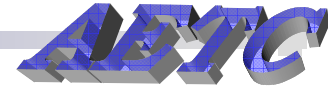


PLANNING TO REENLIST (N=85)	PERCENT	AVERAGE
	RESPONDING	
Medical or dental care for AD members	67	2.65
Off-duty education and training opportunities	67	2.39
Job security	66	2.55
Pay and allowances	65	2.42
Military Lifestyle	65	2.38
PLANNING TO SEPARATE (N=78)		
Military lifestyle	51	2.53
Esprit de corps/morale	40	2.68
Civilian job opportunities	35	2.41
Leadership of immediate supervisor	32	2.44
Location of present assignment	29	2.43



Retention Dimensions

Second-Term Airmen (N=17)

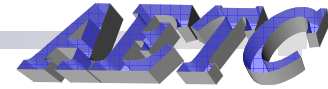


PLANNING TO REENLIST (N=9)	PERCENT RESPONDING	AVERAGE
Retirement benefits	56	2.83
Job security	44	2.50
Bonus or special pay	33	3.00
Medical or dental care for family members	33	3.00
Off-duty education and training opportunities	33	2.60
Pay and allowances	33	2.40
PLANNING TO SEPARATE (N=8)		
Civilian job opportunities	38	3.00
Esprit de corps/morale	25	3.00
Leadership at unit level	25	3.00
Additional duties	25	2.67
Recognition of efforts	25	2.50

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



Retention Dimensions Career Airmen (N=180)

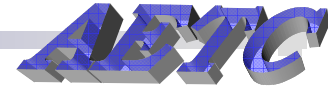


PLANNING TO REENLIST (N=93)	PERCENT RESPONDING	AVERAGE
Retirement benefits	51	2.68
Military lifestyle	35	2.49
Job security	30	2.46
Medical or dental care for family members	29	2.62
Medical or dental care for AD member	28	2.56
PLANNING TO SEPARATE (N=22)		
Number/duration of TDYs or deployments	32	2.55
Civilian job opportunities	23	2.38
Additional duties	23	2.27
Pay and allowances	18	2.60
Unit manning	18	2.25

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



Summary of Results



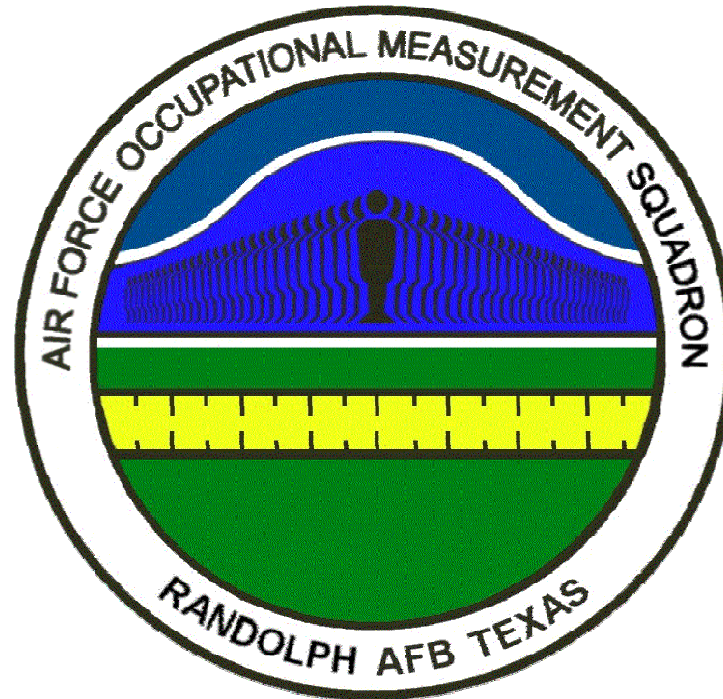
- Career ladder progression typical
 - Technical at 3-skill level progressing to more managerial at 9-skill level and beyond
- Career ladder documents marginally supported by survey data
- Job satisfaction indicators
 - Higher for ANG and AFRC members than AD



Questions?



AETC



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