

# Air Education and Training Command

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



## Occupational Survey Report AFSC 1C0X2 Aviation Resource Management

**U.S. AIR FORCE**

Lt Bryan Pickett  
Dec 03

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*Integrity - Service - Excellence*

# Report Documentation Page

*Form Approved  
OMB No. 0704-0188*

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1. REPORT DATE <b>00 DEC 2003</b>	2. REPORT TYPE <b>N/A</b>	3. DATES COVERED <b>-</b>	
4. TITLE AND SUBTITLE <b>Aviation Resource Management AFSC 1C0X2</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) <b>Air Force Occupational Measurement Squadron 1550 5th Street East Randolph Afb, Texas 78150-4449</b>		8. PERFORMING ORGANIZATION REPORT NUMBER	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)		10. SPONSOR/MONITOR'S ACRONYM(S)	
		11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT <b>Approved for public release, distribution unlimited</b>			
13. SUPPLEMENTARY NOTES <b>See also ADM001573., The original document contains color images.</b>			
14. ABSTRACT			
15. SUBJECT TERMS			
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT
a. REPORT <b>unclassified</b>	b. ABSTRACT <b>unclassified</b>	c. THIS PAGE <b>unclassified</b>	<b>UU</b>
			18. NUMBER OF PAGES <b>37</b>
			19a. NAME OF RESPONSIBLE PERSON

# Air Force Occupational Measurement SQ

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# Overview



- Survey background
- Survey results
- Implications and way ahead



# Executive Summary



- One cluster and six independent jobs identified during analysis
- Technical tasks are performed primarily by 3- and 5-skill-level members
- 7-skill-level members perform mix of technical and supervisory tasks
- 9-skill-level members perform mostly supervisory tasks
- Career ladder document very well supported by survey data
- Job satisfaction indicators are good



# Survey Background



- Last Occupational Survey Report (OSR) – May 2000
- Current survey developed – January - June 2003
  - Keesler AFB MS (Tech School)(5)
  - Eglin AFB FL (8)
  - Hurlburt Field FL (5)
  - Nellis AFB NV (6)
  - Travis AFB CA (7)
  - Edwards AFB CA (5)

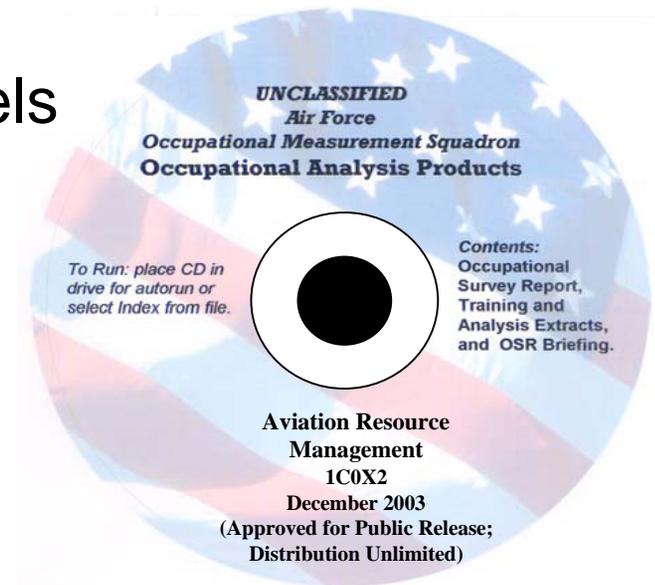




# Survey Background

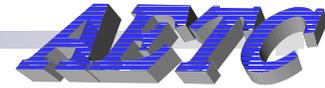


- Survey initiated to obtain data to:
  - Evaluate current classification and training documents
  - Support promotion test development
- Current survey data collected – June - September 2003
- Components surveyed:
  - Active Duty: 3-, 5-, 7-, and 9-Skill Levels
  - Guard: 3-, 5-, 7-, and 9-Skill Levels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





# Survey Sample Characteristics



	<u>AD</u>	<u>AFRC</u>	<u>ANG</u>	<u>Total</u>
Assigned*	1,729	465	331	2,525
Mailed Out	1,498	413	277	2,188
Sample	564	86	79	729
Usable Returns	38%	21%	29%	33%

- Average time in career field for AD: 8 yrs 3 months
- Average TAFMS for AD: 10 yrs 1 month
- Percent of AD in first enlistment: 27%

\* Assigned as of Jun 03



# Paygrade Characteristics



## Paygrade Distribution

	Assigned*	Sample
E-1 - E-2 -	4%	2%
E-3 -	12%	10%
E-4 -	17%	17%
E-5 -	24%	27%
E-6 -	21%	23%
E-7 -	17%	17%
E-8 -	4%	4%
E-9 -	**	0%

\* Assigned as of Jun 03

\*\* Indicates less than 1%



# Command Representation



Command	Assigned %*	Sample %
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ACC	22	26
AMC	15	17
AETC	10	13
PACAF	7	7
USAFE	5	5
AFSOC	5	5
AFMC	3	2
Other**	2	2
AFRC	18	12
ANG	13	11



\* Assigned as of Jun 03

\*\* Other includes AFSPC, AIA, EUR, and USTRANS

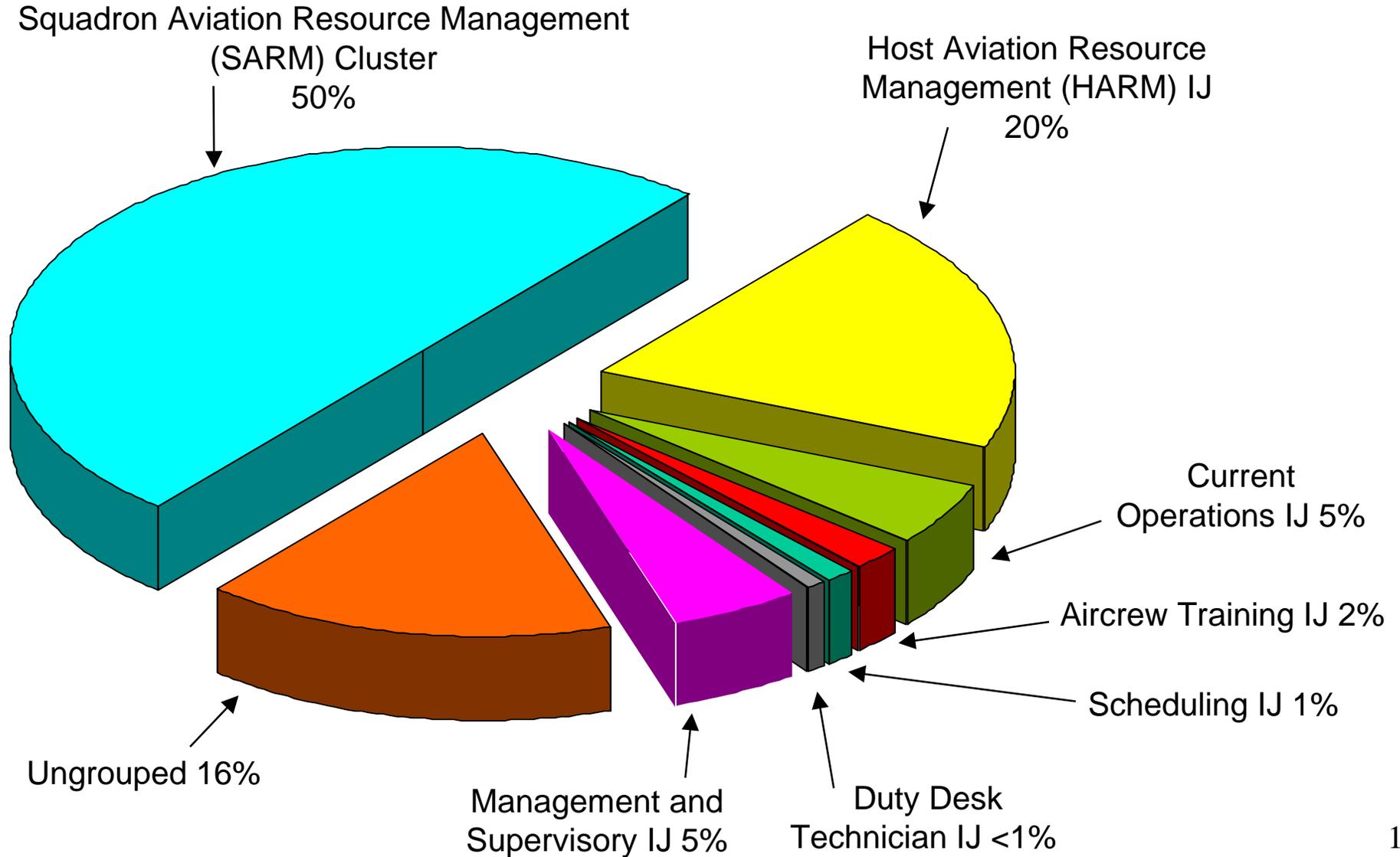


# Job Structure



IJ =Independent Job

## Sample size: 729

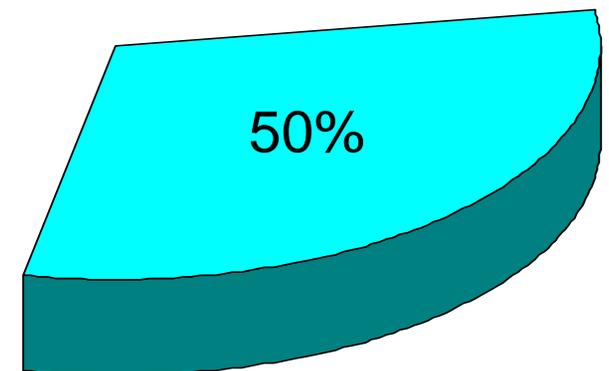




# Squadron Aviation Resource Management Cluster (N=366)

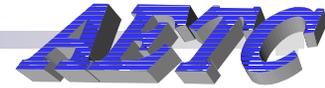


- Audit ARMS training inputs
- Audit aircrew training products
- Audit mission accomplishment reports (MARs) or training accomplishment reports (TARs)
- Maintain training forms, such as MARs, TARs, or AF Forms 1522 (Additional Aircrew Training)
- Maintain flight authorizations
- Assign aircrew training profiles and programs
- Prepare flight authorizations
- Maintain aircrew training information in ARMS

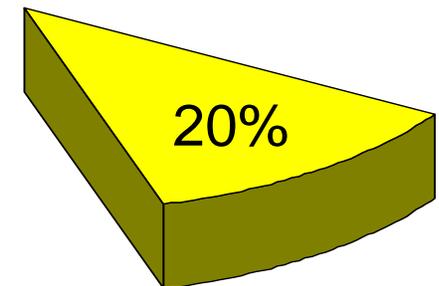




# Host Aviation Resource Management Cluster (N=145)



- Audit individual data summaries (IDSs)
- Audit individual flight records (IFRs)
- Audit aviation management system suspense lists
- Audit aviation service audit worksheets
- Audit FRFs
- Maintain FRFs or JRFs
- Update physical availability or qualification status in ARMS
- Review ARMS products
- Update physiological training status in ARMS

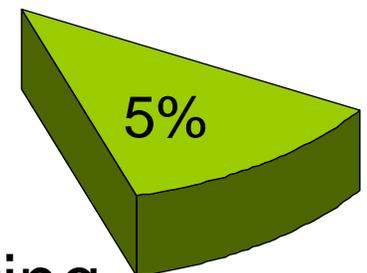




# Current Operations IJ (N=40)



- Coordinate or deconflict airspace with supporting agencies, other than special-use or shared airspace
- Coordinate flight schedule changes with supporting agencies
- Coordinate shared airspace with supporting agencies
- Schedule airspace with appropriate agencies, other than special-use
- Coordinate air-to-air refueling missions with supporting agencies
- Coordinate special-use airspace with supporting agencies

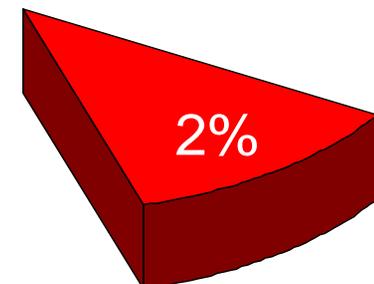




# Aircrew Training IJ (N=14)



- Design database queries, such as Oracle
- Develop aircrew training profiles and programs
- Run database queries, such as Oracle
- Modify database queries, such as Oracle
- Conduct staff assistance visits or inspections
- Create and modify training tasks
- Coordinate end-of-training period closeouts with squadron aviation resource management system (SARMS)
- Develop aircrew training reports

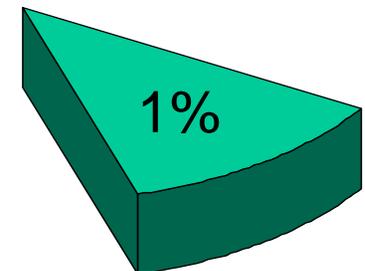




# Scheduling IJ (N=10)

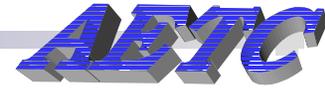


- Distribute flying schedules
- Perform daily telephone operations
- Post or update daily flight schedules
- Coordinate flight schedule changes with supporting agencies
- Monitor daily flight schedules
- Post or update aircraft takeoff or landing times
- Post flight authorizations
- Coordinate aircraft tail numbers with maintenance or command posts

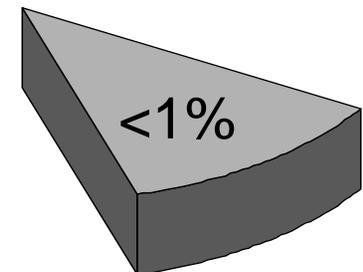




# Duty Desk Technician IJ (N=6)



- Post or update aircraft takeoff or landing times
- Perform opening or closing checklist procedures
- Perform go/no-go procedures
- Post or update daily flight schedules
- Audit flying time update summaries
- Prepare flight authorizations
- Review ARMS products
- Monitor or operate radios
- Monitor go/no-go items
- Post flight authorizations
- Audit flying hour products

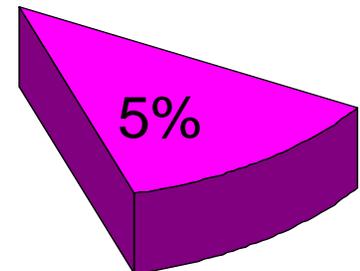




# Management and Supervisory IJ (N=39)



- Counsel subordinates concerning personal matters
- Determine or establish work assignments or priorities
- Evaluate personnel for compliance with performance standards
- Write recommendations for awards or decorations
- Conduct supervisory performance feedback sessions
- Develop or establish work schedules
- Evaluate personnel for promotion, demotion, reclassification, or special awards
- Conduct self-inspections or self-assessments
- Write or indorse military performance reports





# 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 some supervisory duties
- 9-skill-level personnel
  - Perform more supervisory duties than 3-, 5- and 7-skill-level



# Percent Across Specialty Jobs

## DAFSC



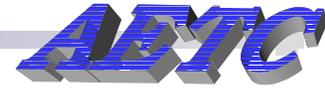
	DAFSC 1C032 (N=73)	DAFSC 1C052 (N=338)	DAFSC 1C072 (N=288)	DAFSC 1C092 (N=30)
Squadron Aviation Resource Management (SARM) Cluster	63	55	42	47
Host Aviation Resource Management (HARM) Cluster IJ	11	19	24	17
Current Operations IJ	3	8	4	0
Aircrew Training IJ	0	*	4	3
Scheduling IJ	3	*	2	0
Duty Desk Technician IJ	4	*	*	0
Management and Supervisory IJ	0	3	8	23
Not Grouped	16	13	15	10

\* Less than 1%



# Career Ladder Progression

## Percent Time Spent on Duties



	DAFSC 1C032 (N=73)	DAFSC 1C052 (N=338)	DAFSC 1C072 (N=288)	DAFSC 1C092 (N=30)
Performing Resource Management Activities	31	30	26	25
Performing Database Management and Processing Activities	6	6	6	4
Performing Squadron Aviation Resource Management (SARM) Activities	43	30	21	13
Performing Current Operations or Scheduling Activities	10	14	11	3
Performing Standardization and Evaluation Activities	1	1	*	*
Performing General Administrative and System Activities	3	3	3	4
Performing General Supply and Equipment Activities	1	1	2	2
Performing Deployment and Contingency Activities	1	2	3	4
Performing General and Aircrew Training Activities	3	6	9	10
Performing Management and Supervisory Activities	1	7	18	34

\* Less than 1%



# First-Enlistment Job Structure



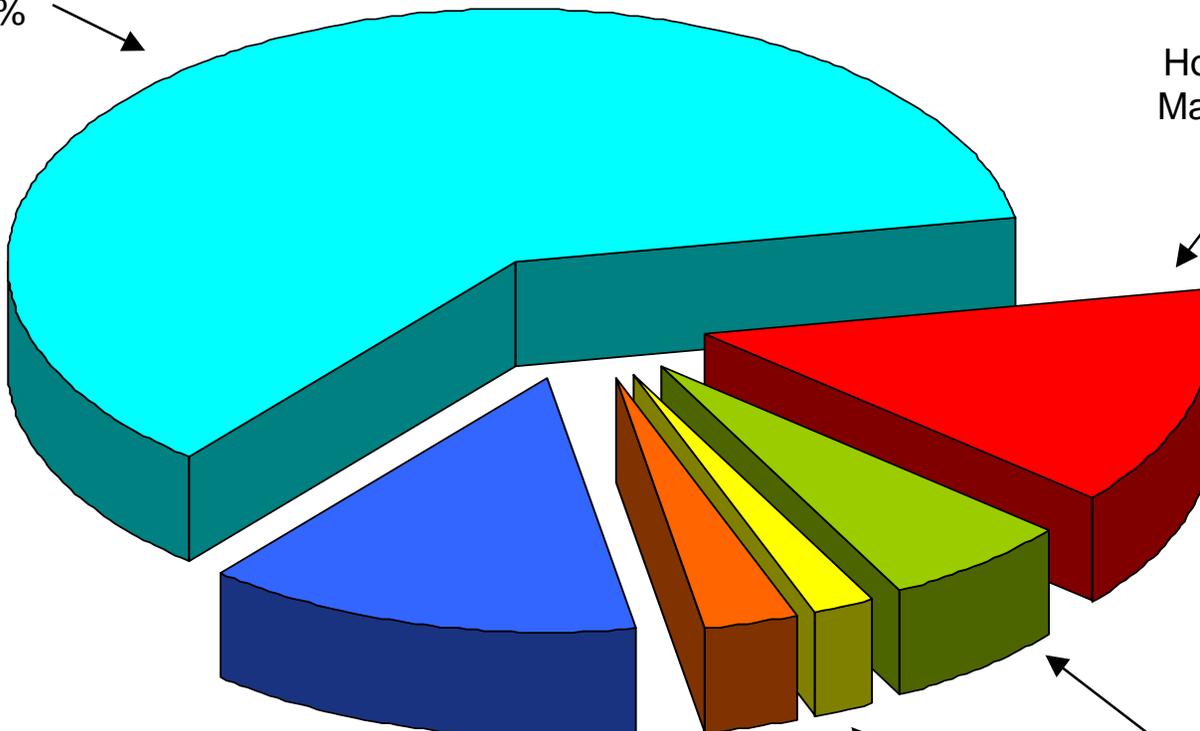
Sample size: 153

Squadron Aviation Resource Management (SARM) Cluster

61%

Host Aviation Resource Management (HARM) IJ

14%



Ungrouped  
14%

Duty Desk  
Technician IJ  
3%

Scheduling IJ  
2%

Current Operations IJ  
6%



# First-Enlistment Personnel Representative Tasks



Percent  
Members  
Performing  
(N=153)

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## Tasks

Audit ARMS training inputs	73
Audit flying hour products	71
Audit aircrew training products	68
Audit flying time update summaries	65
Maintain training forms, such as MARs, TARs, or AF Forms 1522 (Additional Aircrew Training)	65
Review ARMS products	65
Audit mission accomplishment reports (MARs) or training accomplishment reports (TARs)	64
Assign aircrew training profiles and programs	63
Prepare flight authorizations	62
Run database queries, such as Oracle	62
Monitor go/no-go items	61
Perform daily telephone operations	60
Monitor flight physical status of aircrew members	60



# First-Enlistment Personnel Computer Systems Used



Percent  
Members  
Performing  
(N=153)

## Computer System

Aviation Resource Management System (ARMS)	86
Oracle Browser	61
Computer-Aided Aircrew Scheduling System (CAASS)	22
Tactical Aircrew Scheduling Aircrew Management System (TASAMS)	20
Command and Control Interface Program System (C2IPS)	11
Other	8
AF Status of Resources and Training System (AFSORTS)	7
Patriot Excalibur (PEX)	7
Theater Battle Management Core System (TBMCS)	7
Global Decision Support System (GDSS)	5



# First-Enlistment Personnel Forms Used



Percent  
Members  
Performing  
(N=153)

## Forms

AF 1522, ARMS Additional Training Accomplishment Report	79
AF 1042, Med Recommendations for Flying/Spec Operational Duty	73
AF 702, Individual Physiological Training Record	47
AF 3520, Air Crew/Mission Flight Data	34
AF 8, Certificate of Aircrew Qualification	33
AFTO 781, ARMS Aircrew/Mission Flight Data Document	24
AF 922, Individual Jump Record	18
AF 1373, Military Pay Order Document Control Log	14
AF 1521, AFORMS Individual Scheduled Event Input	12
None	9
AF 121, Sonic Boom Log	9
AF 942, Record of Evaluation	7



# Specialty Training Standard (STS) Analysis



- STS is very well supported by survey data
  - Four STS items were unsupported
- One STS item may need proficiency code review
  - Only one STS item matched to JI tasks performed by more than 20 percent of members
- Only 5 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 (N=50)	1st Enl (N=153)			
9.10	Process centrifuge training into ARMS database	2b					
Task	I0332. Update or verify centrifuge training in ARMS		6	9	3.21	4.02	7
14.11.2	Determine eligibility for Aviation Career Incentive Pay (ACIP)/AF Form 1520	2b					
Tasks	A0007. Audit flight pay control documents		4	7	4.75	5.79	11
	A0016. Audit monthly flight pay control documents		4	8	4.18	5.35	7
	A0036. Determine eligibility for continuous aviation career incentive pay (ACIP) or continuous career enlisted flyer incentive pay (CEFIP), or hazardous duty incentive pay (HDIP) requirements		12	10	4.79	5.98	11

Mean TE Rating = 2.61 Standard Deviation = 1.77 High TE = 4.38  
 Mean TD Rating = 5.00 Standard Deviation = 1.00 High TD = 6.00



# Proficiency Code Requiring Review



Unit	Learning Objective	Prof Code	Percent Members Performing		Tng Emp	Tsk Dif	ATI
			1st Job (N=50)	1st Enl (N=153)			
8.9	ARMS/Oracle Discoverer installation	-					
Tasks	B0109. Install ARMS on personal computers (PCs)		22	24	4.96	5.80	11
	B0110. Install ARMS releases on PCs		16	22	5.07	5.69	11

Mean TE Rating = 2.61 Standard Deviation = 1.77 High TE = 4.38  
 Mean TD Rating = 5.00 Standard Deviation = 1.00 High TD = 6.00



# Tasks not Referenced to STS



<u>Tasks</u>	Percent Members Performing				
	1 <sup>st</sup>	1 <sup>st</sup>	Tng	Tsk	<u>ATI</u>
	<u>Job</u>	<u>Enl</u>	<u>Emp</u>	<u>Dif</u>	
C0165 Post or maintain notices to airmen (NOTAM) information	42	35	3.82	3.97	5
F0239 Destroy classified materials or documents	62	54	4.68	4.73	18
F0240 Establish or maintain accountability records for classified materials or documents	22	22	3.39	5.92	7
F0245 Inventory classified materials or documents	20	17	3.82	5.58	7
F0246 Maintain publications libraries	20	16	2.57	4.59	2

Mean TE Rating = 2.61 Standard Deviation = 1.77 High TE = 4.38  
 Mean TD Rating = 5.00 Standard Deviation = 1.00 High TD = 6.00



# Job Satisfaction Indicators (Current vs. Previous Study)



	1-48 Months		49-96 Months		97+ Months	
	2003 (N=153)	2000 (N=243)	2003 (N=112)	2000 (N=137)	2003 (N=298)	2000 (N=432)
Job interesting	87	78	81	80	89	82
Talents well utilized	80	72	74	68	81	74
Training well utilized	88	83	79	72	82	72
Sense of accomplishment	69	64	63	54	70	65
Plan to reenlist	57	50	69	53	68	68



# Job Satisfaction Indicators (Across Specialty Jobs)



	Squadron Aviation Resource Management Cluster (N=366)	Host Aviation Resource Management IJ (N=145)	Current Operations IJ (N=40)	Aircrew Training IJ (N=14)
Job interesting	88	90	92	79
Talents well utilized	80	87	80	86
Training well utilized	90	96	68	86
Sense of accomplishment	70	72	85	71
Plan to reenlist	70	70	75	93



# Job Satisfaction Indicators (Across Specialty Jobs)



	Scheduling IJ (N=10)	Duty Desk Technician IJ (N=6)	Management/ Supervisory IJ (N=39)
Job interesting	90	100	90
Talents well utilized	80	83	82
Training well utilized	70	83	51
Sense of accomplishment	90	66	74
Plan to reenlist	60	67	69



# Retention Dimensions First-Term Airmen (N=153)



	Percent Responding	Average
<b>Planning to Reenlist (N=87)</b>		
Off-duty education & training opportunities	66	2.75
Job security	63	2.80
Medical or dental care for AD member	62	2.65
Pay and allowances	60	2.52
Bonus or special pay	57	2.56
<b>Planning to Separate (N=62)</b>		
Military lifestyle	52	2.31
Pay and allowances	50	2.13
Location of present assignment	39	2.38
Civilian job opportunities	32	2.70
Off-duty education & training opportunities	26	2.31

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



# Retention Dimensions

## Second-Term Airmen (N=112)



	Percent Responding	Average
<b>Planning to Reenlist (N=77)</b>		
Pay and allowances	69	2.36
Bonus or special pay	61	2.36
Job security	60	2.67
Medical/dental care for AD member	56	2.53
Off-duty education & training opportunities	55	2.33
<b>Planning to Separate (N=35)</b>		
Military lifestyle	57	2.10
Leadership at unit level	37	2.77
Esprit de corps/morale	37	2.69
Civilian job opportunities	37	2.54
Leadership of immediate supervisor	34	2.83

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



# Retention Dimensions Career Airmen (N=298)



	Percent Responding	Average
<b>Planning to Reenlist (N=203)</b>		
Retirement benefits	75	2.72
Off-duty education & training opportunities	61	2.54
Job security	55	2.68
Military lifestyle	53	2.45
Pay and allowances	52	2.56
<b>Planning to Separate (N=17)</b>		
Additional duties	47	2.38
Military lifestyle	41	2.71
Leadership of immediate supervisor	29	2.80
Promotion opportunities	29	2.60
Civilian job opportunities	29	2.20

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



# Summary of Results



- Career ladder progression atypical
  - Highly technical at 3-skill level progressing to more managerial at 9-skill level; however, most 7- and 9-skill-level members still in more technical jobs
- STS very well supported by survey data
  - STS provides comprehensive coverage of work performed by career ladder, but review of some items warranted
- Job satisfaction indicators – Good
  - Slightly higher across all indices and TAFMS groups versus the previous survey
  - Significantly higher for ANG and AFRC for job interest, perceived sense of accomplishment, and reenlistment intentions versus AD
  - Slightly lower job interest and reenlistment intentions for Squadron Aviation Resource Management (SARM) Technician Job and Duty Desk Technician IJ compared to the remaining cluster and IJs
  - Slightly higher for Aircrew Training IJ in perceived use of training, perceived use of talents, and reenlistment intentions compared to the remaining cluster and IJs



# Way Ahead



- OSR Delivery Trip – tentatively scheduled for Dec 03
- Utilization and Training Workshop (U&TW) – tentatively scheduled for May 04
- Next SKT rewrite (minor) – scheduled for 27 Jan 04



# Questions?



Visit our web site at:

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

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