

# Air Education and Training Command

---

*Sustaining the Combat Capability of America's Air Force*



**U.S. AIR FORCE**

**AF Occupational Measurement Squadron  
(AFOMS)**

**Mission Brief**

**2dLt Dustin Weeks  
7 May 2004**

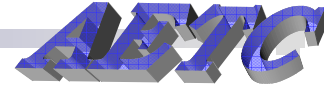
---

*Integrity - Service - Excellence*

| Report Documentation Page                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                    |                                     |                                            | Form Approved<br>OMB No. 0704-0188          |                                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-------------------------------------|--------------------------------------------|---------------------------------------------|------------------------------------|
| Public reporting burden for the collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to a penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. |                                    |                                     |                                            |                                             |                                    |
| 1. REPORT DATE<br><b>07 MAY 2004</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                    | 2. REPORT TYPE<br><b>N/A</b>        |                                            | 3. DATES COVERED<br><b>-</b>                |                                    |
| 4. TITLE AND SUBTITLE<br><b>AF Occupational Measurement Squadron (AFOMS)- Mission Brief</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                     |                                            | 5a. CONTRACT NUMBER                         |                                    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     |                                            | 5b. GRANT NUMBER                            |                                    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     |                                            | 5c. PROGRAM ELEMENT NUMBER                  |                                    |
| 6. AUTHOR(S)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                    |                                     |                                            | 5d. PROJECT NUMBER                          |                                    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     |                                            | 5e. TASK NUMBER                             |                                    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     |                                            | 5f. WORK UNIT NUMBER                        |                                    |
| 7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)<br><b>Air Force Occupational Measurement Squadron Randolph AFB, TX</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                    |                                     |                                            | 8. PERFORMING ORGANIZATION<br>REPORT NUMBER |                                    |
| 9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                    |                                     |                                            | 10. SPONSOR/MONITOR'S ACRONYM(S)            |                                    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     |                                            | 11. SPONSOR/MONITOR'S REPORT<br>NUMBER(S)   |                                    |
| 12. DISTRIBUTION/AVAILABILITY STATEMENT<br><b>Approved for public release, distribution unlimited</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                    |                                     |                                            |                                             |                                    |
| 13. SUPPLEMENTARY NOTES<br><b>See also ADM001755 Occupational Analysis Products: Aircrew Life Support- AFSC 1T1X1., The original document contains color images.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                    |                                     |                                            |                                             |                                    |
| 14. ABSTRACT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                    |                                     |                                            |                                             |                                    |
| 15. SUBJECT TERMS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                    |                                     |                                            |                                             |                                    |
| 16. SECURITY CLASSIFICATION OF:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     | 17. LIMITATION OF<br>ABSTRACT<br><b>UU</b> | 18. NUMBER<br>OF PAGES<br><b>63</b>         | 19a. NAME OF<br>RESPONSIBLE PERSON |
| a. REPORT<br><b>unclassified</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | b. ABSTRACT<br><b>unclassified</b> | c. THIS PAGE<br><b>unclassified</b> |                                            |                                             |                                    |



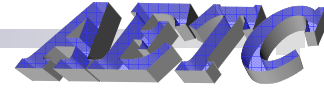
# Overview



- **Our Mission**
- **Our Team**
- **Our Products & Processes**
- **Program Integration**



# Mission



**Provide occupational programs to optimize  
United States Air Force  
personnel and training decisions**





# The Team



**AETC**



Air Education and Training Command  
Director of Operations  
**Major General William Fraser III**

First  
Sergeant  
**MSgt "EJ" Jones**

AFOMS  
Commander  
**Lt Col John Gardner**

Operations  
Officer  
**Major Reginald  
McDonald**

Occupational  
Analysis Flight  
**Mr John Kamrath**

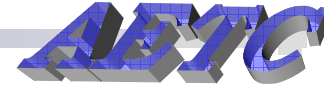
Professional  
Development Flight  
**CMSgt Debra Bass**

Test Development  
Flight  
**Maj Tom Jervey**

Resources Flight  
**Maj Bryan Runion**



# Key Products



## Promotion Tests

- 320 Promotion Tests
- 600+ SMEs Hosted

## Study Guides

- 540K Study Guides distributed



## Resources

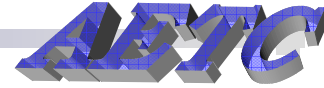
- Corporate Database
- Software Design

## Analysis

- Occupational Surveys
- Task Analysis Reports
- SKT Extracts/Testing Importance Surveys



# Applications of Our Data

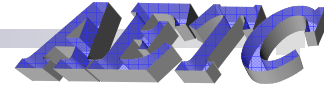


- **Promotion Testing:**
  - Validation of every test question
- **Training:**
  - What...When...Where...To Whom...How??
- **Personnel:**
  - Merge or separate occupations
- **Special Use...Research:**
  - Retention...Force Development....
- **Deployment/Home Station:**
  - Who...What...When...Where??





# Test Development Mission



**Develop, print, ship all enlisted promotion tests and manage worldwide network of test control officers**

**...One-stop shopping for promotion tests**



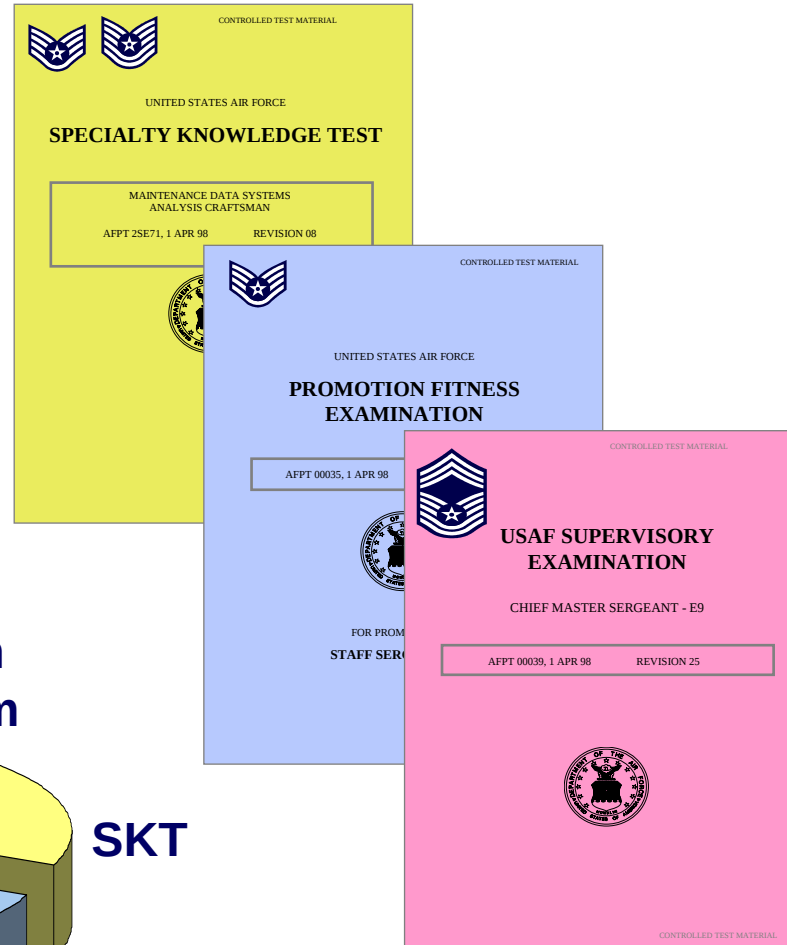


# Promotion Testing: Cornerstone of WAPS

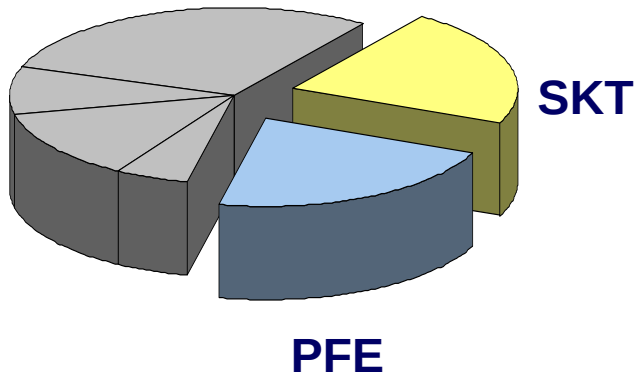


**AETC**

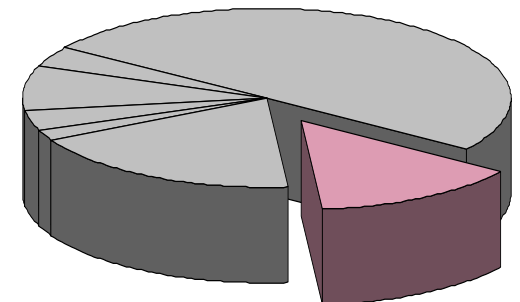
## Valid, Fair, and Credible Tests



### Weighted Airman Promotion System

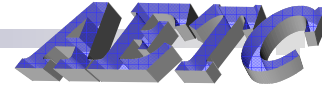


### Senior NCO Promotion Program





# Professional Development Mission



**Improve Air Force capabilities by providing professional development study guides & Airman's Handbook**

**...Produce enlisted promotion test study guides & Airman's Handbook**





# Professional Development: Shaping the Enlisted Corps

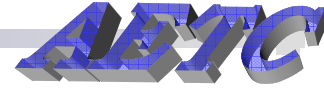


- Identify common knowledge for all NCOs
- Provide single source reference for promotion testing & professional development





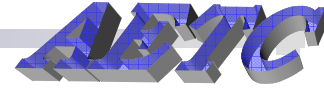
# Professional Development: Airman Handbook



- **CSAF initiative**
- **Audience: civilian, officers, enlisted**
- **AETC/CV selected AFOMS**
- **1 Aug 04 transition from Air Staff to AFOMS**



# Resources Mission



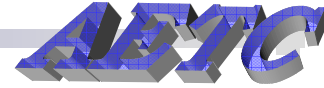
**Provide financial/resource stewardship and automation support for the AFOMS mission**

**...Keep the store open**





# Occupational Analysis Mission



**Facilitate decision-making by providing objective information about Air Force occupations**

**...Find out everything you ever wanted to know about what people do in their Air Force jobs**





# Occupational Analysis Process (1)



AETC

3-Year  
Resurvey

Occupational  
Survey Request

Develop  
Job  
Inventory

Administer  
Survey

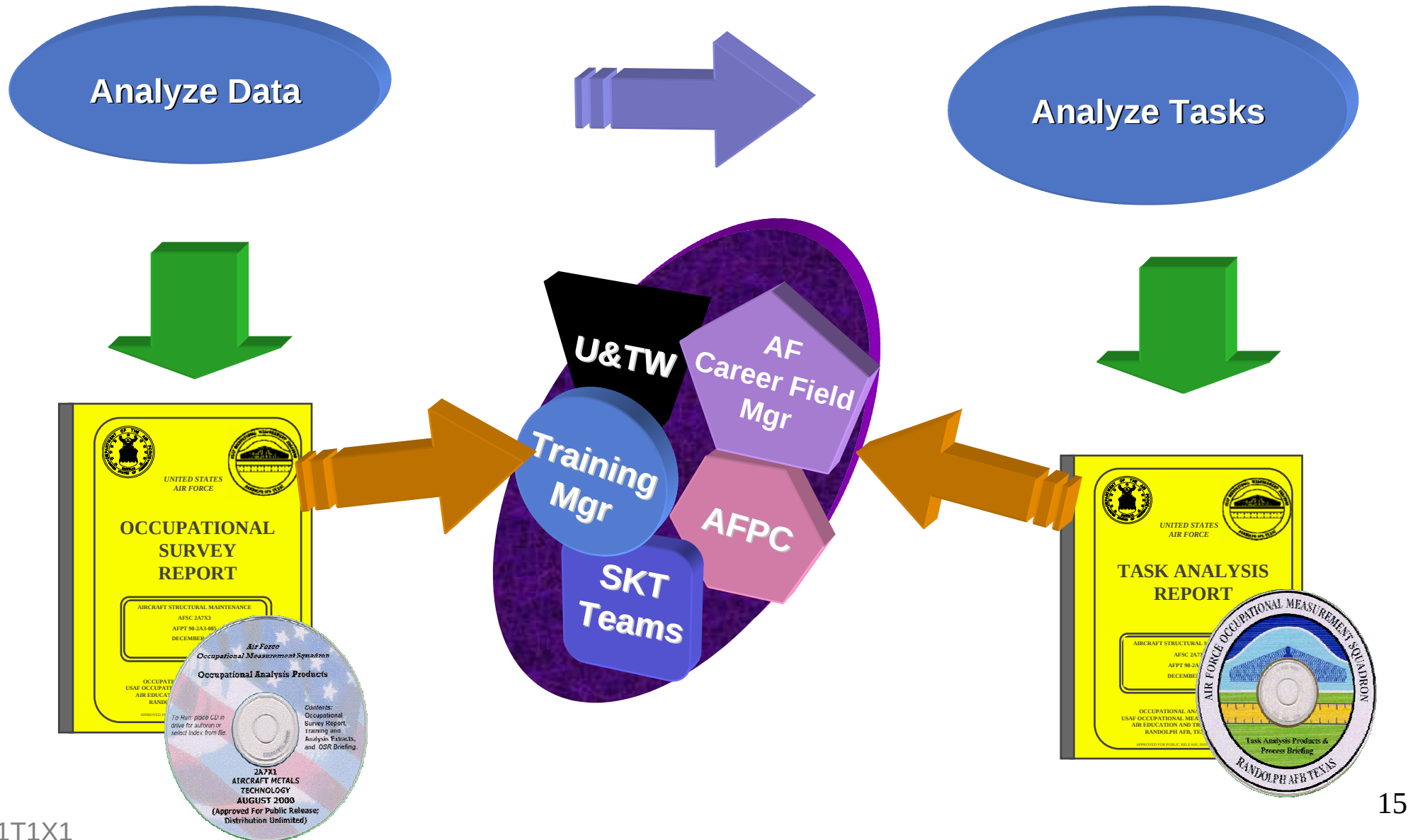




# Occupational Analysis Process (2)



AETC





# Program Integration



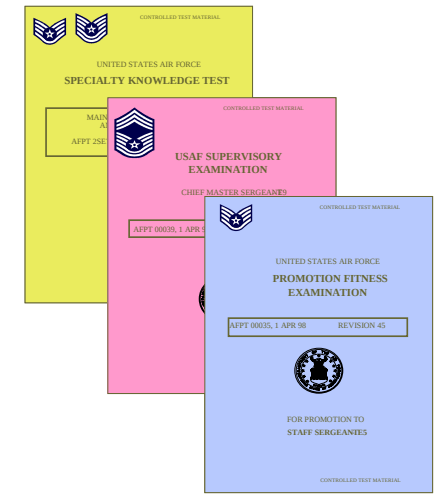
**AETC**



**Occupational Analysis**



**Study Guides**



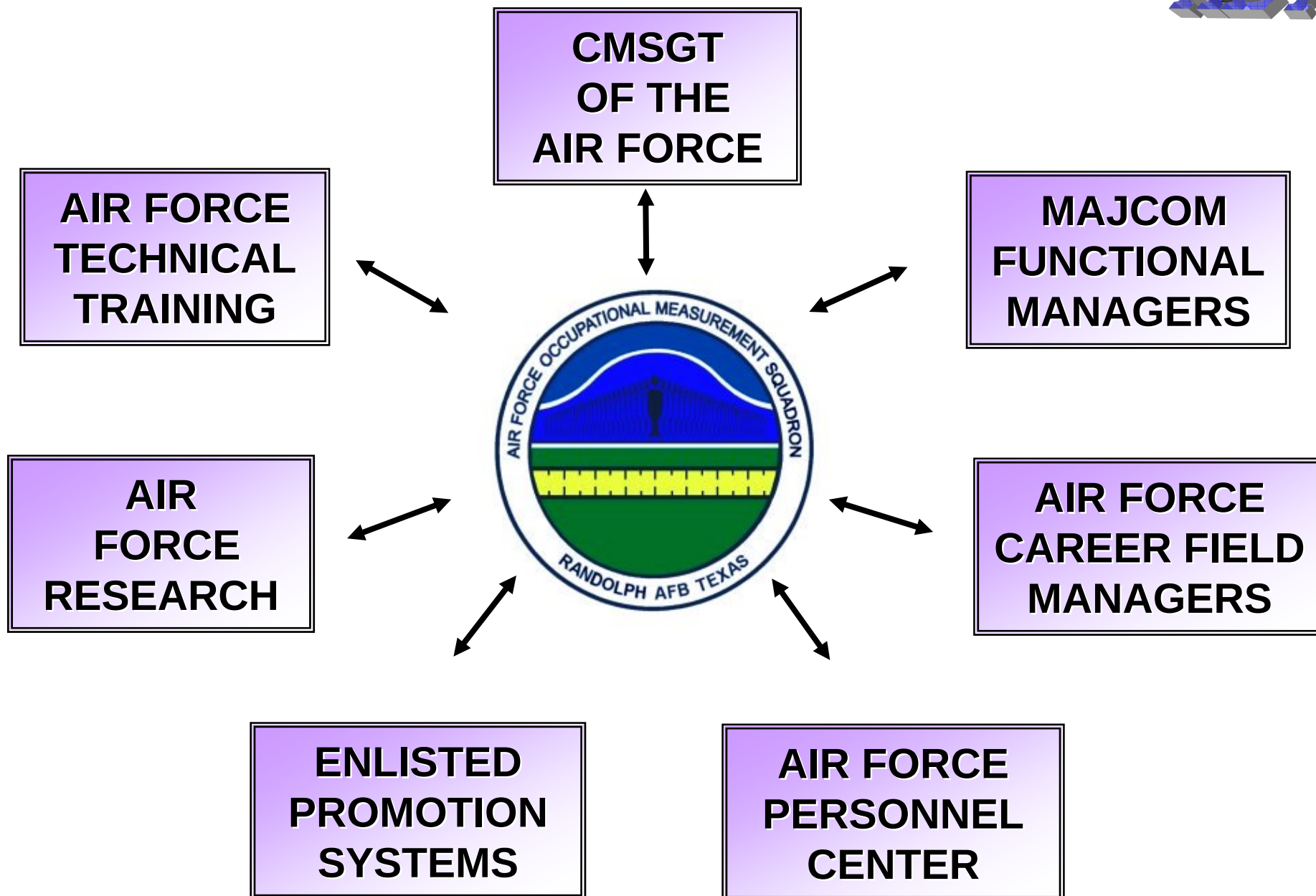
**Promotion Tests**



# “Sphere” of Influence



**AETC**





# Occupational Measurement...



**AETC**



**...Combat-Ready Air Force**

**Our success rooted in our objective orientation –  
“No dog in the fight”**



**AETC**



**U.S. AIR FORCE**

# **Air Education and Training Command**

---

*Sustaining the Combat Capability of America's Air Force*



## **Occupational Survey Report AFSC 1T1X1 Aircrew Life Support**

**U.S. AIR FORCE**

**2dLt Dustin Weeks  
7 May 2004**

---

*Integrity - Service - Excellence*

# Air Force Occupational Measurement SQ

---



**AFOMS/OA**

1550 Fifth Street East

Randolph AFB, TX 78150

DSN 487-6811

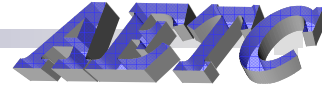
<https://www-r.omsq.af.mil/OA/oaproducts.htm>

---

*Integrity - Service - Excellence*



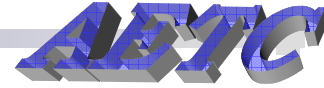
# Overview



- Survey background
- Survey results
- Implications



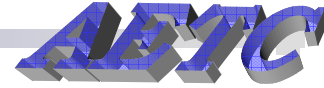
# Executive Summary



- Fairly homogeneous job structure with three independent jobs and three job clusters identified
- Technical tasks are performed by all skill levels
- Career ladder documents well supported by survey data
  - Numerous tasks not referenced to STS
- Job satisfaction indicators virtually identical to those reflected in the 2000 survey



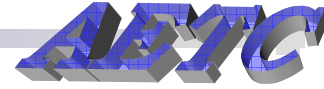
# Work Performed



- Manage and perform inspections, maintenance, and adjustments of aircrew life support and chemical defense equipment
- Supervise and conduct aircrew shelter processing, chemical defense training and life support continuation training



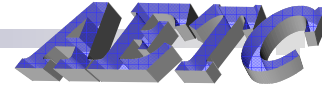
# Current Training Program



- 361 TRS, Sheppard AFB TX
- J3ABR1T131 003 - Aircrew Life Support Apprentice Course
  - 6 weeks, 2 days
- 11 semester hours for CCAF
  - Programmed TPR
    - FY04: 229 students
    - FY05: 253 students
  - Programmed Elimination Rate
    - FY04: 5%
    - FY05: 3%



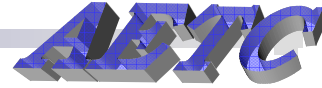
# Current Training Program (cont.)



- 361 TRS, Sheppard AFB TX
- J3ACR1T171 001 - Aircrew Life Support Craftsman Course
  - 2 weeks
- 3 semester hours for CCAF
  - Programmed TPR
    - FY04: 236
    - FY05: 228
  - Programmed Elimination Rate
    - FY04: None
    - FY05: None



# Survey Background

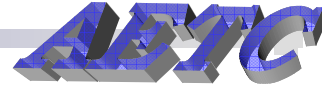


- Last occupational survey report (OSR): August 2000
- Current survey developed: November 2002 - March 2003
  - Sheppard AFB TX (Tech School)
  - Nellis AFB NV
  - March ARB CA
  - Travis AFB CA
  - Hurlburt Field FL
  - Eglin AFB FL
  - Randolph AFB TX
  - Barksdale AFB LA





# Survey Background (cont.)

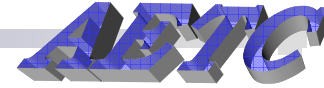


- Survey initiated to obtain data to:
  - Evaluate current classification and training documents
  - Support promotion test development
- Current survey data collected: May 2003 - September 2003
- Components surveyed:
  - Active Duty: 3-, 5-, 7-, 9-Skill Levels
  - Guard: 5-, 7-, 9-, 00-Skill Levels
  - Reserve: 5-, 7-, 9-, 00-Skill Levels





# Survey Sample Characteristics



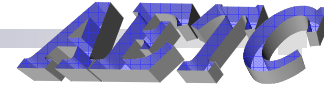
|                | <u>AD</u> | <u>AFRC</u> | <u>ANG</u> | <u>Total</u> |
|----------------|-----------|-------------|------------|--------------|
| *Assigned      | 1,859     | 446         | 801        | 3,106        |
| Mailed Out     | 1,628     | 412         | 720        | 2,760        |
| Sample         | 802       | 112         | 215        | 1,129        |
| Usable Returns | 49%       | 27%         | 30%        | 41%          |

- Average time in career field for AD: 9 years 2 months
- Average TAFMS for AD: 10 years
- Percent of AD in first enlistment: 25%

\* Assigned as of May 2003



# Paygrade Distribution



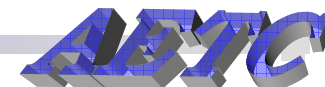
|           | *Assigned | Sample |
|-----------|-----------|--------|
| E-1 - E-3 | 21%       | 19%    |
| E-4       | 21%       | 18%    |
| E-5       | 23%       | 26%    |
| E-6       | 19%       | 21%    |
| E-7       | 11%       | 10%    |
| E-8       | 4%        | 4%     |
| E-9       | 1%        | 1%     |

\* Assigned as of May 2003

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



# Command Representation



| Command | **Assigned % | Sample % |
|---------|--------------|----------|
| ANG     | 25           | 19       |
| ACC     | 20           | 23       |
| AMC     | 15           | 19       |
| AFRC    | 14           | 10       |
| AETC    | 9            | 12       |
| PACAF   | 6            | 7        |
| USAFE   | 4            | 7        |
| AFSOC   | 4            | 2        |
| AFMC    | 2            | 1        |
| AFSPC   | *            | 1        |

\* Indicates less than 1%

\* \*\*Assigned as of May 2003

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

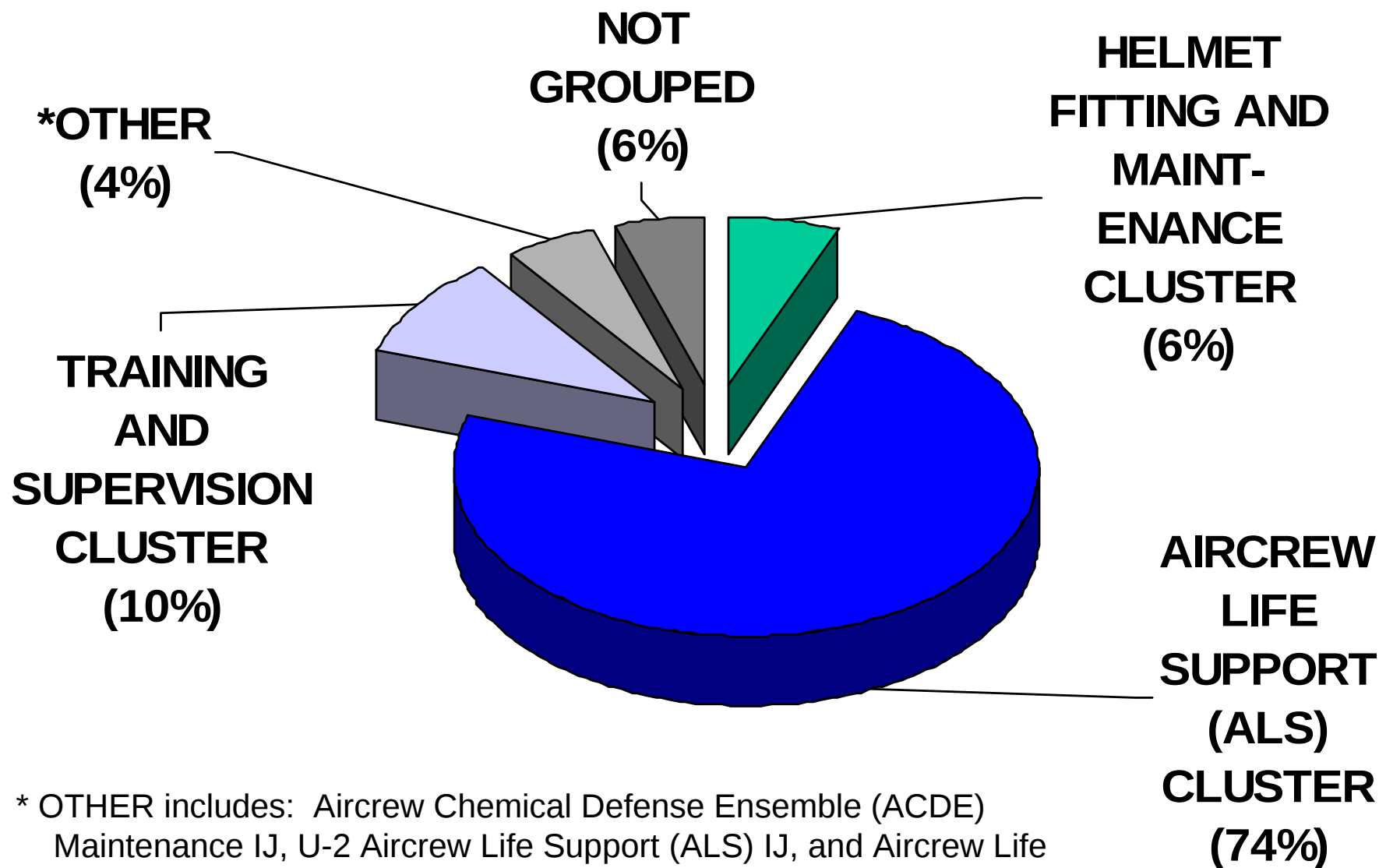


# Specialty Clusters and Jobs

(N=1,129)



**AETC**



\* OTHER includes: Aircrew Chemical Defense Ensemble (ACDE) Maintenance IJ, U-2 Aircrew Life Support (ALS) IJ, and Aircrew Life Support (ALS) Continuation Training IJ

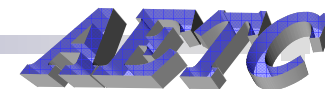
IJ =Independent Job

1T1X1



# AIRCREW LIFE SUPPORT CLUSTER

## (N=831)

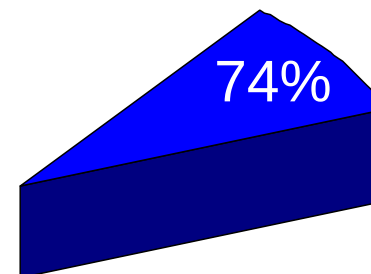


- Inspect aircrew life support equipment
- Inventory aircrew life support equipment
- Clean helmets
- Perform periodic inspections on helmets
- Perform ALSMS or ALERTS inquiries or updates for aircrew life support equipment inspections
- Maintain aircrew life support facilities
- Stencil or etch identification numbers on aircrew life support equipment

Emergency Oxygen and Breathing Job

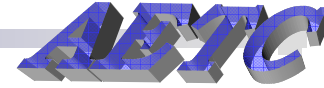
ANG/AFRC Survival Emergency  
Equipment Maintenance Job

Aircrew Life Support Job



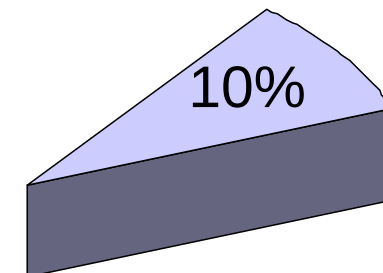


# TRAINING AND SUPERVISION CLUSTER (N=109)



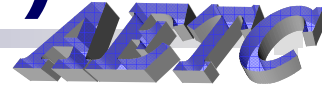
- Counsel subordinates concerning personal matters
- Review TO changes
- Evaluate personnel for compliance with performance standards
- Conduct on-the-job training (OJT)
- Conduct self-inspections or self-assessments
- Conduct supervisory performance feedback sessions
- Conduct general meetings, such as staff meetings, briefings, conferences, or workshops
- Write recommendations for awards or decorations
- Inspect personnel for compliance with military standards

|                                |
|--------------------------------|
| Training/Instruction Job       |
| NCOIC Job                      |
| Management and Supervision Job |





# HELMET FITTING AND MAINTENANCE CLUSTER (N=65)

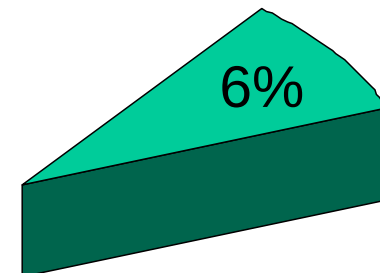


- Perform periodic inspections on helmets
- Inspect aircrew life support equipment
- Clean helmets
- Perform postflight inspections on helmets
- Adjust helmet visors
- Fit nape straps on helmets
- Perform communications checks on helmets
- Drill or refill holes in helmet shells
- Build up helmets from shells
- Fit zetaliners

Breathing Equipment Maintenance Job

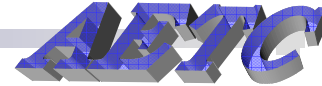
Optical Accessories Job

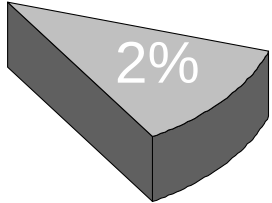
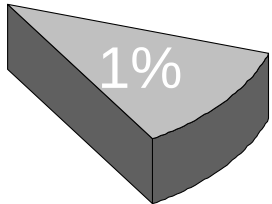
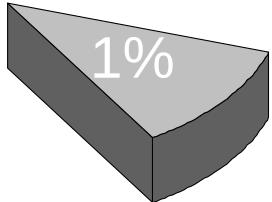
Aircrew Protective Equipment  
Maintenance Job





# Independent Jobs



- AIRCREW CHEMICAL DEFENSE ENSEMBLE (ACDE)  
MAINTENANCE IJ (N=24)
  - Perform periodic inspections on ACDE
  - Inventory ACDE
- U-2 AIRCREW LIFE SUPPORT (ALS) IJ (N=6)
  - Perform preflight physical examinations
  - Perform prior-to-entry inspections of aircraft
- AIRCREW LIFE SUPPORT (ALS) CONTINUATION  
TRAINING IJ (N=22)
  - Identify training equipment as training use only
  - Instruct local area survival training



# Percent Across Specialty Clusters and Jobs by DAFSC

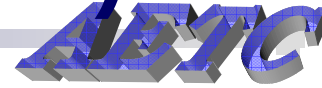


|                                                         | DAFSC<br>1T131<br>(N=233) | DAFSC<br>1T151<br>(N=391) |
|---------------------------------------------------------|---------------------------|---------------------------|
| SPECIALTY JOBS                                          |                           |                           |
| HELMET FITTING AND MAINTENANCE CLUSTER                  | 14                        | 4                         |
| AIRCREW CHEMICAL DEFENSE ENSEMBLE (ACDE) MAINTENANCE IJ | 3                         | 2                         |
| AIRCREW LIFE SUPPORT CLUSTER                            | 74                        | 77                        |
| TRAINING AND SUPERVISION CLUSTER                        | *                         | 6                         |
| U-2 AIRCREW LIFE SUPPORT (ALS) IJ                       | *                         | 1                         |
| AIRCREW LIFE SUPPORT (ALS) CONTINUATION TRAINING IJ     | *                         | 3                         |
| NOT GROUPED                                             | 9                         | 7                         |

\* Indicates less than 1%



# Percent Across Specialty Clusters and Jobs by DAFSC (cont.)



|                                                            | DAFSC<br>1T171<br>(N=163) | DAFSC<br>1T191<br>(N=12) |
|------------------------------------------------------------|---------------------------|--------------------------|
| SPECIALTY JOBS                                             |                           |                          |
| HELMET FITTING AND MAINTENANCE<br>CLUSTER                  | 1                         | 0                        |
| AIRCREW CHEMICAL DEFENSE<br>ENSEMBLE (ACDE) MAINTENANCE IJ | *                         | 0                        |
| AIRCREW LIFE SUPPORT CLUSTER                               | 53                        | 17                       |
| TRAINING AND SUPERVISION<br>CLUSTER                        | 33                        | 83                       |
| U-2 AIRCREW LIFE SUPPORT (ALS) IJ                          | *                         | 0                        |
| AIRCREW LIFE SUPPORT (ALS)<br>CONTINUATION TRAINING IJ     | 4                         | 0                        |
| NOT GROUPED                                                | 8                         | 0                        |

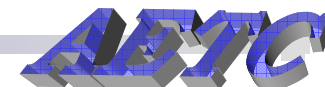
\* Indicates less than 1%

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



# Career Ladder Progression

## Percent Time Spent on Duties



| DUTIES                                                                           | DAFSC   | DAFSC   |
|----------------------------------------------------------------------------------|---------|---------|
|                                                                                  | 1T131   | 1T151   |
|                                                                                  | (N=233) | (N=391) |
| A PERFORMING GENERAL AIRCREW LIFE SUPPORT OPERATIONS AND TRAINING ACTIVITIES     | 12      | 12      |
| B FITTING AND MAINTAINING AIRCREW PROTECTIVE EQUIPMENT                           | 5       | 4       |
| C FITTING AND MAINTAINING HELMETS                                                | 18      | 12      |
| D FITTING AND MAINTAINING OPTICAL ACCESSORIES                                    | 4       | 3       |
| E MAINTAINING ELECTRONIC COMMUNICATIONS EQUIPMENT, SIGNALING DEVICES, OR WEAPONS | 7       | 7       |
| F FITTING AND MAINTAINING PARACHUTES AND ACCESSORIES                             | 6       | 6       |
| G MAINTAINING LIFE RAFTS                                                         | 5       | 4       |
| H FITTING AND MAINTAINING LIFE PRESERVERS                                        | 4       | 3       |

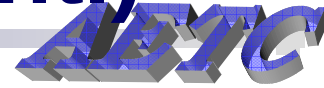
\* Indicates less than 1%

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



# Career Ladder Progression

## Percent Time Spent on Duties (cont.)



| DUTIES                                                            | DAFSC<br>1T131<br>(N=233) | DAFSC<br>1T151<br>(N=391) |
|-------------------------------------------------------------------|---------------------------|---------------------------|
|                                                                   |                           |                           |
| I MAINTAINING SURVIVAL KITS AND VEST                              | 8                         | 7                         |
| J MAINTAINING OXYGEN AND BREATHING EQUIPMENT                      | 11                        | 8                         |
| K PERFORMING AIRCREW LIFE SUPPORT CONTINUATION TRAINING           | 2                         | 4                         |
| L PERFORMING AIRCREW CHEMICAL DEFENSE ENSEMBLE (ACDE) ACTIVITIES  | 4                         | 3                         |
| M PERFORMING AIRCREW CONTAMINATION CONTROL AREA (ACCA) ACTIVITIES | 1                         | 2                         |
| N PERFORMING PRESSURE SUIT PHYSIOLOGICAL SUPPORT ACTIVITIES       | *                         | *                         |
| O PERFORMING AUTOMATED LIFE SUPPORT MANAGEMENT SYSTEM ACTIVITIES  | 6                         | 5                         |

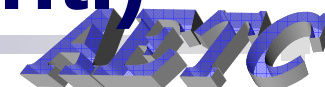
\* Indicates less than 1%

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



# Career Ladder Progression

## Percent Time Spent on Duties (cont.)



| DUTIES                                                                                     | DAFSC<br>1T131<br>(N=233) | DAFSC<br>1T151<br>(N=391) |
|--------------------------------------------------------------------------------------------|---------------------------|---------------------------|
|                                                                                            |                           |                           |
| P DEVELOPING OR MODIFYING AIRCREW LIFE SUPPORT EQUIPMENT                                   | *                         | *                         |
| Q PERFORMING PARACHUTE TESTING ACTIVITIES                                                  | *                         | *                         |
| R PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES             | 1                         | 3                         |
| S PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES                                       | 3                         | 4                         |
| T PERFORMING DEPLOYMENT AND CONTINGENCY PLANNING AIRCREW LIFE SUPPORT EQUIPMENT ACTIVITIES | 1                         | 2                         |
| U PERFORMING TRAINING ACTIVITIES                                                           | *                         | 4                         |
| V PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                                         | *                         | 6                         |

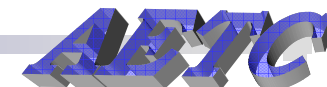
\* Indicates less than 1%

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



# Career Ladder Progression

## Percent Time Spent on Duties



| DUTIES                                                                           | DAFSC   | DAFSC  |
|----------------------------------------------------------------------------------|---------|--------|
|                                                                                  | 1T171   | 1T191  |
|                                                                                  | (N=163) | (N=12) |
| A PERFORMING GENERAL AIRCREW LIFE SUPPORT OPERATIONS AND TRAINING ACTIVITIES     | 10      | 8      |
| B FITTING AND MAINTAINING AIRCREW PROTECTIVE EQUIPMENT                           | 3       | 2      |
| C FITTING AND MAINTAINING HELMETS                                                | 7       | 5      |
| D FITTING AND MAINTAINING OPTICAL ACCESSORIES                                    | 2       | 2      |
| E MAINTAINING ELECTRONIC COMMUNICATIONS EQUIPMENT, SIGNALING DEVICES, OR WEAPONS | 6       | 5      |
| F FITTING AND MAINTAINING PARACHUTES AND ACCESSORIES                             | 4       | 4      |
| G MAINTAINING LIFE RAFTS                                                         | 3       | 2      |
| H FITTING AND MAINTAINING LIFE PRESERVERS                                        | 2       | 1      |

\* Indicates less than 1%

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



# Career Ladder Progression

## Percent Time Spent on Duties (cont.)



| DUTIES                                                            | DAFSC   | DAFSC  |
|-------------------------------------------------------------------|---------|--------|
|                                                                   | 1T171   | 1T191  |
|                                                                   | (N=163) | (N=12) |
| I MAINTAINING SURVIVAL KITS AND VEST                              | 5       | 3      |
| J MAINTAINING OXYGEN AND BREATHING EQUIPMENT                      | 6       | 4      |
| K PERFORMING AIRCREW LIFE SUPPORT CONTINUATION TRAINING           | 6       | 8      |
| L PERFORMING AIRCREW CHEMICAL DEFENSE ENSEMBLE (ACDE) ACTIVITIES  | 2       | 2      |
| M PERFORMING AIRCREW CONTAMINATION CONTROL AREA (ACCA) ACTIVITIES | 3       | 3      |
| N PERFORMING PRESSURE SUIT PHYSIOLOGICAL SUPPORT ACTIVITIES       | *       | *      |
| O PERFORMING AUTOMATED LIFE SUPPORT MANAGEMENT SYSTEM ACTIVITIES  | 4       | 4      |

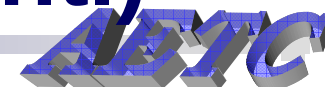
\* Indicates less than 1%

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



# Career Ladder Progression

## Percent Time Spent on Duties (cont.)



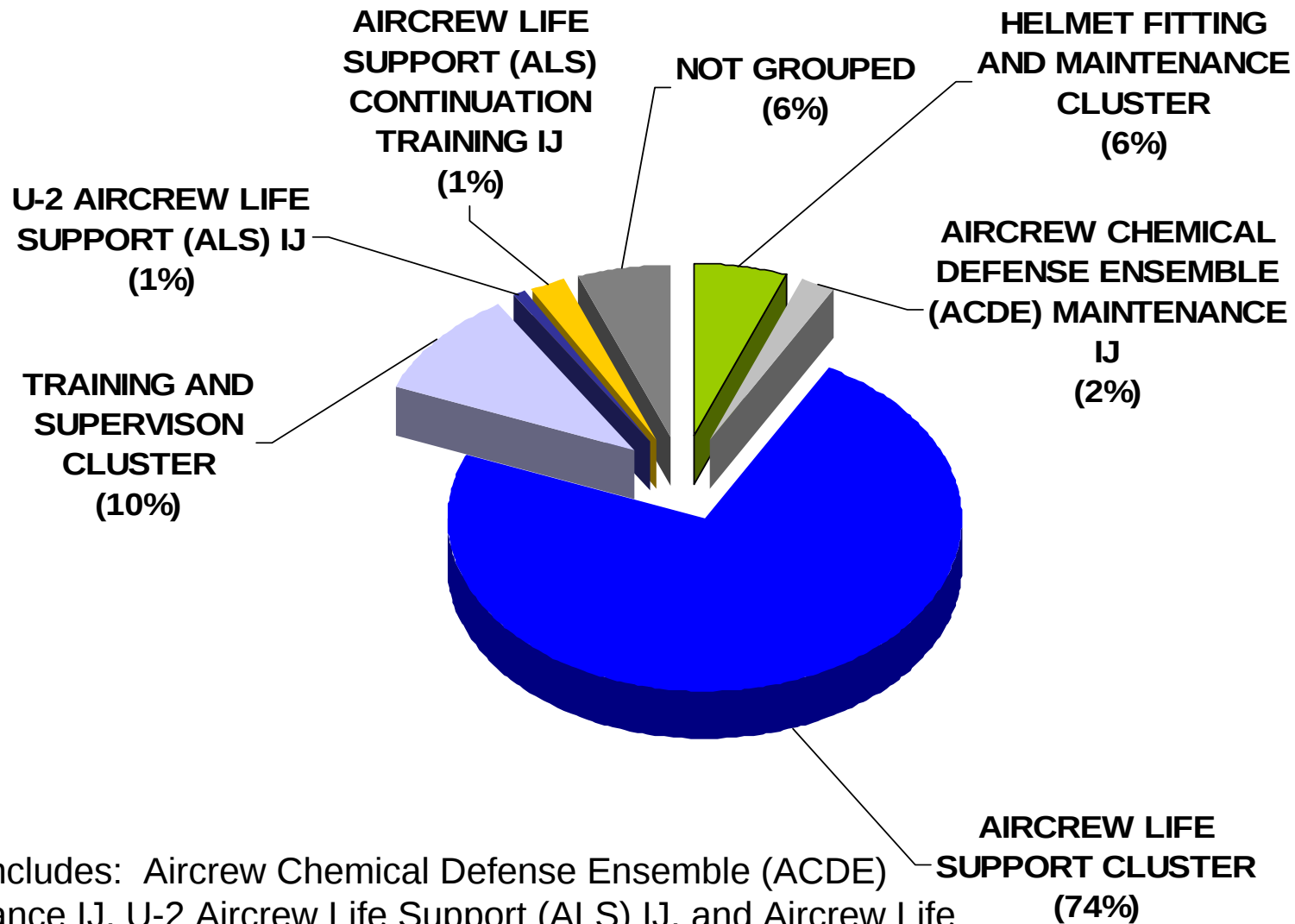
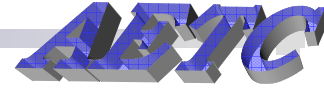
| DUTIES                                                                                     | DAFSC   | DAFSC  |
|--------------------------------------------------------------------------------------------|---------|--------|
|                                                                                            | 1T171   | 1T191  |
|                                                                                            | (N=163) | (N=12) |
| P DEVELOPING OR MODIFYING AIRCREW LIFE SUPPORT EQUIPMENT                                   | 1       | 1      |
| Q PERFORMING PARACHUTE TESTING ACTIVITIES                                                  | *       | *      |
| R PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES             | 5       | 7      |
| S PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES                                       | 5       | 5      |
| T PERFORMING DEPLOYMENT AND CONTINGENCY PLANNING AIRCREW LIFE SUPPORT EQUIPMENT ACTIVITIES | 3       | 3      |
| U PERFORMING TRAINING ACTIVITIES                                                           | 7       | 8      |
| V PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                                         | 15      | 21     |

\* Indicates less than 1%

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



# First-Enlistment Clusters and Jobs (N=295)

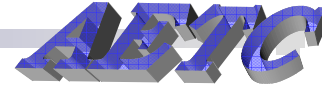


\* OTHER includes: Aircrew Chemical Defense Ensemble (ACDE) Maintenance IJ, U-2 Aircrew Life Support (ALS) IJ, and Aircrew Life Support (ALS) Continuation Training IJ

IJ =Independent Job



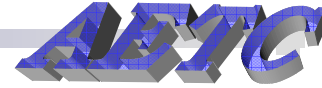
# First-Enlistment Personnel Representative Tasks



| TASKS                                                                                          | PERCENT<br>MEMBERS<br>PERFORMING<br>(N=295) |
|------------------------------------------------------------------------------------------------|---------------------------------------------|
| Inspect aircrew life support equipment                                                         | 90                                          |
| Clean helmets                                                                                  | 82                                          |
| Perform periodic inspections on helmets                                                        | 78                                          |
| Clean or disinfect oxygen masks                                                                | 75                                          |
| Perform ALSMS or ALERTS inquiries or updates for<br>aircrew life support equipment inspections | 75                                          |
| Perform periodic inspections on helmet visors                                                  | 74                                          |
| Perform postflight inspections on helmets                                                      | 72                                          |
| Inventory aircrew life support equipment                                                       | 72                                          |
| Fit nape straps on helmets                                                                     | 72                                          |
| Drill or refill holes in helmet shells                                                         | 71                                          |
| Maintain aircrew life support facilities                                                       | 70                                          |



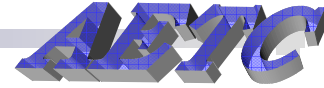
# First-Enlistment Personnel Equipment or Tools



| EQUIPMENT OR TOOLS                                | PERCENT<br>MEMBERS<br>PERFORMING<br>(N=295) |
|---------------------------------------------------|---------------------------------------------|
| Aircrew Life Support Management System<br>(ALSMS) | 98                                          |
| AN-PRC-90 series radio sets                       | 95                                          |
| TS-24B radio test sets                            | 87                                          |
| Torque screw drivers                              | 84                                          |
| Multimeters                                       | 74                                          |
| LRU-16/P 1-man life raft                          | 61                                          |
| BT-2B battery testers                             | 60                                          |
| SCOT oxygen testers                               | 40                                          |



# Specialty Training Standard (STS) Analysis



- STS is supported by survey data
- Some STS items may need proficiency code review
  - Three uncoded STS items are matched to JI tasks performed by more than 20% of members
- Numerous tasks performed by 20% or more of members were not referenced to STS



# Proficiency Codes Requiring Review



| UNIT      | STS ELEMENT                                         | PROF<br>CODE | PERCENT<br>MEMBERS<br>PERFORMING |                      | TNG<br>EMP* | TSK<br>DIF** | ATI*** |
|-----------|-----------------------------------------------------|--------------|----------------------------------|----------------------|-------------|--------------|--------|
|           |                                                     |              | 1st<br>ENL<br>(N=652)            | 3-<br>LVL<br>(N=609) |             |              |        |
| 5.1.1.1.  | Automated Life Support<br>Management System (ALSMS) | --           |                                  |                      |             |              |        |
| Task      | A0017. Inventory aircrew life<br>support equipment  |              | 72                               | 72                   | 2.97        | 3.45         | 8      |
| 13.1.5.8. | Emergency Respiratory Oxygen<br>Systems (EROS) mask | --           |                                  |                      |             |              |        |
| Task      | J0291. Clean or disinfect oxygen<br>masks           |              | 75                               | 76                   | 4.64        | 3.74         | 13     |
| 14.1.6.   | Process/decontaminate equipment                     | --           |                                  |                      |             |              |        |
| Task      | M0397. Decontaminate survival<br>equipment          |              | 20                               | 27                   | 5.05        | 6.33         | 11     |

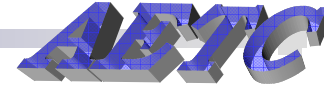
\*Mean TE Rating is 1.92, Standard Deviation is 1.56 (HIGH TE= 3.48)

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

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



# Tasks not Referenced to STS



| TASK  |                                                                  | TNG<br>EMP* | PERCENT<br>MEMBERS<br>PERFORMING |                | TSK<br>DIF** | ATI** |
|-------|------------------------------------------------------------------|-------------|----------------------------------|----------------|--------------|-------|
|       |                                                                  |             | 1ST                              | 3-             |              |       |
|       |                                                                  |             | ENL<br>(N=295)                   | LVL<br>(N=233) |              |       |
| A0003 | Coordinate modifications<br>of ALS equipment, other<br>than TCTO | 1.28        | 23                               | 21             | 4.99         | 2     |
| B0040 | Issue anti-exposure suits                                        | 1.85        | 38                               | 39             | 3.47         | 4     |

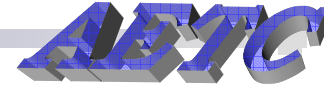
\*Mean TE Rating is 1.92, Standard Deviation is 1.56 (HIGH TE= 3.48)

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

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



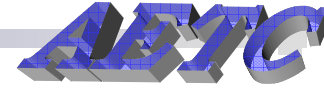
# Job Satisfaction Indicators (Across Specialty Jobs)



|                            | <b>HELMET<br/>FITTING AND<br/>MAINTENANCE<br/>CLUSTER<br/>(N=65)</b> | Breathing<br>Equipment<br>Maintenance<br>Job<br>(N=34) | Optical<br>Accessories<br>Maintenance<br>Job<br>(N=11) | Aircrew<br>Protective<br>Equipment<br>Maintenance<br>Job<br>(N=8) |
|----------------------------|----------------------------------------------------------------------|--------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------------|
| JOB INTERESTING            | 55                                                                   | 53                                                     | 64                                                     | 63                                                                |
| TALENTS WELL<br>UTILIZED   | 63                                                                   | 62                                                     | 64                                                     | 63                                                                |
| TRAINING WELL<br>UTILIZED  | 86                                                                   | 91                                                     | 73                                                     | 100                                                               |
| SENSE OF<br>ACCOMPLISHMENT | 62                                                                   | 65                                                     | 55                                                     | 50                                                                |
| PLAN TO REENLIST           | 68                                                                   | 71                                                     | 73                                                     | 63                                                                |



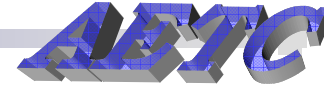
# Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



|                            | <b>AIRCREW<br/>LIFE<br/>SUPPORT<br/>CLUSTER<br/>(N=831)</b> | <b>Emergency<br/>Oxygen and<br/>Breathing<br/>Maintenance<br/>Job<br/>(N=66)</b> | <b>ANG/AFRC<br/>Emergency<br/>Survival<br/>Equipment<br/>Maintenance<br/>Job<br/>(N=5)</b> | <b>Aircrew Life<br/>Support (ALS)<br/>Job<br/>(N=739)</b> |
|----------------------------|-------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------|
| JOB INTERESTING            | <b>65</b>                                                   | 52                                                                               | 40                                                                                         | 66                                                        |
| TALENTS WELL<br>UTILIZED   | <b>77</b>                                                   | 72                                                                               | 60                                                                                         | 78                                                        |
| TRAINING WELL<br>UTILIZED  | <b>92</b>                                                   | 94                                                                               | 60                                                                                         | 93                                                        |
| SENSE OF<br>ACCOMPLISHMENT | <b>69</b>                                                   | 58                                                                               | 40                                                                                         | 70                                                        |
| PLAN TO REENLIST           | <b>71</b>                                                   | 73                                                                               | 60                                                                                         | 71                                                        |



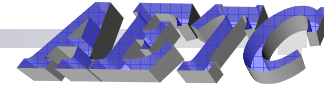
# Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



|                            | <b>TRAINING<br/>AND<br/>SUPERVI-<br/>SION<br/>CLUSTER<br/>(<u>N=109</u>)</b> | <b>Training/<br/>Instruction<br/>Job<br/>(<u>N=6</u>)</b> | <b>NCOIC Job<br/>(<u>N=8</u>)</b> | <b>Management<br/>and<br/>Supervision<br/>Job<br/>(<u>N=95</u>)</b> |
|----------------------------|------------------------------------------------------------------------------|-----------------------------------------------------------|-----------------------------------|---------------------------------------------------------------------|
| JOB INTERESTING            | <b>84</b>                                                                    | 83                                                        | 100                               | 83                                                                  |
| TALENTS WELL<br>UTILIZED   | <b>91</b>                                                                    | 83                                                        | 88                                | 91                                                                  |
| TRAINING WELL<br>UTILIZED  | <b>93</b>                                                                    | 100                                                       | 100                               | 92                                                                  |
| SENSE OF<br>ACCOMPLISHMENT | <b>78</b>                                                                    | 83                                                        | 75                                | 78                                                                  |
| PLAN TO REENLIST           | <b>62</b>                                                                    | 100                                                       | 88                                | 60                                                                  |



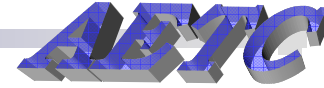
# Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



|                            | <b>Aircrew<br/>Chemical<br/>Defense<br/>Ensemble<br/>(ACDE)<br/>Maintenance<br/>IJ<br/>(N=24)</b> | <b>Aircrew Life<br/>Support (ALS)<br/>Continuation<br/>Training IJ<br/>(N=22)</b> | <b>U-2 Aircrew<br/>Life Support<br/>(ALS) IJ<br/>(N=6)</b> |
|----------------------------|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------|
| JOB INTERESTING            | <b>71</b>                                                                                         | <b>95</b>                                                                         | <b>100</b>                                                 |
| TALENTS WELL<br>UTILIZED   | <b>75</b>                                                                                         | <b>95</b>                                                                         | <b>100</b>                                                 |
| TRAINING WELL<br>UTILIZED  | <b>87</b>                                                                                         | <b>96</b>                                                                         | <b>67</b>                                                  |
| SENSE OF<br>ACCOMPLISHMENT | <b>79</b>                                                                                         | <b>86</b>                                                                         | <b>83</b>                                                  |
| PLAN TO REENLIST           | <b>75</b>                                                                                         | <b>82</b>                                                                         | <b>100</b>                                                 |



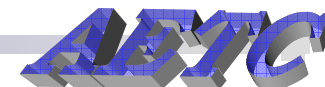
# Job Satisfaction Indicators (Across AD, ANG, AFRC)



|                            | <u>AD</u><br><u>(N=799)</u> | <u>ANG</u><br><u>(N=218)</u> | <u>AFRC</u><br><u>(N=112)</u> |
|----------------------------|-----------------------------|------------------------------|-------------------------------|
| JOB INTERESTING            | 57                          | 89                           | 76                            |
| TALENTS WELL<br>UTILIZED   | 71                          | 91                           | 85                            |
| TRAINING WELL<br>UTILIZED  | 90                          | 96                           | 93                            |
| SENSE OF<br>ACCOMPLISHMENT | 63                          | 86                           | 74                            |



# Job Satisfaction Indicators (Current vs. Previous Study)

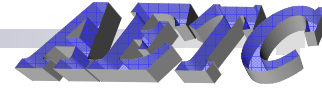


|                         | 1-48 MONTHS     |                 | 49-96 MONTHS    |                 | 97+ MONTHS      |                 |
|-------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|                         | 2000<br>(N=470) | 2004<br>(N=295) | 2000<br>(N=198) | 2004<br>(N=159) | 2000<br>(N=454) | 2004<br>(N=345) |
| JOB INTERESTING         | 53              | 45              | 58              | 55              | 80              | 70              |
| TALENTS WELL UTILIZED   | 100             | 60              | 100             | 69              | 100             | 85              |
| TRAINING WELL UTILIZED  | 85              | 87              | 87              | 92              | 84              | 91              |
| SENSE OF ACCOMPLISHMENT | 57              | 59              | 60              | 60              | 71              | 71              |
| PLAN TO REENLIST        | 49              | 57              | 58              | 72              | 57              | 70              |



# Retention Dimensions

## First-Term Airmen (N=290)



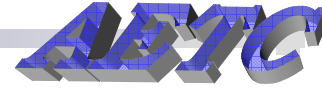
| PLANNING TO REENLIST (N=167)          | PERCENT<br>RESPONDING | AVERAGE     |
|---------------------------------------|-----------------------|-------------|
| <b>PAY AND ALLOWANCES</b>             | <b>62</b>             | <b>2.44</b> |
| <b>JOB SECURITY</b>                   | <b>53</b>             | <b>2.59</b> |
| <b>RETIREMENT BENEFITS</b>            | <b>53</b>             | <b>2.54</b> |
| MEDICAL/ DENTAL CARE FOR AD<br>MEMBER | 52                    | 2.60        |
| OFF-DUTY EDU OR TRAINING              | 51                    | 2.48        |
| <b>PLANNING TO SEPARATE (N=123)</b>   |                       |             |
| <b>MILITARY LIFESTYLE</b>             | <b>51</b>             | <b>2.27</b> |
| LOCATION OF PRESENT ASSIGNMENT        | 42                    | 2.58        |
| RECOGNITION OF EFFORTS                | 33                    | 2.56        |
| <b>PAY AND ALLOWANCES</b>             | <b>31</b>             | <b>2.34</b> |
| LEADERSHIP OF IMMEDIATE SUPERVISOR    | 29                    | 2.56        |

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



# Retention Dimensions

## Second-Term Airmen (N=156)

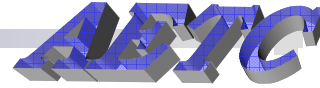


| PLANNING TO REENLIST (N=115)              | PERCENT<br>RESPONDING | AVERAGE |
|-------------------------------------------|-----------------------|---------|
| JOB SECURITY                              | 68                    | 2.72    |
| RETIREMENT BENEFITS                       | 66                    | 2.61    |
| PAY AND ALLOWANCES                        | 65                    | 2.56    |
| MEDICAL/ DENTAL CARE FOR AD MEMBER        | 64                    | 2.61    |
| OFF-DUTY EDU OR TRAINING OPPORTUNITIES    | 57                    | 2.35    |
|                                           |                       |         |
| PLANNING TO SEPARATE (N=41)               |                       |         |
| MILITARY LIFESTYLE                        | 44                    | 2.28    |
| WORK SCHEDULE                             | 41                    | 2.18    |
| ESPRIT DE CORPS/MORALE                    | 41                    | 2.12    |
| NUMBER/DURATION OF TDYS OR<br>DEPLOYMENTS | 39                    | 2.56    |
| PAY AND ALLOWANCES                        | 37                    | 2.20    |

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



# Retention Dimensions Career Airmen (N=270)

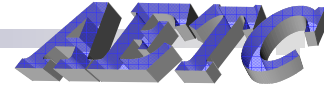


| PLANNING TO REENLIST (N=240)               | PERCENT<br>RESPONDING | AVERAGE |
|--------------------------------------------|-----------------------|---------|
| RETIREMENT BENEFITS                        | 75                    | 2.67    |
| PAY AND ALLOWANCES                         | 55                    | 2.57    |
| JOB SECURITY                               | 54                    | 2.70    |
| MILITARY LIFESTYLE                         | 53                    | 2.45    |
| MEDICAL/ DENTAL CARE FOR FAMILY<br>MEMBERS | 49                    | 2.59    |
| PLANNING TO SEPARATE (N=30)                |                       |         |
| MILITARY LIFESTYLE                         | 43                    | 2.00    |
| PAY AND ALLOWANCES                         | 40                    | 2.42    |
| ADDITIONAL DUTIES                          | 40                    | 2.00    |
| NUMBER/DURATION OF TDYS OR<br>DEPLOYMENTS  | 37                    | 2.55    |
| LEADERSHIP AT UNIT LEVEL                   | 37                    | 2.55    |

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



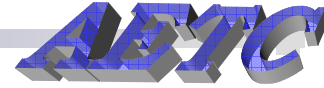
# Summary of Results



- Fairly homogeneous career field
- Career ladder progression typical
  - Technical at 3- and 5-skill level progressing to more managerial at 9-skill level
- Career ladder documents well supported by survey data
  - STS provided comprehensive coverage of work performed by career ladder
  - Review of some items warranted
- Job satisfaction indicators
  - Similar when compared to previous study across all TAFMS groups



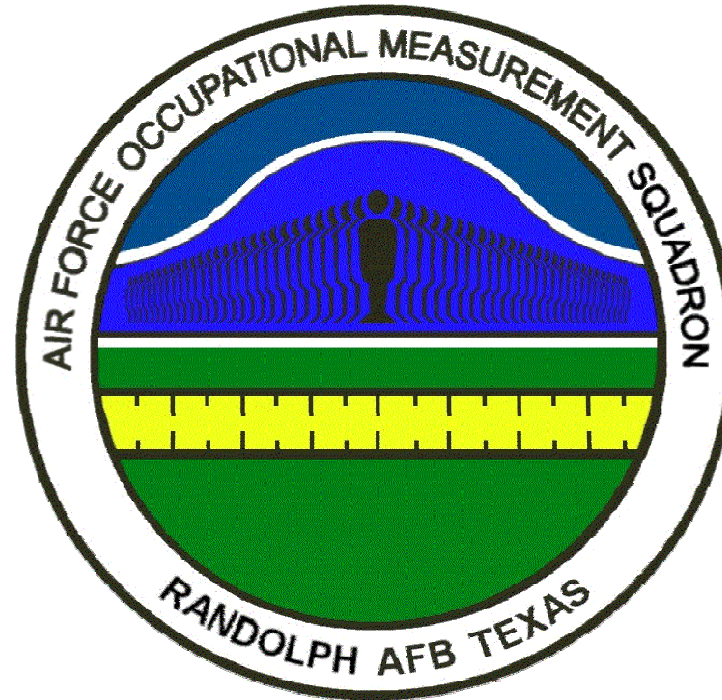
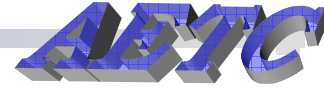
# Way Ahead



- OSR Delivery Trip - May 04
- Utilization and Training Workshop (U&TW) – completed Dec 03 at Sheppard AFB
- Next SKT rewrite (major) - scheduled for 3 Aug 04



# Questions?



Visit our web site at:

<https://www-r.omsq.af.mil/OA/oaproducts.htm>

E-Mail: [Dustin.Weeks@randolph.af.mil](mailto:Dustin.Weeks@randolph.af.mil)

***Sustaining the Combat Capability of America's Air Force***



***Integrity - Service - Excellence***