

Air Education and Training Command

Sustaining the Combat Capability of America's Air Force



Occupational Survey Report AFSC 1T0X1 Survival, Evasion, Resistance, and Escape Operations

U.S. AIR FORCE

Lt Amber Kimbrell
3 September 2003

Integrity - Service - Excellence

Report Documentation Page

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Air Force Occupational Measurement SQ



AFOMS/OA

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DSN 487-6811

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

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Overview



- Survey background
- Survey results
- Implications



Executive Summary



- Homogeneous job structure with one cluster and two independent jobs
- Technical tasks performed by 3-, 5-, and 7-skill-level members
- Career ladder documents supported by survey data
- Data has prompted a CFETP review, early September
- Job satisfaction indicators are very high



Work Performed



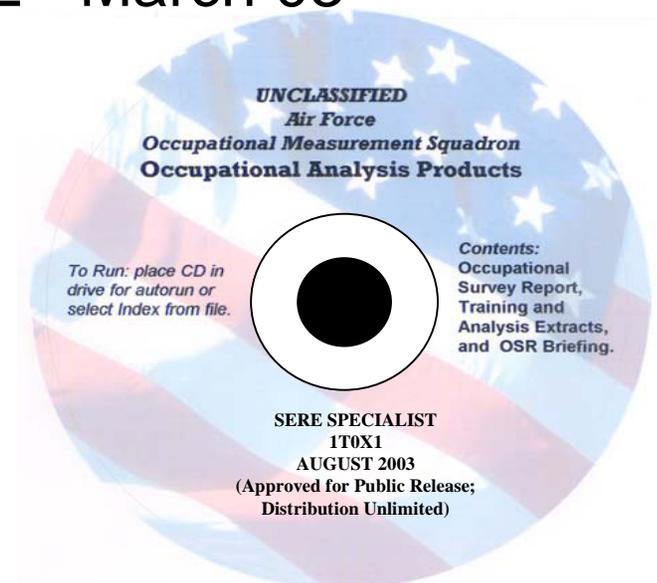
- **Develops, manages, and conducts Air Force survival, evasion, resistance, and escape (SERE) programs**
- **Develops, manages, conducts, and evaluates SERE Code of Conduct (CoCT) and Code of Conduct Continuation Training (CoCCT), and personal recovery (PR) operational support programs**
- **Conducts operational testing on and instructs the use of SERE-related equipment; performs and instructs basic, advanced, and emergency military parachuting**



Survey Background

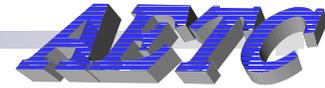


- **Last occupational survey report (OSR) :**
December 2000
- **Current survey developed:** May - July 2002
 - Fairchild AFB WA (Tech School)
 - Pensacola NAS FL
 - Hurlburt Field FL
 - Eglin AFB FL
- **Current survey data collected:** Sept 02 - March 03
- **Components surveyed:**
 - Active Duty: 3-, 5-, 7- and 9-skill levels





Current Training Program



Combat Survival Training (prerequisite for S-V81-A) -

- Course Number: S-V80-A
 - Fairchild AFB WA - 17 days
- CCAF Credit Hours - 3

Water Survival, Non-parachuting (prerequisite for S-V81-A) -

- Course Number: S-V90-A
 - Fairchild AFB WA - 2 days
- CCAF Credit Hours - 0

Survival Training Instructor Course -

- Course Number: S-V81-A
 - Fairchild AFB WA - 22 weeks 1 day
- CCAF Credit Hours - 45

Programmed TPR

FY03 - 105

FY04 - 105

Programmed Elimination Rate

Actual Elim. Rate - 45%

Projected Elim. Rate - 35%



Survey Sample Characteristics



	<u>AD</u>
Assigned*	328
Mailed Out	286
Sample	184
Usable Returns	64%

- Average time in career field for AD: 8 years 3 months
- Average TAFMS for AD: 9 years 5 months
- Percent of AD in first-enlistment: 30%

* As of September 2002



Skill & Paygrade Characteristics



Skill-Level Distribution

	Assigned*	Sample
3-level	23%	28%
5-level	47%	47%
7-level	26%	21%
9-level	2%	2%
CEM	2%	2%

Paygrade Distribution

	Assigned*	Sample
E-1-E-3	10%	11%
E-4	23%	31%
E-5	30%	28%
E-6	20%	18%
E-7	14%	10%
E-8	2%	2%
E-9	1%	1%

*As of September 2002

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



Command Representation



Command	Assigned*%	Sample%
AETC	65%	80%
ACC	11%	4%
PACAF	5%	3%
AFSOC	4%	3%
AFMC	4%	3%
LANTCOM	4%	2%
AMC	3%	4%
USAFA	2%	0%
USAFE	1%	1%

* As of September 2002

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



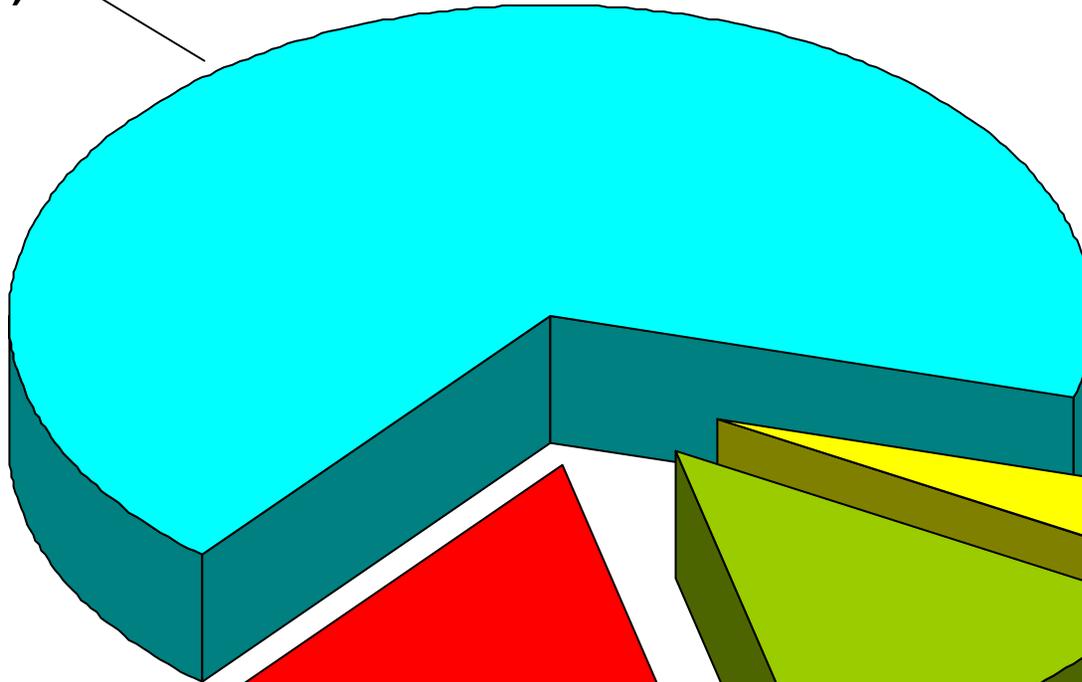
AFSC 1T0X1 SERE Job Structure



(N= 184)

**SURVIVAL AND EVASION
INSTRUCTION CLUSTER**

(68%)



**NOT GROUPED
(3%)**

**RESISTANCE
TRAINING
INSTRUCTION IJ**

(15%)

**MANAGEMENT/SUPERVISION
IJ (13%)**



Survival and Evasion Instruction Cluster (N=125)

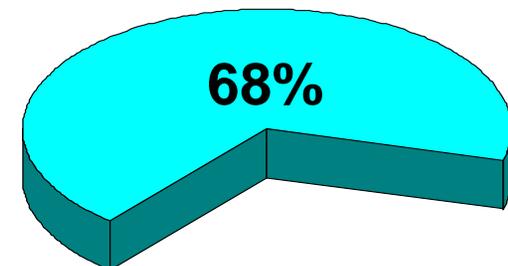


- Prepare lesson plans
- Present formal or informal lectures
- Evaluate student performance
- Conduct training on use of recovery devices in global environments, other than under evasion conditions
- Conduct training on guiding recovery forces in global environments, other than under evasion conditions
- Conduct training on personal hygiene in global environments
- Conduct training on procedures for self-aid treatment of common medical problems
- Conduct training on factors which affect psychological aspects of survival

Initial-Level SERE Instruction Job

Base-Level Continuation Training Instruction Job

Water Survival Instruction Job





Jobs Within the Cluster



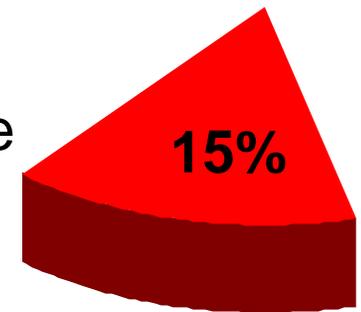
- Initial-Level SERE Instruction Job (N=52)
 - Conduct training on evasion movement techniques
 - Conduct training on use of maps, charts, or compasses
 - Conduct training on prioritization of needs under evasion conditions
- Base-Level Continuation Training Instruction Job (N=36)
 - Conduct survival, evasion, resistance, and escape (SERE) continuation training
 - Present formal or informal lectures
 - Conduct training on use of recovery devices under evasion conditions
- Water Survival Instruction Job (N=22)
 - Conduct training on life raft shelter procedures in open seas environments
 - Conduct training on impact of open seas environments on survival needs
 - Conduct training on use of recovery devices in open seas environments



Resistance Training Instruction IJ (N=28)



- Conduct training on interrogation processes
- Conduct training on use of resistance techniques during propaganda efforts
- Conduct training on role playing
- Conduct training on establishment of individual resistance postures
- Conduct training on use of Geneva Conventions during captivity
- Conduct training on use of resistance techniques during interrogations
- Conduct training on use of Uniform Code of Military Justice (UCMJ) during captivity
- Conduct training on organizing individual needs in captivity
- Conduct training on captor methods for exploiting Prisoners of War (PWs), detainees, or hostages

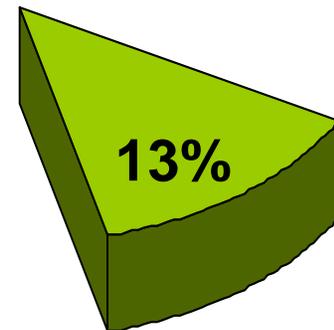




Management/Supervision IJ (N=23)

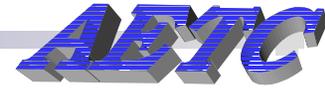


- Conduct general meetings, such as staff meetings, briefings, conferences, or workshops
- Interpret policies, directives, or procedures for subordinates
- Brief organizational personnel concerning training
- Write recommendations for awards or decorations
- Advise staff or unit personnel on on-the-job training (OJT) matters
- Determine training requirements for instructors
- Evaluate effectiveness of training procedures
- Inspect personnel for compliance with military standards
- Evaluate inspection report findings or inspection procedures
- Schedule personnel for temporary duty (TDY) assignments, leaves, or passes





Career Ladder Progression



- **3-skill-level personnel**
 - Most assigned to Fairchild AFB
 - Instruct aircrew on initial survival and evasion procedures
- **5- and 7-skill-level personnel**
 - Base-level (non-Fairchild) conduct continuation training
 - Water survival instruction
 - Fairchild resistance trainers
- **9-skill-level personnel**
 - Continue to perform some technical tasks
 - Spend most of time performing management and supervisory tasks



Percent Across Specialty Jobs

DAFSC



	DAFSC	DAFSC	DAFSC	DAFSC
	1T031	1T051	1T071	1T091
	(N=52)	(N=86)	(N=39)	(N=4)

Survival and Evasion Cluster	83	69	56	25
Resistance Training Instruction IJ	10	21	13	0
Management/Supervision IJ	2	5	31	75
Not Grouped	5	5	0	0



Career Ladder Progression

Percent Time Spent on Duties



DUTY AREAS	DAFSC	DAFSC	DAFSC	DAFSC
	1T031 (N=52)	1T051 (N=86)	1T071 (N=39)	1T091 (N=4)
Performing Instructor Activities	11	14	17	14
Conducting Global Survival Training	32	16	10	1
Conducting Open Seas Survival Training	7	8	4	4
Conducting Underwater Egress Training	1	1	1	*
Conducting Emergency Parachuting and Post-egress Training	4	6	5	1
Conducting Clinical, Wilderness, and Survival Medical Training	10	7	5	4
Conducting Roughland Travel and Evacuation Training	*	1	1	0
Conducting Evasion Training	19	11	8	2
Conducting Resistance and Escape Training	9	20	9	0
Performing Operations Support and Training Activities	1	3	3	10
Performing General Administrative and Technical Order (TO) System Activities	1	2	4	4
Performing General Supply and Equipment Activities	1	2	2	2
Performing Management and Supervisory Activities	3	9	32	59

* Indicates less than 1%

Note: Columns may not add to 100 due to rounding

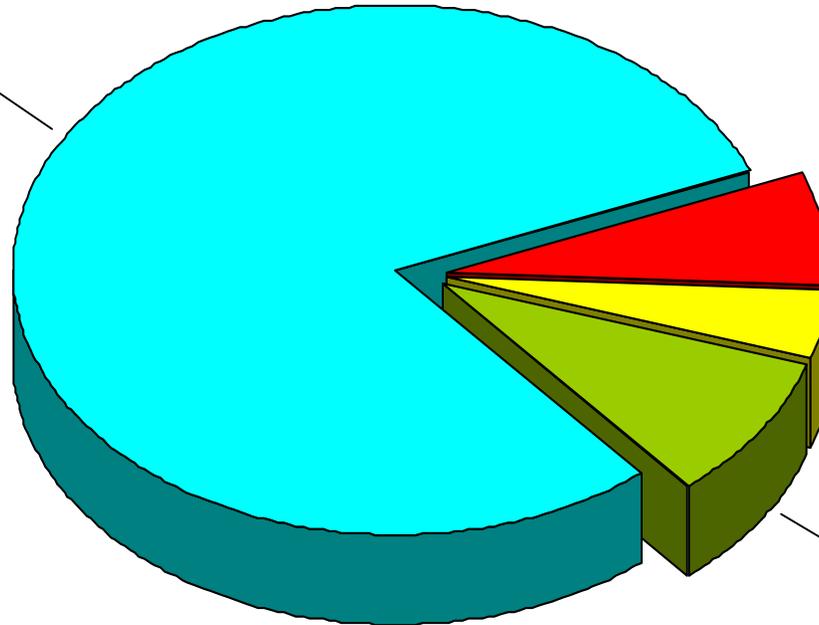


First-Enlistment Job Structure



(N= 55)

**SURVIVAL AND
EVASION
INSTRUCTION
CLUSTER (80%)**



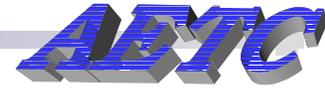
**RESISTANCE
TRAINING
INSTRUCTION IJ
(7%)**

**MANAGEMENT/
SUPERVISION IJ (4%)**

NOT GROUPED (9%)



First-Enlistment Personnel Representative Tasks



<u>Tasks</u>	Percent Members Performing (N=55)
Evaluate student performances	91
Prepare lesson plans	89
Conduct training on guiding recovery forces in global environments, other than under evasion conditions	84
Conduct training on factors which affect psychological aspects of survival	84
Present formal or informal lectures	82
Conduct training on guidelines for food or water rationing	82
Conduct training on induced conditions in global environments	80
Conduct training on location, procurement, preparation, or storage of water in global environments	76
Conduct training on personal hygiene in global environments	76
Conduct training on construction of fires in global environments	75
Conduct training on determination of location in global environments	73



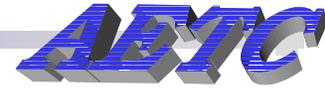
Specialty Training Standard (STS) Analysis



- STS is supported by survey data
- Some STS items may need proficiency code review
 - Uncoded STS items matched to JI tasks performed by more than 20% of members exist in prerequisite course
- Tasks performed by 20% or more of members were not referenced to STS
 - Involve underwater egress activities
 - These should be reviewed for possible inclusion in STS



Proficiency Codes Requiring Review



Unit	STS element	Prof Code	Percent Members Performing		TNG EMP*
			1st ENL	3-LVL	
4.36.2.	Static line (4.36. Perform parachutist duties)	--			
Task	E0131. Perform static line parachutist activities		40	15	4.25
4.48.	Aircrew personnel lowering device	--			
Task	E0122. Conduct training on use of aircrew personnel lowering devices		60	46	5.81
17.356.1.	Instruct (17.356. SERE Tactics, Techniques, and Procedures (TTP) under Evasion Conditions)	--			
Tasks	B0048. Conduct training on nontactical personnel recovery tactics, techniques, and procedures (TTP)		67	73	6.69
	H0193. Conduct training on methods of personnel recovery TTP		67	67	7.12

*Mean TE Rating is 4.71, Standard Deviation is 2.08 (HIGH TE= 6.79)



Tasks not Referenced to STS



Examples

<u>Tasks</u>	<u>Percent Members Performing</u>		<u>TNG EMP*</u>
	<u>1st ENL</u>	<u>3- LVL</u>	
D0099 Administer student swim assessments	20	10	2.50
D0103 Conduct training on proper swimming techniques	20	10	4.44
D0109 Participate in underwater egress exercises	20	15	4.62
K0267 Complete accident or incident reports	27	13	2.62

*Mean TE Rating is 4.71, Standard Deviation is 2.08 (HIGH TE= 6.79)



Syllabus Analysis



- Syllabus is supported by survey data
 - JI tasks matched to learning objectives but performed by less than 30% of members involve the open seas environment
- Tasks not referenced to any syllabus learning objective should be reviewed for possible inclusion in syllabus
 - Global environment survival tasks
 - Treatment/prevention of injuries tasks



Unsupported Syllabus Objectives



Examples

<u>Tasks</u>	<u>Percent Members Performing</u>		
	<u>1st</u> <u>ENL</u>	<u>3-</u> <u>LVL</u>	<u>TNG</u> <u>EMP</u>
XI.8.1.2.18. Use aircrew signaling devices in an open sea environment			
C0096. Conduct training on use of aircrew signaling devices in open sea environments	22	23	6.75
XI.8.1.2.19. Prepare a life raft for recovery in an open sea environment			
C0090. Conduct training on preparation of life rafts for recovery	24	23	6.00

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)

1T0X1



Tasks not Referenced to Syllabus



Examples

	Percent Members Performing		TNG EMP*
	1 st Enl	3- LVL	
B0038 Conduct training on emotional reactions to psychological aspects of survival	80	80	6.69
B0039 Conduct training on factors which affect psychological aspects of survival	77	77	6.75
B0043 Conduct training on induced conditions in global environments	84	84	6.38
F0136 Conduct training on hazardous or poisonous animal life	79	79	5.94
F0148 Conduct training on procedures for treatment or prevention of eye injuries	80	80	6.19

*Mean TE Rating is 4.71, Standard Deviation is 2.08 (HIGH TE= 6.79)



Job Satisfaction Indicators (Current vs. Previous Study)



	1-48 Months		49-96 Months		97+ Months	
	2003 (N=55)	2000 (N=69)	2003 (N=51)	2000 (N=43)	2003 (N=78)	2000 (N=144)
Job interesting	98	97	96	98	96	97
Talents well utilized	97	81	100	86	94	78
Training well utilized	98	100	100	93	93	90
Sense of accomplishment	95	98	96	90	92	96
Plan to reenlist	73	66	71	67	23	67



Job Satisfaction Indicators (Across Specialty Jobs)



	SURVIVAL AND EVASION INSTRUCTION CLUSTER (N=125)	RESISTANCE TRAINING INSTRUCTION IJ (N=28)	MANAGEMENT/ SUPERVISION IJ (N=23)
Job interesting	97	100	91
Talents well utilized	97	100	87
Training well utilized	97	100	87
Sense of accomplishment	95	96	87
Plan to reenlist	78	71	52



Retention Dimensions First-Term Airmen (N=55)



	Percent	
	Responding	Average
Planning to Reenlist (N=40)		
Military lifestyle	76	2.47
Number/duration of TDYs or deployments	74	2.36
Military-related edu & trng opportunities	68	2.04
Retirement benefits	58	2.57
Bonus or special pay	56	2.32
Planning to Separate (N=15)		
Pay and allowances	59	2.00
Military lifestyle	54	1.62
Civilian job opportunities	40	2.33
Work schedule	39	2.00
Number/duration of TDYs or deployments	34	2.40

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



Retention Dimensions Second-Term Airmen (N=51)

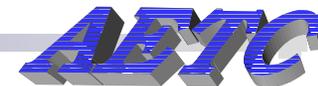


	Percent Responding	Average
Planning to Reenlist (N=36)		
Retirement benefits	81	2.59
Military lifestyle	75	2.44
Military-related edu and trng opportunities	75	2.44
Bonus or special pay	64	2.43
Medical/Dental care for AD members	56	2.50
Planning to Separate (N=13)		
Pay and allowances	92	2.25
Bonus or special pay	61	1.88
Civilian job opportunities	54	2.86
Military lifestyle	45	2.00
Spouse's career	38	2.20

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



Retention Dimensions Career Airmen (N=78)



	Percent Responding	Average
Planning to Reenlist (N=57)		
Retirement benefits	69	2.62
Military lifestyle	67	2.42
Military-related edu & trng opportunities	56	2.23
Pay and allowances	51	2.48
Medical/Dental care for AD members	49	2.38
Planning to Separate (N=3)		
Promotion opportunities	100	3.00
Pay and allowances	67	3.00
Military lifestyle	66	2.50
Bonus or special pay	33	3.00
Retirement benefits	33	3.00

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



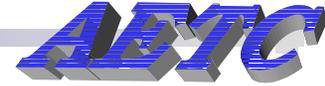
Summary of Results



- **Career ladder homogeneous**
 - One job cluster and two independent jobs identified
 - Core cluster involves survival and evasion instruction
- **Skill-level progression technical throughout career**
 - 3-skill-level members are concentrated at Fairchild AFB and teaching survival and evasion
 - 5- and 7-skill-level members branch out functionally
 - 9-skill-level members found in management/supervision areas
- **Career ladder documents supported by survey data**
- **Job satisfaction indicators**
 - Generally, high and comparable ratings for all TAFMS groups and across all indices
 - Lower reenlistment ratings for career airmen



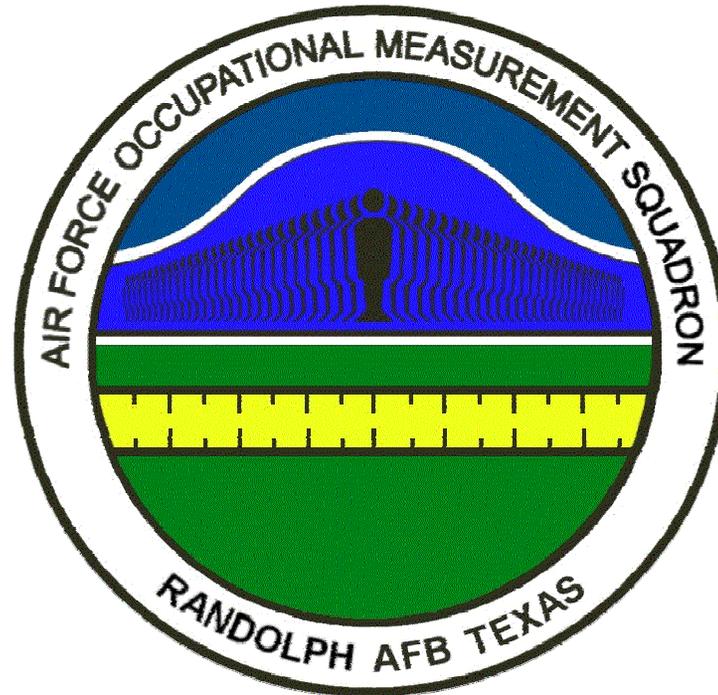
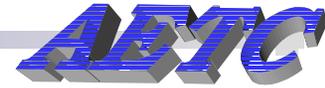
Way Ahead



- OSR Delivery Trip - Sept 03
- Working group to validate draft CFETP - Sept 03
- Next SKT rewrite - scheduled for 13 Jul 04 (major)



Questions?



Visit our web site at:

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

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Sustaining the Combat Capability of America's Air Force



Integrity - Service - Excellence

Air Education and Training Command

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Airman
Analysis
Program

U.S. AIR FORCE

2Lt Amber Kimbrell
3 September 2003

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Air Force Occupational Measurement SQ



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Integrity - Service - Excellence



Overview



- Mission
- Organization
- Occupational Analysis Process
- Products
- Customers



AFOMS Mission and Vision



- Mission: Provide occupational programs to optimize United States Air Force personnel and training decisions
- Vision: To be the warfighter's expert for high-quality, integrated, and cost-effective occupational analysis, promotion test development, and professional study guide development



AFOMS Key Products



Promotion Tests

- Specialty Knowledge Tests (SKTs)
- Promotion Fitness Examinations (PFEs)
- USAF Supervisory Examinations (USAFSEs)



Analysis

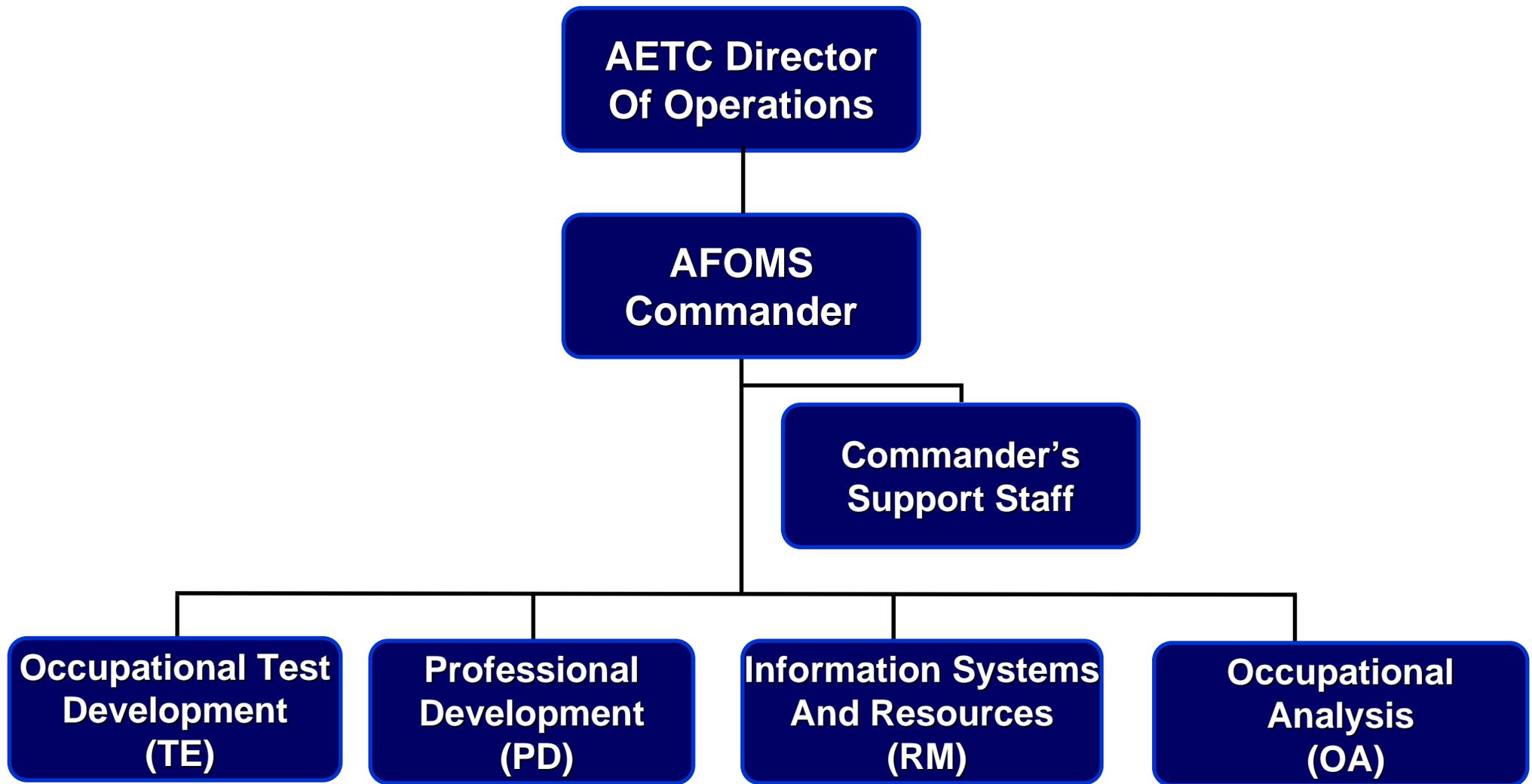
- Job Inventories
- Survey Reports
- Task Analysis Reports

Study Guides

- PFE
- USAFSE



Organization





Occupational Analysis Flight (OA) Mission



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Mr. John Kammrath, DSN 487-6623

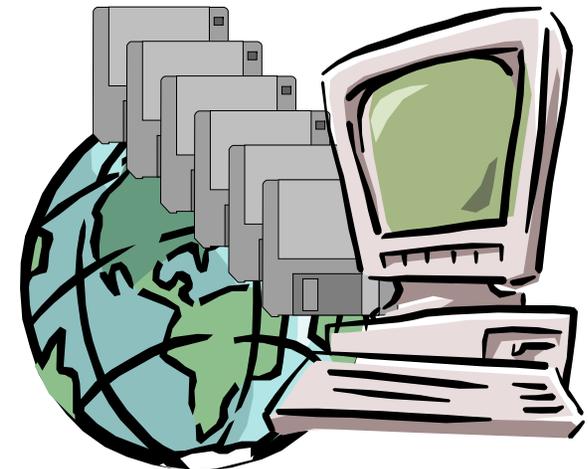
- Facilitate decision-making by providing objective information about Air Force occupations
- Answers the question, “What are people really doing in their Air Force jobs?”



Occupational Analysis Process (1)



Occupational Survey Request

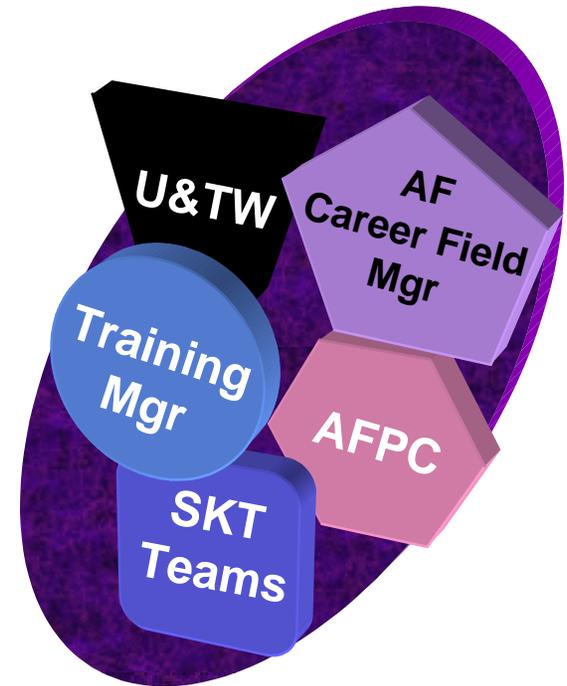
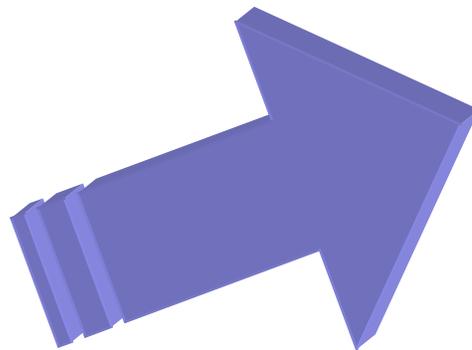
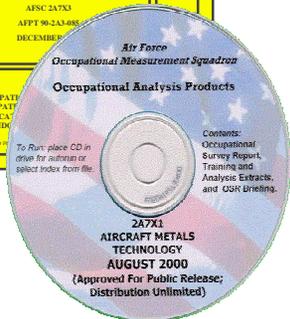
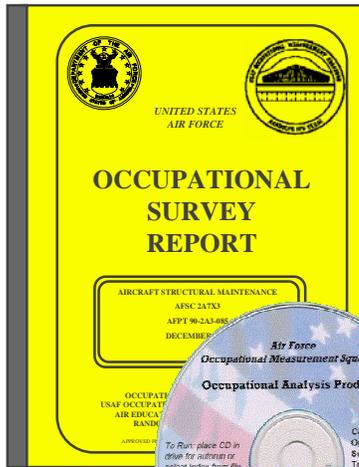
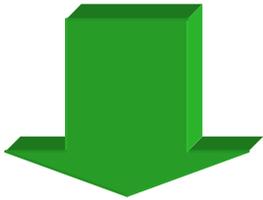




Occupational Analysis Process (2)

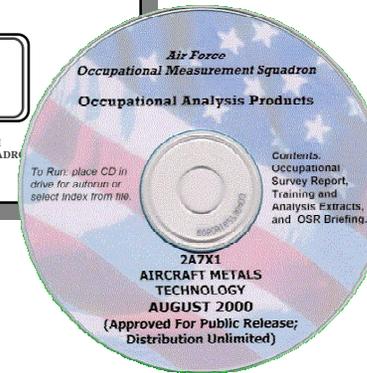
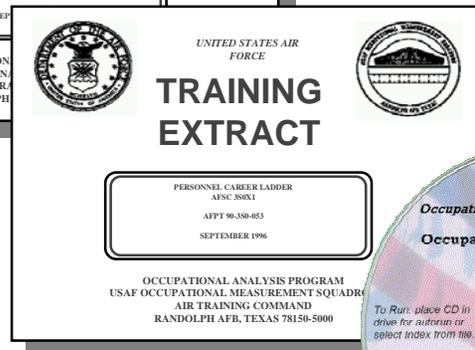
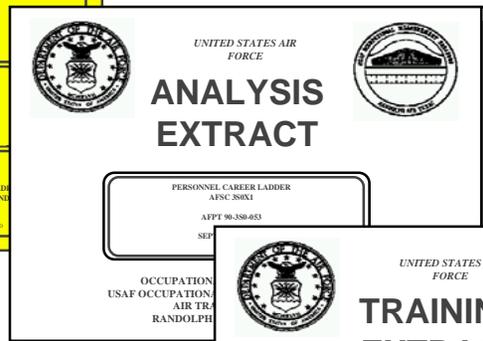
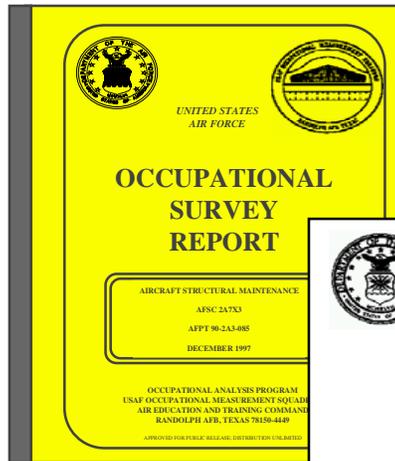


Analyze Data





Products





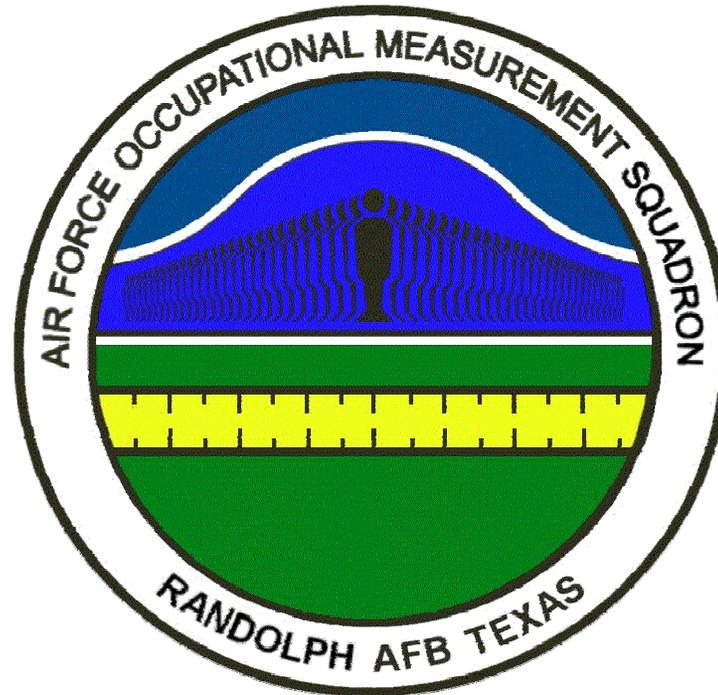
Customers



- AFOMS/TE
- Training Centers
- Air Staff - Career Field Managers
- MAJCOMS - Functional Managers
- Air Force Personnel Center



Questions?



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