

# Air Education and Training Command

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



## Occupational Survey Report AFSC 1C0X1 Airfield Management

**U.S. AIR FORCE**

Lt Holly Hector  
9 October 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>09 OCT 2003</b>	2. REPORT TYPE <b>N/A</b>	3. DATES COVERED -			
4. TITLE AND SUBTITLE <b>Airfield Management AFSC 1C0X1</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 ADM001548., The original document contains color images.</b>					
14. ABSTRACT					
15. SUBJECT TERMS					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT <b>UU</b>	18. NUMBER OF PAGES <b>38</b>	19a. NAME OF RESPONSIBLE PERSON
a. REPORT <b>unclassified</b>	b. ABSTRACT <b>unclassified</b>	c. THIS PAGE <b>unclassified</b>			

# Air Force Occupational Measurement SQ

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# Overview



- Survey background
- Survey results
- Implications and way ahead



# Executive Summary



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



# Work Performed



- Supervise and perform airfield management functions and activities
- Coordinate with aircrews, air traffic control, and various base agencies that provide for safe operation of aircraft in the airfield environment and through national and international airspace



# Current Training Program

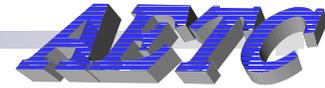


- AFSC-awarding course
  - 334 TRS, Keesler AFB TX
  - E3ABR1C031 001, Airfield Management, 29 days
  - 10 Semester hours for CCAF
  - Programmed TPR

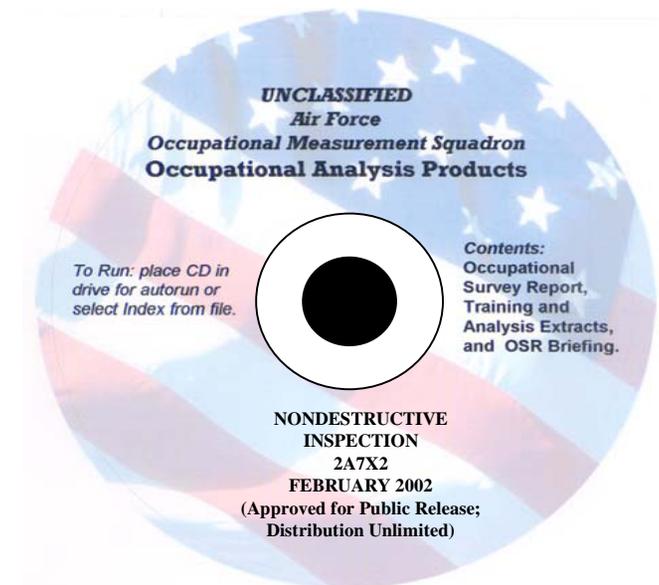
FY03: 230 students	<u>Programmed Elimination Rate</u>
FY04: 230 students	FY03: 4%
	FY04: 7.8%



# Survey Background



- Last Occupational Survey Report (OSR) – Sep 2000
- Current survey developed – Feb – Mar 2003
  - Keesler AFB MS (Tech School)(4)
  - Patrick AFB FL (AFSPC) (4)
  - Tyndall AFB FL (AETC) (5)
  - Hurlburt Field FL (AFSOC) (1)
  - Eglin AFB FL (AFMC) (2)
  - Scott AFB IL (AMC) (2)
  - Nellis AFB NV (ACC) (3)

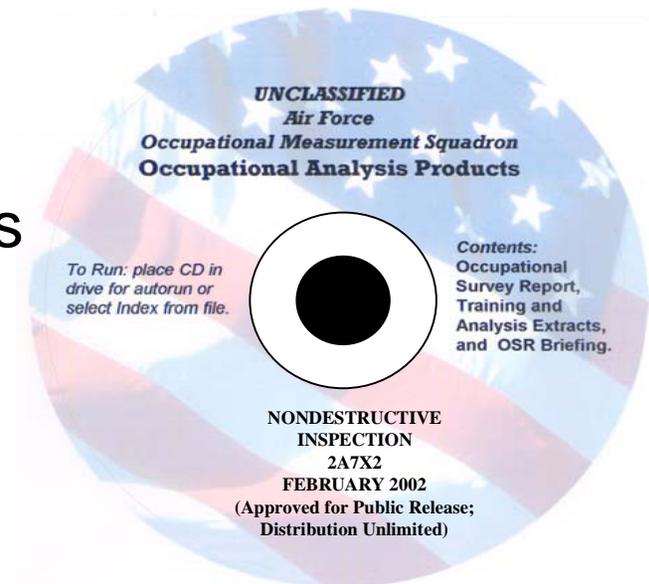




# Survey Background



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





# Survey Sample Characteristics



	<u>AD</u>	<u>AFRC</u>	<u>ANG</u>	<u>Total</u>
Assigned*	769	91	327	1,187
Mailed Out	707	76	308	1,091
Sample	304	20	71	395
Usable Returns	43%	26%	23%	36%

- Average time in career field for AD: 6 yrs 4 months
- Average TAFMS for AD: 8 yrs 5 months
- Percent of AD in first enlistment: 30%

\* Assigned as of Apr 03



# Skill & Paygrade Characteristics



## Skill-Level Distribution

	Assigned*	Sample
3-Level -	29%	24%
5-Level -	43%	33%
7-Level -	25%	34%
9-Level -	3%	9%

## Paygrade Distribution

	Assigned*	Sample
E-1 - E-3 -	22%	23%
E-4 -	13%	14%
E-5 -	21%	25%
E-6 -	17%	14%
E-7 -	19%	16%
E-8 -	8%	8%

\* Assigned as of Apr 03



# Command Representation



Command	Assigned %*	Sample %
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ACC

18

16

AMC

12

17

PACAF

12

17

USAFE

9

11

AETC

6

8

AFMC

4

5

AFSPC

3

3

ANG

26

18

AFRC

8

5



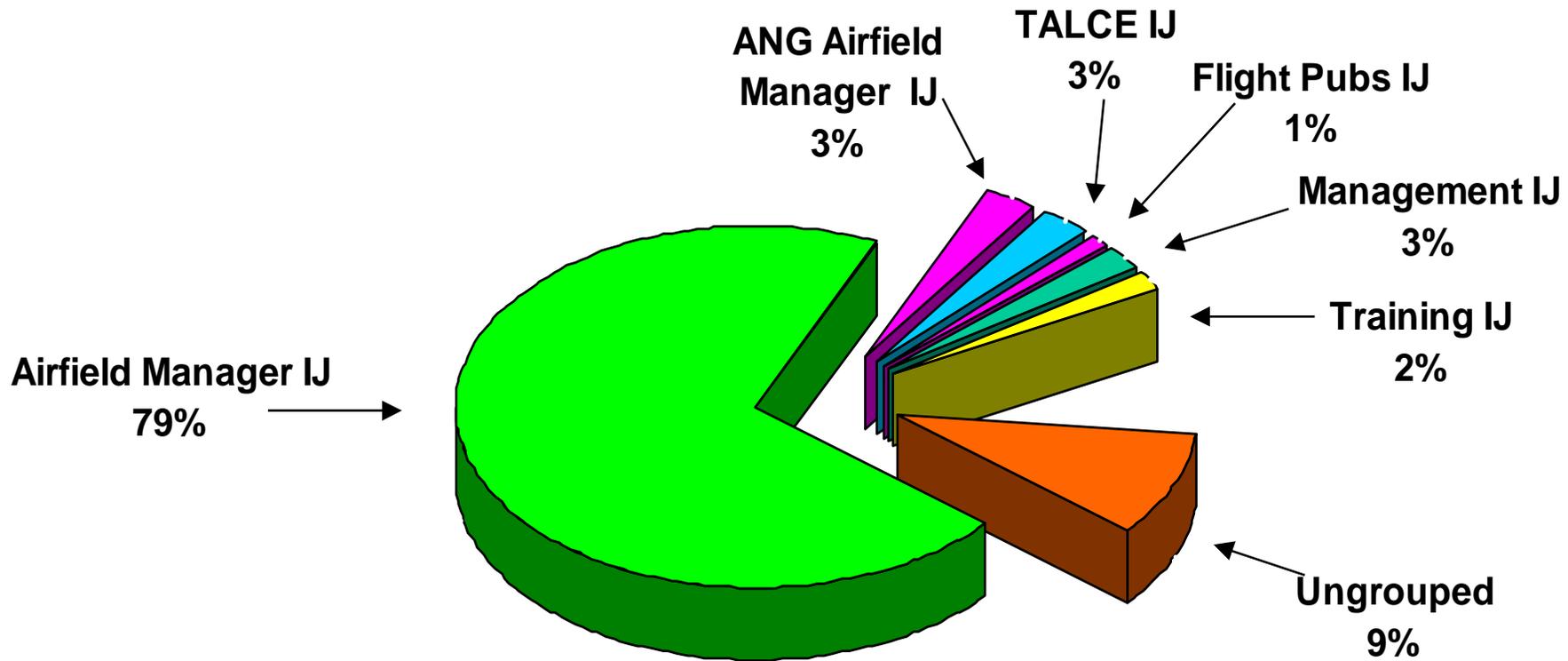
\* Assigned as of Apr 03



# Job Structure



Sample size: 395





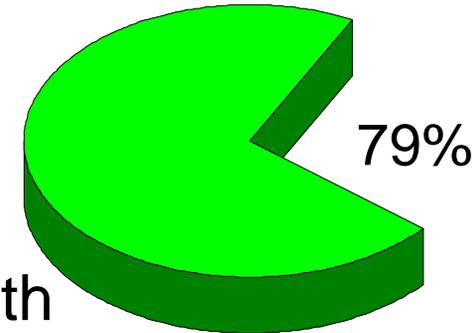
# Independent Jobs



AETC

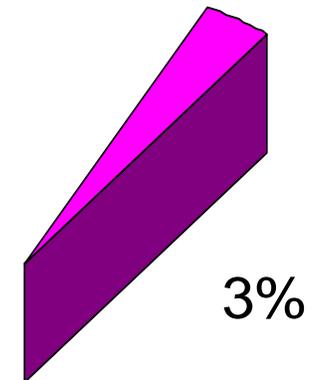
- Airfield Manager IJ (N=313)

- Conduct airfield checks
- Complete quick-reaction checklists (QRCs)
- Coordinate local notices-to-airmen (NOTAMs) with appropriate agencies
- Process local NOTAMs



- ANG Airfield Manager IJ (N=12)

- Store communications security (COMSEC) materials
- Dispose of outdated or obsolete flight publications
- Complete quick-reaction checklists (QRCs)
- Perform daily operational systems checks on secondary crash phone nets

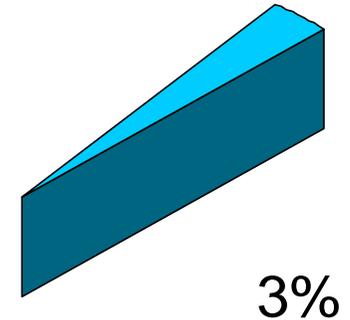




# Independent Jobs (Cont)

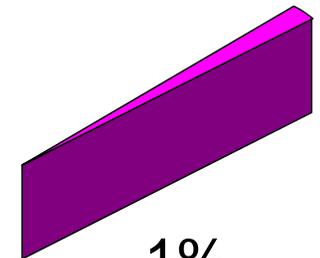


- Tanker Airlift Control Element IJ (N=12)
  - Don or doff chemical warfare personal protective clothing
  - Pack or palletize deployment or contingency equipment for shipment or movement
  - Process on-station or off-station reports
  - Monitor refueling, loading, and departure of aircraft under TALCE operational control



3%

- Flight Publications IJ (N=5)
  - Procure flight planning publications, maps, or charts
  - Maintain flight planning publications, maps, or charts
  - Process NOTAMs, other than local NOTAMs
  - Review new editions or changes to flight publications



1%

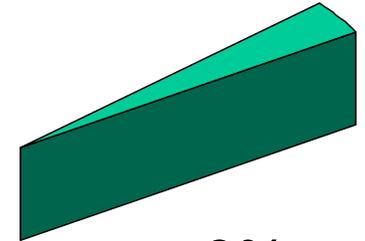


# Independent Jobs (Cont)



- Management IJ (N=10)

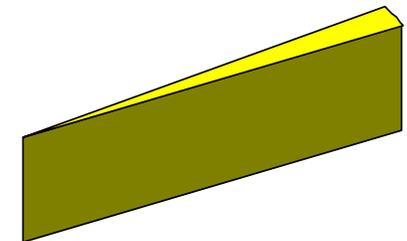
- Conduct general meetings, such as staff meetings, briefings, conferences, or workshops
- Write minutes of briefings, conferences, or meetings
- Compile data for records, reports, logs, or trend analyses
- Maintain administrative files



3%

- Training IJ (N=7)

- Develop or procure training materials or aids
- Develop written tests
- Inspect training materials or aids for operation or suitability
- Evaluate progress of trainees



2%



# Career Ladder Progression



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



# Percent Across Specialty Jobs

## DAFSC



	1C031 (N=94)	1C051 (N=129)	1C071 (N=137)	1C091 (N=35)
--	-----------------	------------------	------------------	-----------------

AIRFIELD MANAGER IJ	79	86	87	66
ANG AIRFIELD MANAGER IJ	3	2	2	3
TALCE IJ	3	0	*	11
FLIGHT PUBLICATIONS IJ	1	0	0	0
MANAGEMENT IJ	3	0	*	9
TRAINING IJ	2	0	4	*
NOT GROUPED	9	12	6	10

\* Less than 1%



# Career Ladder Progression

## Percent Time Spent on Duties



	1C031 (N=94)	1C051 (N=129)	1C071 (N=137)	1C091 (N=35)
Performing Airfield Management Operations Activities	22	18	14	13
Performing Aerodrome Control and Maintenance Activities	24	23	20	24
Maintaining Flight Publications	9	9	9	3
Processing Flight Data and Flight Plans	17	14	9	4
Providing Assistance to Aircrews and Passengers	8	6	4	2
Performing Airfield Emergency Action Activities	8	7	4	3
Performing Tanker Airlift Control Element (TALCE) Activities	2	1	2	*
Performing General Administrative Activities	4	3	4	4
Performing General Supply and Equipment Activities	2	2	3	2
Performing Deployment and Contingency Activities	1	1	4	7
Performing Training Activities	2	9	8	5
Performing Management and Supervisory Activities	1	6	19	32

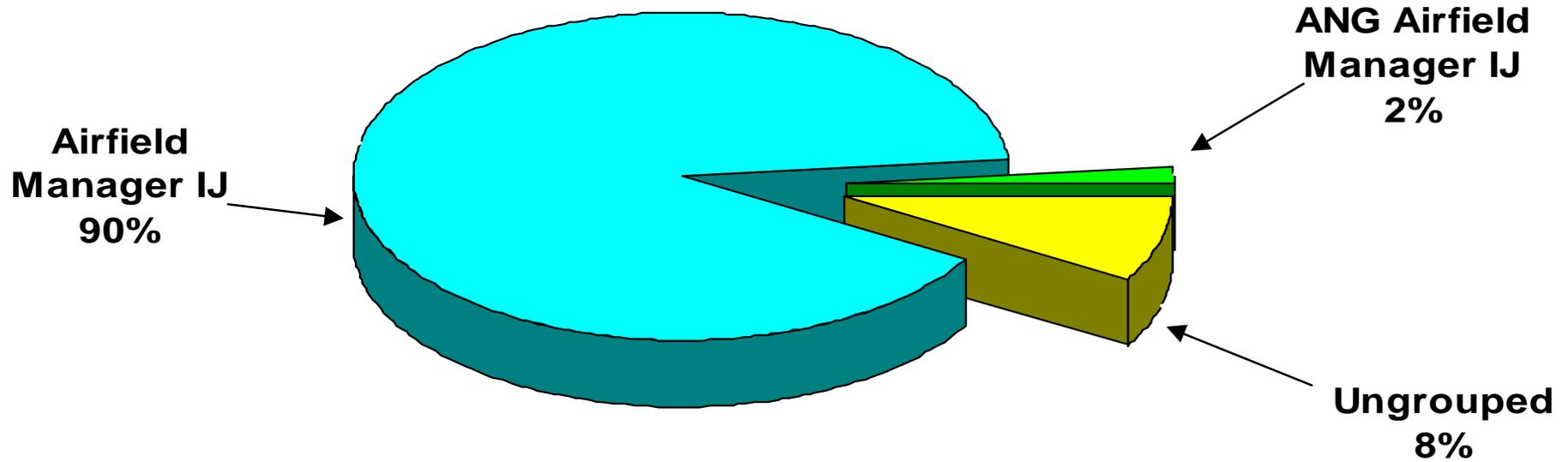
\* Less than 1%



# First-Enlistment Job Structure

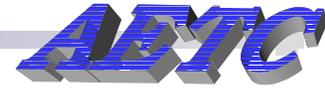


Sample size: 120





# First-Enlistment Personnel Representative Tasks



Percent  
Members  
Performing  
(N=120)

## Tasks

Process local NOTAMs	94
Conduct airfield checks	92
Process NOTAMs, other than local NOTAMs	91
Coordinate local notices-to-airmen (NOTAMs) with appropriate agencies	91
Complete quick-reaction checklists (QRCs)	91
Perform daily operational systems checks on secondary crash phone nets	90
Conduct shift change briefings	90
Coordinate NOTAMs, other than local NOTAMs, with appropriate agencies	89
Coordinate aircraft arrival or departure information with appropriate agencies	88
Monitor status of inbound or outbound aircraft	85
Determine and report runway surface conditions (RSCs)	83
Post changes to flight publications	83
Maintain flight planning publications, maps, or charts	82
Approve or disapprove prior permission required (PPR) requests	81
Disseminate VIP arrival or departure information to appropriate agencies	81



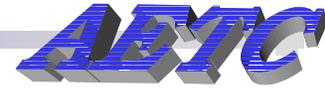
# First-Enlistment Personnel Equipment



	<b>Percent Members Using/Operating (N=120)</b>
<b>Crash Phones, Secondary</b>	<b>94</b>
<b>Crash Phones, Primary</b>	<b>87</b>
<b>Radios, such as VHF, UHF, or LMRs</b>	<b>81</b>
<b>Aeronautical Information Systems (AISs)</b>	<b>72</b>
<b>Defense Internet NOTAM Systems</b>	<b>68</b>
<b>Bird Control Equipment, Pyrotechnic</b>	<b>63</b>
<b>Flight Planning Programs</b>	<b>58</b>
<b>Vehicles, Passenger</b>	<b>52</b>
<b>Vehicles, Special Use</b>	<b>51</b>
<b>Digital Cameras</b>	<b>49</b>
<b>Bird Control Equipment, Audio</b>	<b>47</b>
<b>Decelerometers</b>	<b>47</b>
<b>Distance Measuring Wheels</b>	<b>45</b>
<b>Personal Computers</b>	<b>39</b>
<b>Hearing Protectors</b>	<b>38</b>
<b>Foreign Object Damage (FOD) Bosses</b>	<b>37</b>



# Specialty Training Standard (STS) Analysis



- STS is generally supported by survey data
  - Four STS items were unsupported
- Some STS items may need proficiency code review
  - Four uncoded STS items matched to JI tasks performed by more than 20 percent of members
- Forty-eight technical tasks performed by 20 percent or more of members were not referenced to STS
  - These should be reviewed for possible inclusion in STS



# Proficiency Codes Requiring Review



## Examples

Unit	Learning Objective	Prof Code	Percent Members Performing		Tng Emp	Tsk Dif	ATI
			1st Job	1st Enl			
17.1. Task	Airfield Displays E0130 Develop or maintain airfield diagrams, displays, or status boards	A	75	72	5.50	5.90	18
20.1. Tasks	Approach Lighting B0053 Coordinate airfield lighting repairs with civil engineering B0076 Evaluate airfield lighting systems	A	71 54	72 56	5.56 5.83	6.16 6.48	18 18
21.1. Tasks	Runway Markings B0077 Evaluate airfield markings such as signs or pavement markings B0059 Coordinate runway, taxiway, or ramp painting with appropriate agencies	A	45 29	52 34	5.83 3.06	6.79 6.69	18 15

Mean TE Rating is 2.43, Standard Deviation is 1.81 (HIGH TE= 4.24)  
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



# Tasks not Referenced to STS



## Examples

<u>Tasks</u>	<u>Percent Members Performing</u>		<u>Tng Emp</u>	<u>Tsk Dif</u>	<u>ATI</u>
	<u>1<sup>st</sup> Job</u>	<u>1<sup>st</sup> Enl</u>			
Coordinate bird or animal-control requirements with appropriate agencies	66	61	6.00	5.98	18
Disperse birds or animals from airfield areas	68	67	5.89	6.10	18
Determine and report runway conditions (RCRs)	57	59	5.78	5.01	18
Issue flightline vehicle passes	60	61	5.72	5.53	18
Report bird-watch conditions or changes to appropriate agencies	82	80	5.33	5.32	18
Disseminate runway changes to appropriate agencies	71	68	5.06	5.20	18
Open or close runways or portions of aircraft movement areas	54	57	5.06	6.58	18
Brief aircrew members on unique airfield requirements	54	62	4.94	5.91	18

Mean TE Rating is 2.43, Standard Deviation is 1.81 (HIGH TE= 4.24)  
 Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



# Job Satisfaction Indicators (AFSC 1C0X1 vs. Comparative Sample)

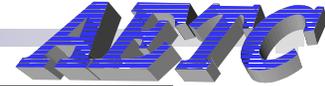


	1-48 Months		49-96 Months		97+ Months	
	2003 1C0X1 (N=120)	Comp Sample* (N=101)	2003 1C0X1 (N=66)	Comp Sample* (N=45)	2003 1C0X1 (N=118)	Comp Sample* (N=101)
Job interesting	86	80	85	87	96	93
Talents well utilized	81	72	74	78	87	78
Training well utilized	94	83	93	87	87	78
Sense of accomplishment	89	63	74	82	88	78
Plan to reenlist	58	52	58	73	65	67

\* Comparative sample of only Command and Control Systems Operations career ladder surveyed in the last 18 months: 1C4X1 - Tactical Air Command and Control



# Job Satisfaction Indicators (Current vs. Previous Study)



	1-48 Months		49-96 Months		97+ Months	
	2003 (N=120)	2000 (N=124)	2003 (N=66)	2000 (N=80)	2003 (N=118)	2000 (N=215)
Job interesting	86	85	85	84	96	89
Talents well utilized	81	73	74	74	87	73
Training well utilized	94	92	93	88	87	83
Sense of accomplishment	89	79	74	76	88	88
Plan to reenlist	58	48	58	48	65	54



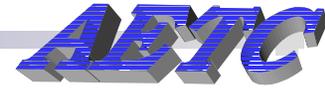
# Job Satisfaction Indicators (AD) (Across Specialty Jobs)



	Airfield Management IJ (N=313)	ANG Airfield Management IJ (N=12)	TALCE IJ (N=12)	Flight Publications IJ (N=5)
Job interesting	90	100	92	100
Talents well utilized	84	92	92	100
Training well utilized	92	92	92	100
Sense of accomplishment	87	92	92	100
Plan to reenlist	64	83	75	60



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



	Management IJ (N=10)	Training IJ (N=7)
Job interesting	100	100
Talents well utilized	90	86
Training well utilized	80	86
Sense of accomplishment	90	100
Plan to reenlist	60	86



# Retention Dimensions First-Term Airmen (N=119)



	Percent Responding	Average
<b>Planning to Reenlist (N=69)</b>		
Pay and allowances	74	2.55
Bonus or special pay	67	2.59
Medical or dental care for AD member	65	2.67
Military-related education/training opportunities	61	2.62
Off-duty education or training opportunities	59	2.68
<b>Planning to Separate (N=50)</b>		
Military lifestyle	58	2.48
Work schedule	48	2.46
Pay and allowances	48	2.42
Civilian job opportunities	34	2.59
Off-duty education or training opportunities	34	2.41

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



# Retention Dimensions Second-Term Airmen (N=66)

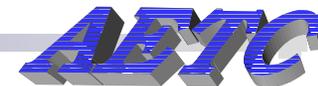


	Percent Responding	Average
<b>Planning to Reenlist (N=38)</b>		
Bonus or special pay	82	2.71
Medical/dental care for family members	63	2.71
Medical/dental care for AD member	63	2.67
Pay and allowances	63	2.54
Job security	61	2.48
<b>Planning to Separate (N=28)</b>		
Pay and allowances	54	2.20
Unit manning	46	2.46
Childcare needs	43	2.33
Esprit de corps/morale	39	2.36
Leadership of immediate supervisor	36	2.80

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



# Retention Dimensions Career Airmen (N=118)



	Percent Responding	Average
<b>Planning to Reenlist (N=77)</b>		
Retirement benefits	83	2.64
Pay and allowances	58	2.47
Military lifestyle	57	2.36
Job security	56	2.47
Medical/dental for AD member	55	2.31
<b>Planning to Separate (N=10)</b>		
Bonus or special pay	70	2.57
Military lifestyle	50	2.60
Pay and allowances	50	1.80
Number/duration of TDYs or deployments	40	2.75
Enlisted evaluation system	40	2.50

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



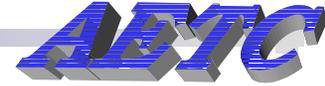
# Summary of Results



- Career ladder progression typical
  - Highly technical at 3-skill level progressing to more managerial at 7-skill level and beyond
- Career ladder documents well-supported by survey data
  - STS provides 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
  - First-term and career airmen higher when compared to similar AFSC
  - Second-term airmen lower in the areas of job interest, perceived utilization of talents, sense of accomplishment, and reenlistment intentions when compared to similar AFSC



# Way Ahead



- OSR Delivery Trip - scheduled for Oct 03
- Utilization and Training Workshop (U&TW) - scheduled for Feb 04 at Keesler AFB
- Next SKT rewrite (minor) - scheduled for May 04



# Questions?



Visit our web site at:

<https://www-r.omsq.af.mil/OMY/indexomy.htm>

E-Mail: [holly.hector@randolph.af.mil](mailto:holly.hector@randolph.af.mil)

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



***Integrity - Service - Excellence***





# Back-Up Slide



# Predictive Retention Indicators



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