

# Air Education and Training Command

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



## Occupational Survey Report AFSC 2T1X1 VEHICLE OPERATIONS

**U.S. AIR FORCE**

Adriana G. Rodriguez  
12 May 2004

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*Integrity - Service - Excellence*

# Report Documentation Page

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| 14. ABSTRACT   |                                    |  |                                  |
| 15. SUBJECT TERMS  |                                    |  |                                  |
| 16. SECURITY CLASSIFICATION OF:  |                                    |  | 17. LIMITATION OF ABSTRACT       |
| a. REPORT<br><b>unclassified</b>   | b. ABSTRACT<br><b>unclassified</b> | c. THIS PAGE<br><b>unclassified</b>      | <b>UU</b>                        |
|  |                                    |  | 18. NUMBER OF PAGES<br><b>38</b> |
|  |                                    |  | 19a. NAME OF RESPONSIBLE PERSON  |

# Air Force Occupational Measurement SQ

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**AFOMS/OA**

1550 Fifth Street East

Randolph AFB, TX 78150

DSN 487-6811

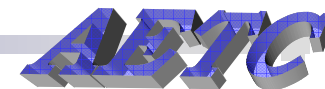
<https://www-r.omsq.af.mil/OA/oaproducts.htm>

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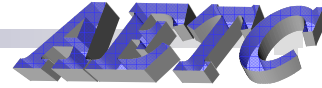
# Overview



- Survey background
- Survey results
- Implications



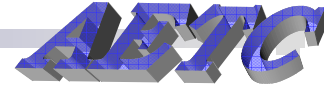
# Executive Summary



- Homogeneous job structure with two clusters and five independent jobs identified
- Typical career ladder progression
- Career ladder documents supported by survey data
- Job satisfaction indicators are generally positive



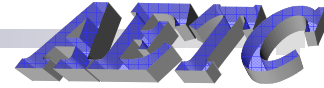
# Work Performed



- Perform and manage vehicle operations activities
- Perform dispatch duties
- Provide customer service and issue driver's licenses
- Perform pickup and delivery activities



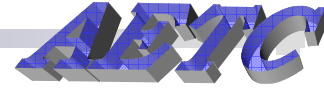
# Current Training Program



- AFSC-awarding course
  - 366 TRS, Fort Leonard Wood MO
  - J3ABP2T131-000, *Vehicle Operator Apprentices Course*, 6 weeks
  - 9 semester hours for CCAF
  - Programmed TPR  
FY04: 500 students  
FY05: 530 students
  - Programmed Elimination Rate  
FY04: 1%  
FY05: 1%



# Survey Background



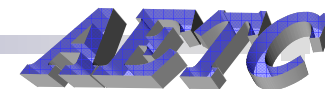
- Last Occupational Survey Report (OSR):  
June 1999
- Current survey developed: May - June 2003
  - Fort Leonard Wood MO
  - Vandenberg AFB CA
  - Charleston AFB SC
  - Shaw AFB SC
  - Eglin AFB FL
  - Hurlburt Fld FL
  - Randolph AFB TX







# Survey Background (Cont.)

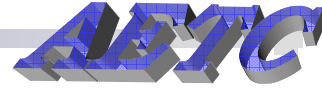


- Survey initiated to obtain data to:
  - Evaluate current classification and training documents
  - Support promotion test development
- Current survey data collected: July-December 2003
- Components surveyed:
  - Active Duty: 3-, 5-, 7-, and 9-Skill Levels
  - Guard: 3-, 5-, and 7-Skill Levels
  -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





# Survey Sample Characteristics



|                | <u>AD</u> | <u>ANG</u> | <u>AFRC</u> | <u>Total</u> |
|----------------|-----------|------------|-------------|--------------|
| Assigned*      | 2,448     | 937        | 420         | 3,805        |
| Mailed Out     | 2,187     | 883        | 393         | 3,463        |
| Sample         | 1,354     | 249        | 97          | 1,700        |
| Usable Returns | 62%       | 28%        | 25%         | 49%          |

Average time in career field for AD: 7 years 3 months

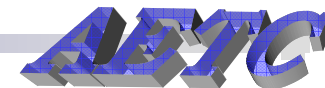
Average TAFMS for AD: 7 years 7 months

Percent of AD in first enlistment: 37%

\* Assigned as of July 2003



# Paygrade Distribution



|           | Assigned* | Sample |
|-----------|-----------|--------|
| E-1 - E-3 | 20%       | 22%    |
| E-4       | 20%       | 19%    |
| E-5       | 32%       | 33%    |
| E-6       | 19%       | 19%    |
| E-7       | 8%        | 7%     |
| E-8       | 1%        | 1%     |
| E-9       | **        | **     |

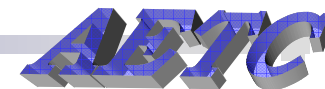
\*Assigned as of July 2003

\*\*Indicates less than 1%

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



# Command Representation



Command

Assigned %\*\*

Sample %

ANG

25

15

ACC

19

25

AMC

11

14

AFRC

11

6

PACAF

10

11

AETC

10

9

USAFE

6

9

AFMC

5

5

AFSPC

3

3

AFSOC

1

2

11<sup>th</sup> Wing

1

2

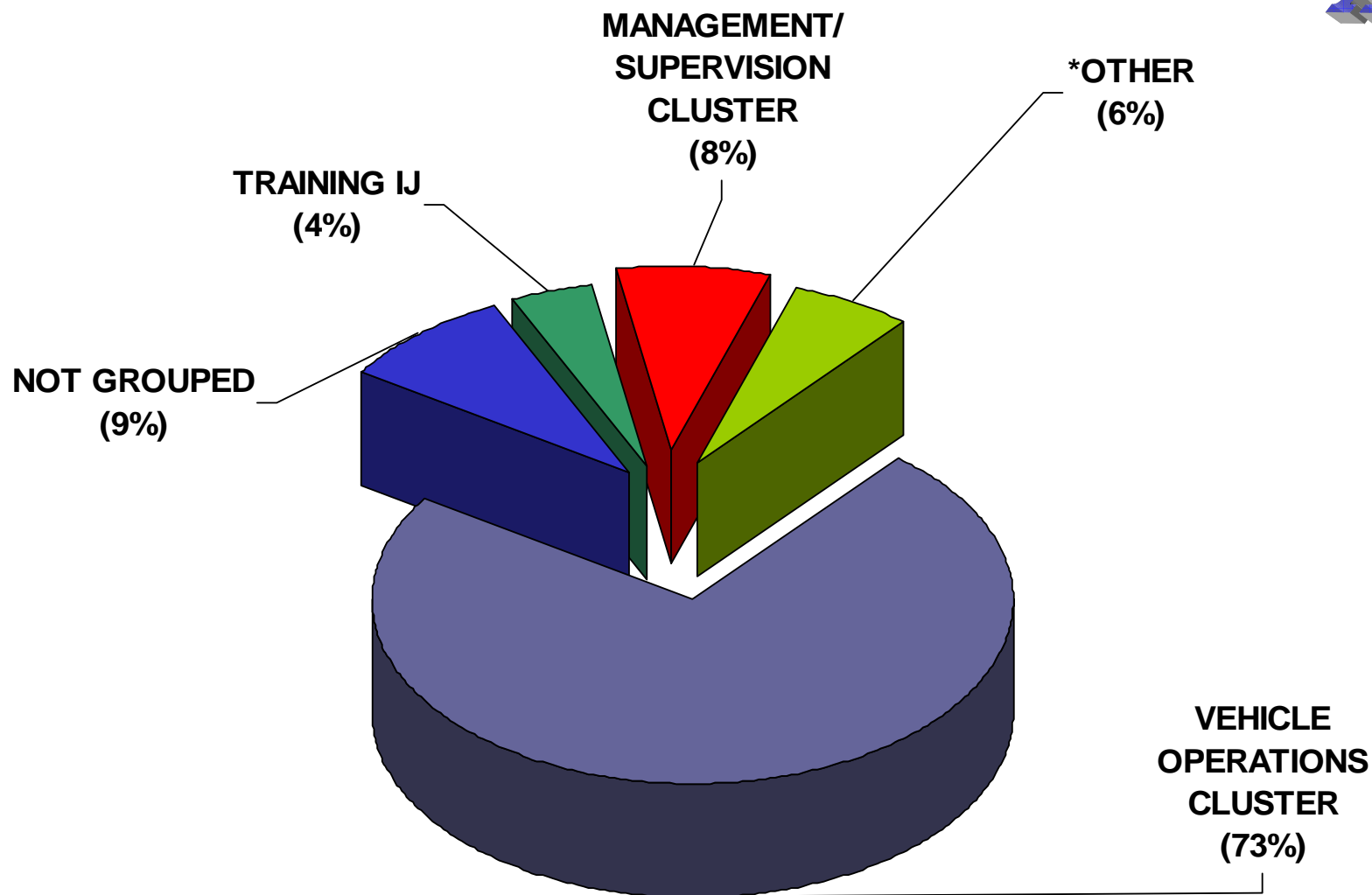
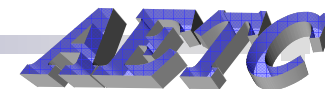


\*Assigned as of July 2003

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# Specialty Clusters and Jobs (N=1,700)



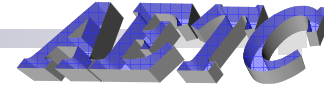
\* Other includes:

- REGISTERED EQUIPMENT MANAGEMENT (REM) IJ (2%)
- FLEET MANAGEMENT IJ (1%)
- LICENSING AND RECORDS IJ (1%)
- SUPPLY AND EQUIPMENT SUPPORT IJ (2%)



# VEHICLE OPERATIONS CLUSTER

## (N=1,240)



- Clean vehicle exteriors or interiors
- Transport passengers, other than DVs
- Dispatch vehicles for transportation
- Maintain administrative files or records
- Provide DV support
- Receive transportation requests
- Verify vehicle forms, such as accident, inspection, and waiver
- Inspect vehicles released from maintenance facilities
- Counsel subordinates concerning personal matters

Entry-Level Vehicle Operations Job

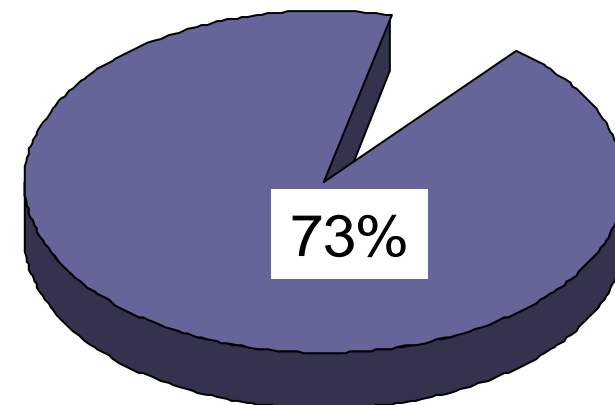
Vehicle Operations Job

NCOIC, Dispatch Support Job

Vehicle Control Job

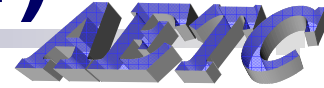
Pickup and Delivery Job

Dispatch Operations Job



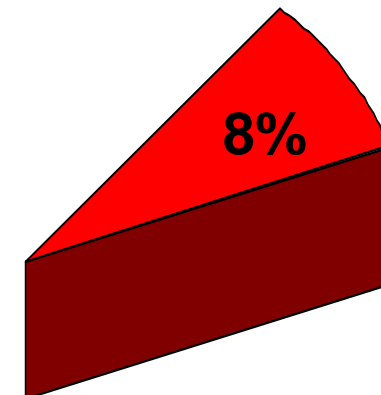


# MANAGEMENT AND SUPERVISION CLUSTER (N=141)



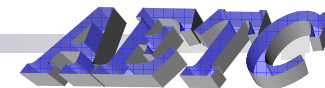
- Counsel subordinates concerning personal matters
- Write recommendations for awards or decorations
- Conduct supervisory performance feedback sessions
- Conduct general meetings, such as staff meetings, briefings, conferences, or workshops
- Inspect personnel for compliance with military standards
- Assign personnel to work areas or duty positions
- Determine or establish work assignments or priorities
- Evaluate personnel for compliance with performance standards

|                                |
|--------------------------------|
| Management and Supervision Job |
| NCOIC, Vehicle Operations Job  |

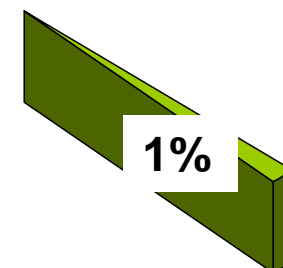
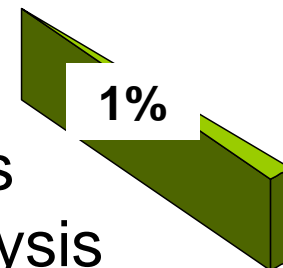




# Independent Jobs



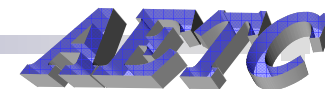
- LICENSING AND RECORDS IJ (N=18)
  - Issue or update AF Forms 2293 (U.S. Air Force Motor Vehicle Operator Identification Card)
  - Process AF Forms 171 (Request for Driver's Training and Addition to U.S. Government Drivers License)
  - Maintain AF Forms 2296 (Vehicle Operator Information)
- FLEET MANAGEMENT IJ (N=11)
  - Conduct vehicle control function staff assistance visits
  - Conduct vehicle control function staff assistance analysis
  - Develop and maintain base VCO lists







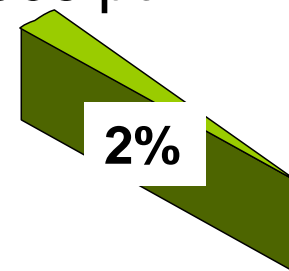
# Independent Jobs (Cont.)



- REGISTERED EQUIPMENT MANAGEMENT (REM) IJ

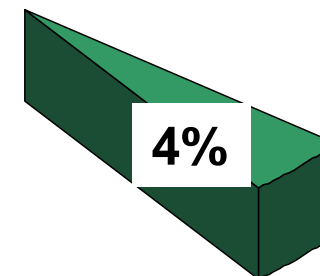
(N=41)

- Maintain vehicle authorization listings (VALs)
- Maintain or update custody authorization/custody receipt listings
- Maintain vehicle fleet records



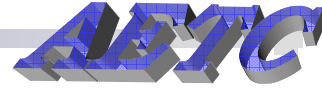
- TRAINING IJ (N=71)

- Conduct on-the-job training
- Counsel trainees on training progress
- Maintain training records or files

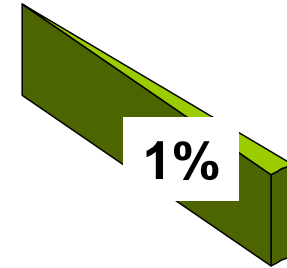




# Independent Jobs (Cont.)

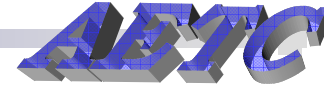


- SUPPLY AND EQUIPMENT SUPPORT IJ (N=36)
  - Identify and report equipment or supply problems
  - Evaluate serviceability of equipment, tools, parts, or supplies
  - Coordinate maintenance of facilities with dispatch support





# Percent Across Specialty Clusters and Jobs by DAFSC



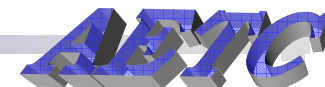
| SPECIALTY JOBS                              | DAFSC<br>2T131<br>(N=509) | DAFSC<br>2T151<br>(N=651) | DAFSC<br>2T171<br>(N=175) | DAFSC<br>2T191<br>(N=19) |
|---|---------------------------|---------------------------|---------------------------|--------------------------|
| VEHICLE OPERATIONS CLUSTER                  | 84                        | 62                        | 27                        | 0                        |
| SUPPLY AND EQUIPMENT SUPPORT IJ             | 1                         | 4                         | 2                         | 0                        |
| LICENSING AND RECORDS IJ                    | 2                         | 2                         | 1                         | 0                        |
| FLEET MANAGEMENT IJ                         | 1                         | 1                         | 0                         | 0                        |
| REGISTERED EQUIPMENT<br>MANAGEMENT (REM) IJ | *                         | 4                         | 10                        | 0                        |
| TRAINING IJ                                 | 1                         | 9                         | 3                         | 0                        |
| MANAGEMENT AND SUPERVISION<br>CLUSTER       | *                         | 5                         | 49                        | 95                       |
| NOT GROUPED                                 | 11                        | 13                        | 8                         | 5                        |

\* Indicates less than 1%



# Career Ladder Progression

## Percent Time Spent on Duties



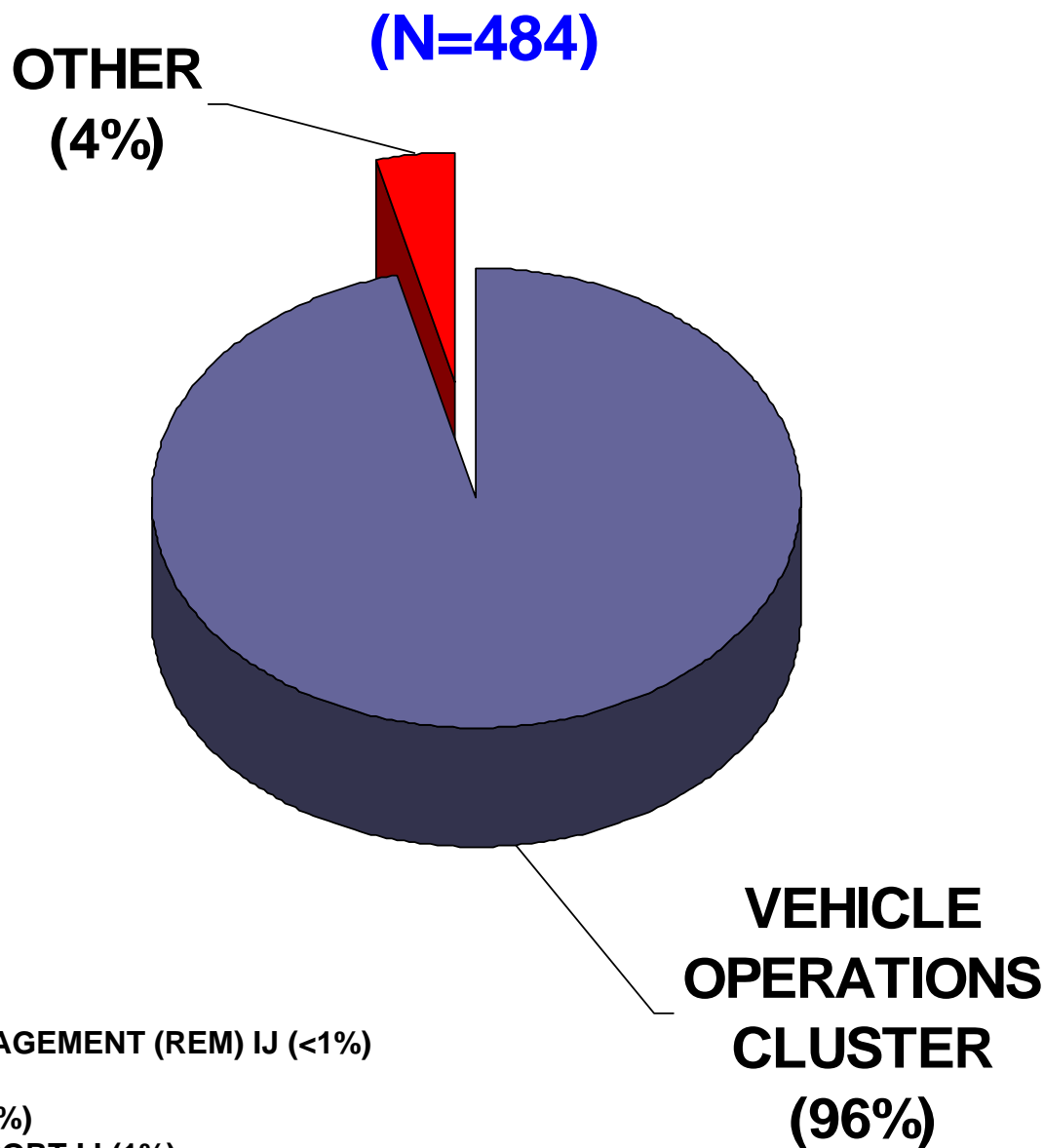
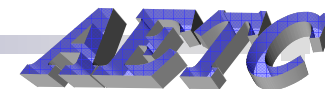
| DUTIES   | DAFSC            | DAFSC            | DAFSC            | DAFSC           |
|--|------------------|------------------|------------------|-----------------|
|  | 2T131<br>(N=509) | 2T151<br>(N=651) | 2T171<br>(N=175) | 2T191<br>(N=19) |
| A PERFORMING DISPATCH OPERATIONS ACTIVITIES                                    | 11               | <b>24</b>        | 16               | 6               |
| B PERFORMING DISPATCH SUPPORT ACTIVITIES                                       | <b>59</b>        | 32               | 10               | 1               |
| C PERFORMING BASE PICKUP AND DELIVERY ACTIVITIES                               | <b>10</b>        | 4                | 2                | *               |
| D PERFORMING OPERATOR RECORDS AND LICENSING ACTIVITIES                         | 3                | 5                | 3                | 1               |
| E PERFORMING SUPPLY AND EQUIPMENT SUPPORT ACTIVITIES                           | 3                | 5                | 3                | 1               |
| F PERFORMING UNIT VEHICLE CONTROL OFFICE ACTIVITIES                            | 3                | 5                | 4                | 1               |
| G PERFORMING FLEET MANAGEMENT ACTIVITIES                                       | 1                | 4                | <b>9</b>         | 3               |
| H PERFORMING FIELD OR EMERGENCY ACTION ACTIVITIES                              | 4                | 2                | 1                | *               |
| I PERFORMING CONTRACT ADMINISTRATION ACTIVITIES                                | *                | *                | 1                | 1               |
| J PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES | *                | 1                | 4                | 7               |
| K PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES                               | 2                | 3                | 5                | 8               |
| L PERFORMING TRAINING ACTIVITIES   | 2                | 7                | 7                | 6               |
| M PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES                             | 1                | 6                | <b>36</b>        | <b>64</b>       |

\*Indicates less than 1%

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



# First-Enlistment Clusters and Jobs

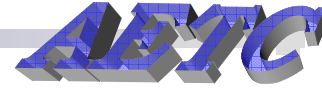


\*Other includes:

- REGISTERED EQUIPMENT MANAGEMENT (REM) IJ (<1%)
- FLEET MANAGEMENT IJ (1%)
- LICENSING AND RECORDS IJ (1%)
- SUPPLY AND EQUIPMENT SUPPORT IJ (1%)
- TRAINING IJ (<1%)



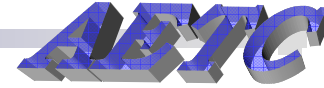
# First-Enlistment Personnel Representative Tasks



| TASKS  | PERCENT<br>MEMBERS<br>PERFORMING<br>(N=484) |
|--|---|
| Clean vehicle exteriors or interiors                             | 83  |
| Wax vehicles   | 81  |
| Transport passengers, other than DVs                             | 80  |
| Refuel vehicles using vehicle identification link (VIL) keys     | 78  |
| Deliver or pickup unit vehicles for maintenance                  | 78  |
| Perform vehicle before-, during-, or after-operation inspections | 77  |
| Service vehicles, such as fluids, lubrication, and tire pressure | 75  |
| Provide DV support   | 74  |
| Operate vehicles on flightlines                                  | 70  |
| Report arrival, pickup, and release times to dispatchers         | 70  |
| Verify vehicle forms, such as accident, inspection, or waiver    | 70  |
| Secure wheel chocks  | 70  |
| Drain air tanks  | 68  |



# First-Enlistment Personnel Vehicles and Systems



PERCENT  
MEMBERS  
PERFORMING  
(N=484)

## VEHICLES AND SYSTEMS

---

### Vehicles

|                                     |    |
|-------------------------------------|----|
| Buses, 29-45 Passenger Conventional | 90 |
| Forklifts, 10K                      | 90 |
| Buses, 10-28 Passenger Conventional | 79 |
| Forklifts, 6K                       | 73 |

### TRAILERS

|                                     |    |
|-------------------------------------|----|
| 40' Flatbed Trailer                 | 60 |
| 25' Flatbed Trailer                 | 52 |
| Van Trailer                         | 43 |
| 32' Stake & Platform, like Kentucky | 30 |

### Systems

|  |    |
|--|----|
| OLVIMS Dispatch Module                 | 51 |
| Standard Asset Tracking System (SATS)  | 19 |
| AF Equipment Management System (AFEMS) | 6  |



# Specialty Training Standard (STS) Analysis



- STS is generally supported by survey data
- Some STS items may need proficiency code review
  - Four uncoded STS items matched to JI tasks performed by more than 20% of members
  - Four performance coded STS items out of 24 were not supported
- Eight technical tasks performed by 20% or more of members were not referenced to STS
  - These should be reviewed for possible inclusion in STS





# Proficiency Codes Requiring Review



| UNIT   | STS ELEMENT   | PROF CODE | PERCENT MEMBERS PERFORMING |               | TNG EMP* | TSK DIF** | ATI*** |
|--------|---|-----------|----------------------------|---------------|----------|-----------|--------|
|        |   |           | 1st ENL (N=484)            | 3-LVL (N=509) |          |           |        |
| 3.10.1 | Computer Fundamentals (3.10 Use Computers)  |           |                            |               |          |           |        |
| Task   | A0049 Verify accuracy of OLVIMS data  | 1a        | 10                         | 12            | 2.79     | 5.34      | 7      |
| 3.14   | Ensure adequate inspection of vehicles released from the vehicle maintenance facility | --        |                            |               |          |           |        |
| Tasks  | B0062. Deliver or pickup unit vehicles for maintenance                                |           | 78                         | 75            | 3.79     | 2.67      | 8      |
|        | B0069. Inspect vehicles released from maintenance facilities                          |           | 65                         | 63            | 5.16     | 2.96      | 13     |
| 3.15   | Promote Customer Service/Relations  | 1a        |                            |               |          |           |        |
| Task   | M0349 Receive, process, or investigate customer complaints                            |           | 2                          | 2             | .95      | 5.19      | 2      |

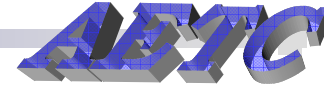
\*Mean TE Rating is 2.60, Standard Deviation is 1.93 (HIGH TE= 4.53)

\*\*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



## Examples

| TASK                                  | TNG<br>EMP* | PERCENT<br>MEMBERS<br>PERFORMING |                      | TSK<br>DIF** | ATI*** |
|---------------------------------------|-------------|----------------------------------|----------------------|--------------|--------|
|                                       |             | 1ST<br>ENL<br>(N=484)            | 3-<br>LVL<br>(N=509) |              |        |
| B0090 Secure wheel chocks             | 4.53        | 70                               | 66                   | 2.78         | 13     |
| E0139 Maintain base vehicle washracks | 4.32        | 32                               | 33                   | 4.35         | 15     |

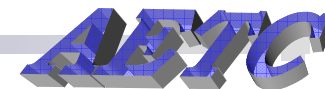
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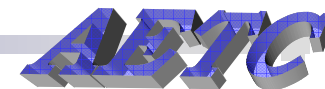
# Job Satisfaction Indicators (Across Specialty Jobs)



|                            | <b>VEHICLE<br/>OPERATIONS<br/>CLUSTER<br/>(N=1,240)</b> | Entry-Level<br>Vehicle<br>Operations<br>Job<br>(N=115) | Vehicle<br>Operations<br>Job<br>(N=665) | NCOIC,<br>Dispatch<br>Support<br>Job<br>(N=118) |
|----------------------------|---|--|---|---|
| JOB INTERESTING            | <b>76</b>   | 61   | 75                                      | 86  |
| TALENTS WELL<br>UTILIZED   | <b>69</b>   | 50   | 68                                      | 84  |
| TRAINING WELL<br>UTILIZED  | <b>86</b>   | 78   | 89                                      | 91  |
| SENSE OF<br>ACCOMPLISHMENT | <b>53</b>   | 40   | 52                                      | 72  |
| PLAN TO REENLIST           | <b>66</b>   | 54   | 63                                      | 80  |



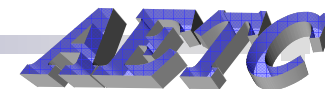
# Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



|                            | <b>VEHICLE<br/>OPERATIONS<br/>CLUSTER<br/>(Cont.)<br/>(N=1,240)</b> | Vehicle<br>Control<br>Job<br>(N=10) | Pickup<br>and<br>Delivery<br>Job<br>(N=43) | Dispatch<br>Operations<br>Job<br>(N=241) |
|----------------------------|---|-------------------------------------|--|--|
| JOB INTERESTING            | <b>76</b>   | 80                                  | 72   | 77                                       |
| TALENTS WELL<br>UTILIZED   | <b>69</b>   | 60                                  | 58   | 74                                       |
| TRAINING WELL<br>UTILIZED  | <b>86</b>   | 70                                  | 65   | 87                                       |
| SENSE OF<br>ACCOMPLISHMENT | <b>53</b>   | 40                                  | 40   | 57                                       |
| PLAN TO REENLIST           | <b>66</b>   | 70                                  | 60   | 76                                       |



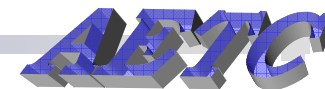
# Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



|                            | <b>SUPPLY<br/>&amp;<br/>EQUIPMENT<br/>IJ<br/>(N=36)</b> | <b>LICENSING &amp;<br/>RECORDS IJ<br/>(N=26)</b> | <b>FLEET<br/>MGT<br/>IJ<br/>(N=11)</b> | <b>REM<br/>IJ<br/>(N=41)</b> | <b>TRAINING<br/>IJ<br/>(N=71)</b> |
|----------------------------|---|--|--|------------------------------|-----------------------------------|
| JOB INTERESTING            | 61  | 58   | 91                                     | 98                           | 85                                |
| TALENTS WELL<br>UTILIZED   | 56  | 46   | 91                                     | 93                           | 79                                |
| TRAINING WELL<br>UTILIZED  | 78  | 58   | 91                                     | 88                           | 90                                |
| SENSE OF<br>ACCOMPLISHMENT | 50  | 35   | 82                                     | 76                           | 68                                |
| PLAN TO REENLIST           | 78  | 69   | 82                                     | 83                           | 77                                |



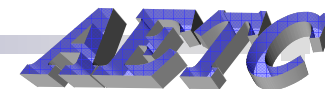
# Job Satisfaction Indicators (Across Specialty Jobs) (Cont.)



|                            | <b>MANAGEMENT<br/>&amp;<br/>SUPERVISION<br/>CLUSTER<br/>(N=141)</b> | <b>MANAGEMENT<br/>&amp;<br/>SUPERVISION<br/>JOB<br/>(N=76)</b> | <b>NCOIC,<br/>VEHICLE<br/>OPERATIONS<br/>JOB<br/>(N=22)</b> |
|----------------------------|---|--|---|
| JOB INTERESTING            | <b>88</b>   | <b>92</b>  | <b>82</b>   |
| TALENTS WELL UTILIZED      | <b>81</b>   | <b>87</b>  | <b>78</b>   |
| TRAINING WELL UTILIZED     | <b>83</b>   | <b>87</b>  | <b>78</b>   |
| SENSE OF<br>ACCOMPLISHMENT | <b>72</b>   | <b>80</b>  | <b>68</b>   |
| PLAN TO REENLIST           | <b>65</b>   | <b>63</b>  | <b>50</b>   |



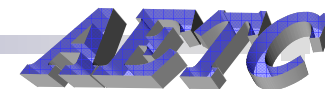
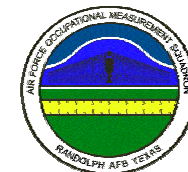
# Job Satisfaction Indicators (Across AD, ANG, AFRC)



|                         | <u>AD</u><br>(N=1,354) | <u>ANG</u><br>(N=249) | <u>AFRC</u><br>(N=97) |
|-------------------------|------------------------|-----------------------|-----------------------|
| JOB INTERESTING         | 46                     | 63                    | 63                    |
| TALENTS WELL UTILIZED   | 69                     | 79                    | 74                    |
| TRAINING WELL UTILIZED  | 85                     | 86                    | 83                    |
| SENSE OF ACCOMPLISHMENT | 53                     | 68                    | 55                    |



# Job Satisfaction Indicators (Current vs. Previous Study)

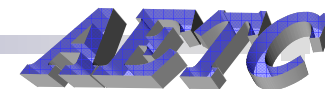


|                         | 1-48 MONTHS     |                 | 49-96 MONTHS    |                 | 97+ MONTHS      |                 |
|-------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|                         | 2004<br>(N=484) | 1999<br>(N=533) | 2004<br>(N=289) | 1999<br>(N=409) | 2004<br>(N=581) | 1999<br>(N=452) |
| JOB INTERESTING         | 69              | 67              | 67              | 74              | 83              | 88              |
| TALENTS WELL UTILIZED   | 62              | 53              | 62              | 59              | 78              | 83              |
| TRAINING WELL UTILIZED  | 85              | 82              | 84              | 78              | 85              | 75              |
| SENSE OF ACCOMPLISHMENT | 44              | 41              | 43              | 51              | 64              | 71              |
| PLAN TO REENLIST        | 52              | 50              | 68              | 61              | 77              | 70              |





# Retention Dimensions First-Term Airmen (N=484)



| PLANNING TO REENLIST (N=250)                        | PERCENT    |         |
|---|------------|---------|
|   | RESPONDING | AVERAGE |
| Medical or dental care for AD member                | 73         | 2.65    |
| Pay and allowances                                  | 67         | 2.49    |
| Retirement benefits                                 | 64         | 2.65    |
| Job security  | 63         | 2.65    |
| Military-related education & training opportunities | 60         | 2.53    |

## PLANNING TO SEPARATE (N=230)

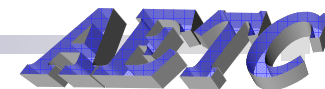
|                                |    |      |
|--------------------------------|----|------|
| Military lifestyle             | 58 | 2.51 |
| Pay and allowances             | 41 | 2.25 |
| Work schedule                  | 37 | 2.43 |
| Location of present assignment | 33 | 2.49 |
| Civilian job opportunities     | 32 | 2.51 |

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



# Retention Dimensions

## Second-Term Airmen (N=289)

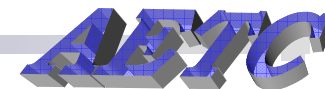


|  | PERCENT<br>RESPONDING | AVERAGE     |
|--|-----------------------|-------------|
| <b>PLANNING TO REENLIST (N=197)</b>      |                       |             |
| <b>Job security</b>                      | <b>71</b>             | <b>2.61</b> |
| <b>Pay and allowances</b>                | <b>70</b>             | <b>2.51</b> |
| <b>Retirement benefits</b>               | <b>67</b>             | <b>2.67</b> |
| <b>Medical/dental care for AD member</b> | <b>61</b>             | <b>2.67</b> |
| Medical/dental care for family members   | 55                    | 2.68        |
| <b>PLANNING TO SEPARATE (N=86)</b>       |                       |             |
| <b>Military lifestyle</b>                | <b>63</b>             | <b>2.37</b> |
| <b>Pay and allowances</b>                | <b>45</b>             | <b>2.44</b> |
| Number/duration of TDYs or deployments   | 42                    | 2.78        |
| Leadership at unit level                 | 41                    | 2.69        |
| Esprit de corps/morale                   | 40                    | 2.56        |

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



# Retention Dimensions Career Airmen (N=581)

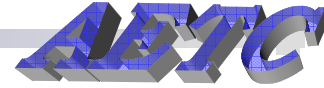


| PLANNING TO REENLIST (N=450)              | PERCENT    |             |
|---|------------|-------------|
|   | RESPONDING | AVERAGE     |
| <b>Retirement benefits</b>                | <b>74</b>  | <b>2.71</b> |
| <b>Pay and allowances</b>                 | <b>61</b>  | <b>2.45</b> |
| <b>Job security</b>                       | <b>59</b>  | <b>2.60</b> |
| Medical/dental care for family members    | 53         | 2.56        |
| <b>Medical/dental care for AD members</b> | <b>52</b>  | <b>2.57</b> |
| <b>PLANNING TO SEPARATE (N=50)</b>        |            |             |
| Number/duration of TDYs or deployments    | 48         | 2.58        |
| Leadership at unit level                  | 44         | 2.64        |
| <b>Military lifestyle</b>                 | <b>44</b>  | <b>2.41</b> |
| <b>Pay and allowances</b>                 | <b>42</b>  | <b>2.67</b> |
| Esprit de corps/morale                    | 42         | 2.52        |

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



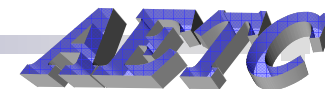
# Summary of Results



- Homogeneous career field
- Career ladder progression typical
  - Technical at 3-skill level
- Career ladder documents supported by survey data
  - STS provided comprehensive coverage of work performed by career ladder
  - Review of some items warranted
- Job satisfaction indicators are generally positive
  - Higher ratings in all job satisfaction indicators for first-term airmen in current study when compared to previous study
  - Lower ratings for current study second-term and career airmen in “sense of accomplishment from job” when compared to previous study



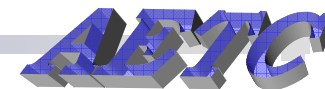
# Way Ahead



- OSR Delivery Trip - scheduled for June 2004
- Utilization and Training Workshop (U&TW) – scheduled for Sept/Oct 04 at Fort Leonard Wood
- Next SKT rewrite (major) - scheduled for Aug 04



# Questions?



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