

# Air Education and Training Command

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



## Occupational Survey Report AFSC 3V0X2 AFSC Still Photography

**U.S. AIR FORCE**

2Lt Jaime Beatty  
5 April 2005

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*Integrity - Service - Excellence*

# Report Documentation Page

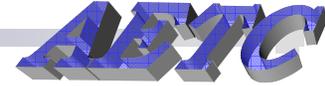
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|   |                                    |  | 19a. NAME OF RESPONSIBLE PERSON  |



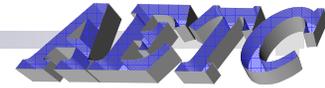
# Overview



- Survey background
- Survey results
- Implications



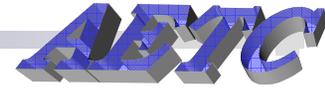
# Executive Summary



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



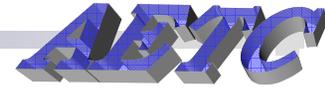
# Work Performed



- Accomplish, process, or supervise still, continuous, and computer generated imagery
- Acquire imagery in controlled, uncontrolled, and combat environments
- Perform imagery tests and maintain and certify imagery equipment



# Current Training Program

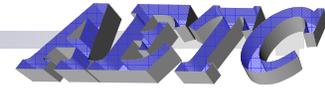


- AFSC-awarding course
  - Fort George Meade, MD
  - E5ABD3V032-005, Basic Still Photography Course, 68 academic days
  - 22 Semester hours for CCAF
  - Programmed TPR

|                    |                                    |
|--------------------|------------------------------------|
| FY05: 124 students | <u>Programmed Elimination Rate</u> |
| FY06: 138 students | FY05: 4%                           |
|                    | FY06: 4%                           |



# Survey Background

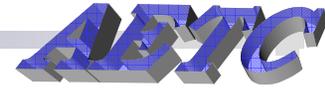


- Last Occupational Survey Report (OSR) – December 2000
- Current survey developed – November 2003 – January 2004
  - Defense Information School, Ft Meade MD (Tech School) (4)
  - Charleston AFB SC (4)
  - Beale AFB CA (3)
  - Vandenberg AFB CA (3)
  - Reno NV (2)
  - March AFB CA (5)
  - Lackland AFB TX (2)





# Survey Background

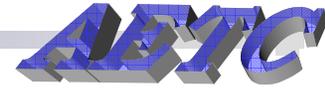


- Survey initiated to obtain data to:
  - Evaluate current classification and training documents
  - Support promotion test development
- Current survey data collected - March - August 2004
- Components surveyed:
  - Active Duty: 3-, 5-, and 7-Skill Levels
  - Guard: 3-, 5-, and 7-Skill Levels
  - Reserve: 5-, and 7-Skill Levels





# Survey Sample Characteristics



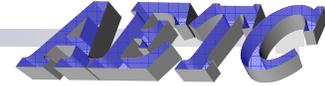
|                | <u>AD</u> | <u>AFRC</u> | <u>ANG</u> | <u>Total</u> |
|----------------|-----------|-------------|------------|--------------|
| Assigned*      | 509       | 63          | 259        | 831          |
| Mailed Out     | 461       | 50          | 234        | 745          |
| Sample         | 265       | 14          | 95         | 374          |
| Usable Returns | 57%       | 28%         | 41%        | 50%          |

- Average time in career field for AD: 8 yrs 3 mos
- Average TAFMS for AD: 9 yrs 6 mos
- Percent of AD in first enlistment: 30%

\* Assigned as of Mar 04



# Paygrade Characteristics



## Paygrade Distribution

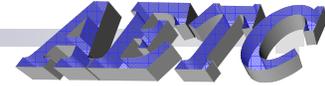
|  |          |   | Assigned* | Sample |  |
|--|----------|---|-----------|--------|--|
|  | E-1- E-2 | - | 6%        | 8%     |  |
|  | E-3      | - | 9%        | 9%     |  |
|  | E-4      | - | 13%       | 13%    |  |
|  | E-5      | - | 29%       | 31%    |  |
|  | E-6      | - | 24%       | 22%    |  |
|  | E-7      | - | 19%       | 17%    |  |

\* Assigned as of Mar 04

\*\* Indicates less than 1%



# Command Representation



| Command | Assigned %* | Sample % |
|---------|-------------|----------|
|---------|-------------|----------|



|         |    |    |
|---------|----|----|
| ACC     | 15 | 22 |
| AMC     | 10 | 11 |
| AETC    | 6  | 6  |
| USAFE   | 6  | 6  |
| PACAF   | 6  | 4  |
| AFSPC   | 4  | 9  |
| OTHER** | 14 | 13 |
| ANG     | 31 | 25 |
| AFRC    | 8  | 4  |

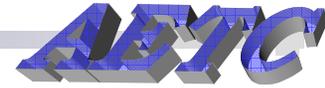


\* Assigned as of Mar 04

\*\* Highest percentages in "Other" include: AFOFA, USEUC, AFSOC, ELM, AIA, AFNEW

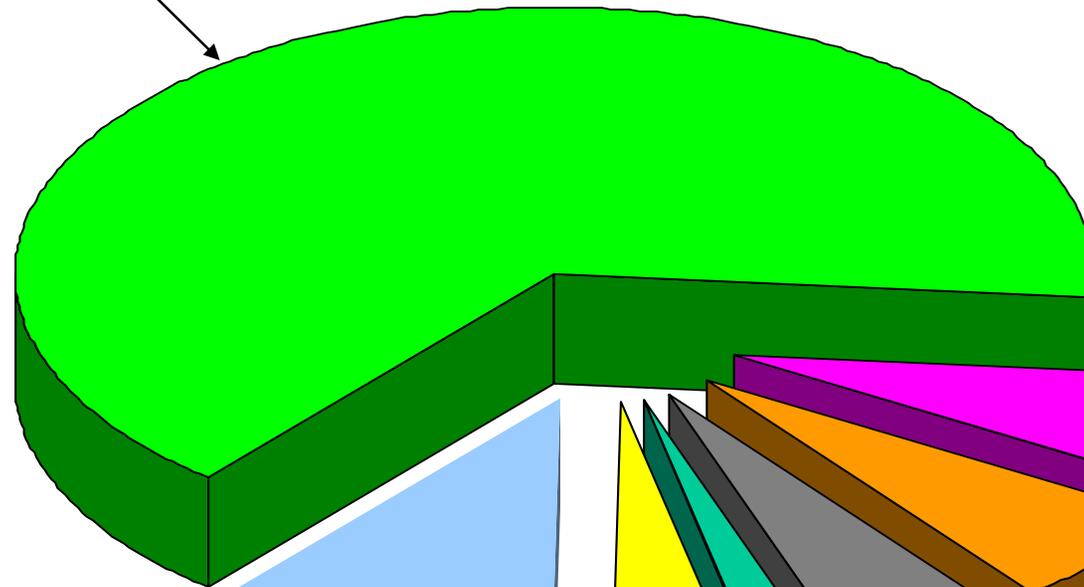


# Job Structure



Sample size: 374

Still Photography IJ  
66%



Entry-Level Still  
Photography IJ  
7%

Deployed Still  
Photography IJ  
6%

Black & White  
Processing IJ  
5%

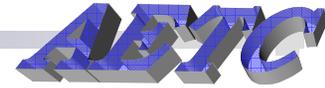
Training IJ  
2%

Management/  
Supervisory IJ  
3%

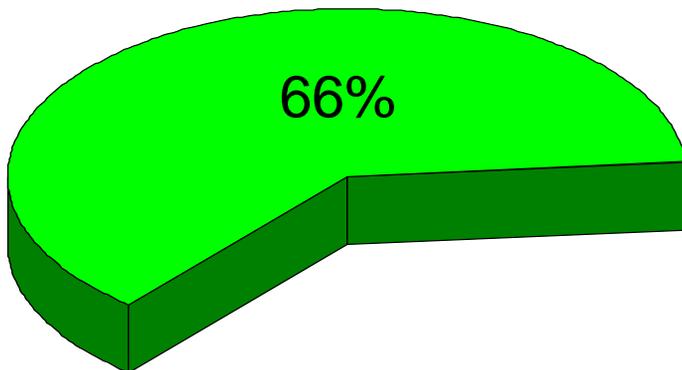
Not Grouped  
11%



# Still Photography IJ (N=244)

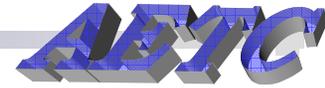


- Shoot photographs of awards and presentations
- Shoot photographs of groups
- Adjust sizes of images using normal, wide-angle, telephoto, zoom, or special lenses
- Shoot photographs for editorials, picture stories, or news features
- Shoot photographs for historical archives
- Write captions
- Shoot studio portraits
- Pose subjects for portraits
- Balance exposures for electronic flash units to match existing ambient light
- Position personnel or objects to improve photographic composition

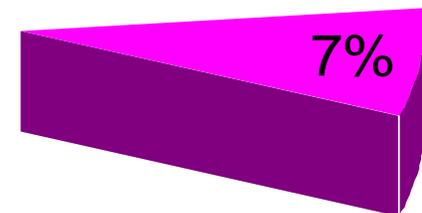




# Entry-Level Still Photography IJ (N=27)

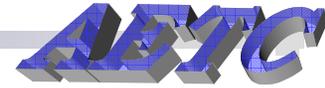


- Write captions
- Balance exposures for electronic flash units to match existing ambient light
- Adjust sizes of images using normal, wide-angle, telephoto, zoom, or special lenses
- Calculate white balance for digital cameras
- Transfer data using photoelectronic imaging systems
- Assemble pictorial layouts
- Pose subjects for portraits
- Access Internet using photoelectronic imaging systems
- Write cut lines
- Compose and shoot photo illustrations

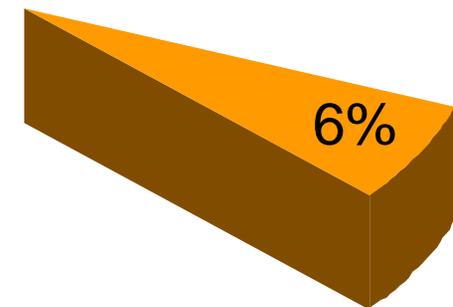




# Deployed Still Photography IJ (N=23)

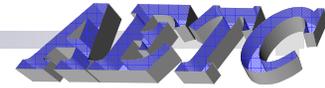


- Adjust sizes of images using normal, wide-angle, telephoto, zoom, or special lenses
- Write captions
- Coordinate mission requirements with requesters
- Balance exposures for electronic flash units to match existing ambient light
- Transmit images with embedded captions
- Shoot photographs of combat operations
- Coordinate operational support requirements with other agencies, such as lodging or transportation
- Assemble pictorial layouts

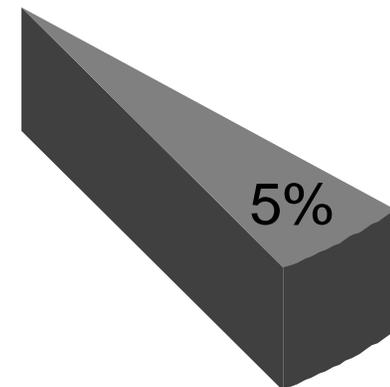




# Black & White Processing IJ (N=19)

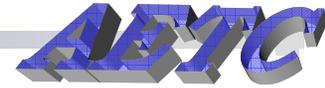


- Certify BW processors chemically
- Monitor long roll imagery processing operations
- Perform BW processor start-up and shutdown procedures
- Remove and clean BW processor racks
- Drain or refill BW processor chemical tanks
- Drain or refill BW processor wash tanks
- Set or maintain BW processor chemistry temperatures
- Clean BW processor rollers
- Maintain chemical levels in processing solution tanks

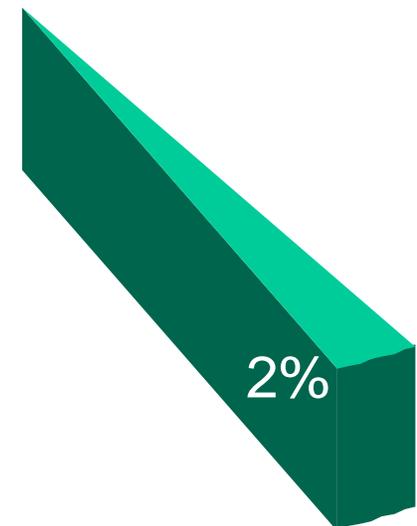




# Training IJ (N=7)

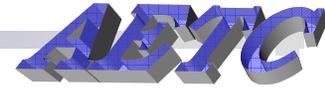


- Write captions
- Shoot studio full-length photographs
- Conduct on-the-job training (OJT)
- Balance exposures for electronic flash units to match existing ambient light
- Position lights using lighting techniques, such as broad lighting, short lighting, or butterfly lighting
- Shoot photographs of awards and presentations
- Pose subjects for portraits
- Evaluate progress of trainees
- Maintain training records or files
- Brief personnel concerning training programs
- Administer or score tests
- Determine training requirements
- Develop or procure training materials or aids
- Personalize lesson plans
- Conduct formal course classroom training

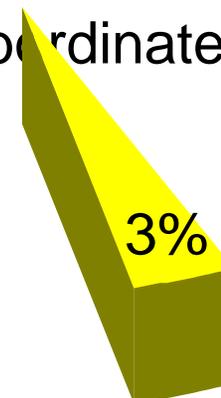




# Management/Supervisory IJ (N=13)

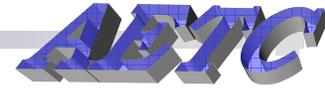


- Conduct general meetings, such as staff meetings, conferences, or workshops
- Inspect personnel for compliance with military standards
- Establish performance standards for subordinates
- Develop or establish work schedules
- Write recommendations for awards or decorations
- Evaluate personnel for compliance with performance standards
- Write or indorse military performance reports
- Conduct on-the-job training (OJT)
- Determine or establish work assignments or priorities
- Counsel subordinates concerning personal and professional matters
- Interpret policies, directives, or procedures for subordinates
- Assign personnel to work areas or duty positions





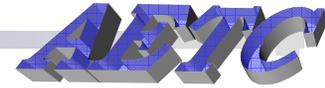
# Career Ladder Progression



- 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 supervisory, training, and administrative duties



# Percent Across Specialty Jobs DAFSC

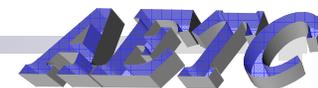


|                                  | DAFSC<br>3V032<br>(N=79) | DAFSC<br>3V052<br>(N=117) | DAFSC<br>3V072<br>(N=69) |
|----------------------------------|--------------------------|---------------------------|--------------------------|
| Still Photography IJ             | 58                       | 65                        | 49                       |
| Entry-Level Still Photography IJ | 17                       | 2                         | 1                        |
| Deployed Still Photography IJ    | 1                        | 6                         | 10                       |
| Black and White Processing IJ    | 10                       | 6                         | 4                        |
| Training IJ                      | 0                        | 3                         | 1                        |
| Management/Supervisory IJ        | 0                        | 2                         | 14                       |
| Not Grouped                      | 14                       | 16                        | 21                       |



# Career Ladder Progression

## Percent Time Spent on Duties

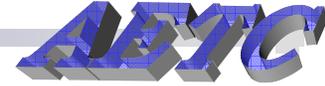


|   | DAFSC<br>3V032<br>(N=79) | DAFSC<br>3V052<br>(N=117) | DAFSC<br>3V072<br>(N=69) |
|---|--------------------------|---------------------------|--------------------------|
| Performing General Photographic Laboratory Activities       | 13                       | 14                        | 12                       |
| Performing Photographic Exposure Determination Activities   | 14                       | 11                        | 8                        |
| Performing Photographic Assignment Activities               | 50                       | 42                        | 27                       |
| Performing Color Processing and Printing Activities         | 2                        | 1                         | *                        |
| Performing Black and White Continuous Processing Activities | 3                        | 2                         | 1                        |
| Performing Black and White Continuous Printing Activities   | 2                        | *                         | *                        |
| Performing Quality Control Activities                       | 3                        | 2                         | 1                        |
| Performing Imagery Titling and Editing Activities           | 2                        | *                         | *                        |
| Performing Chemical Analysis or Chemical Mixing Activities  | 1                        | *                         | *                        |
| Performing General Administrative and Supply Activities     | 4                        | 7                         | 10                       |
| Performing Deployment and Contingency Activities            | 2                        | 6                         | 7                        |
| Performing Training Activities                              | 2                        | 6                         | 9                        |
| Performing Management and Supervisory Activities            | 2                        | 8                         | 23                       |

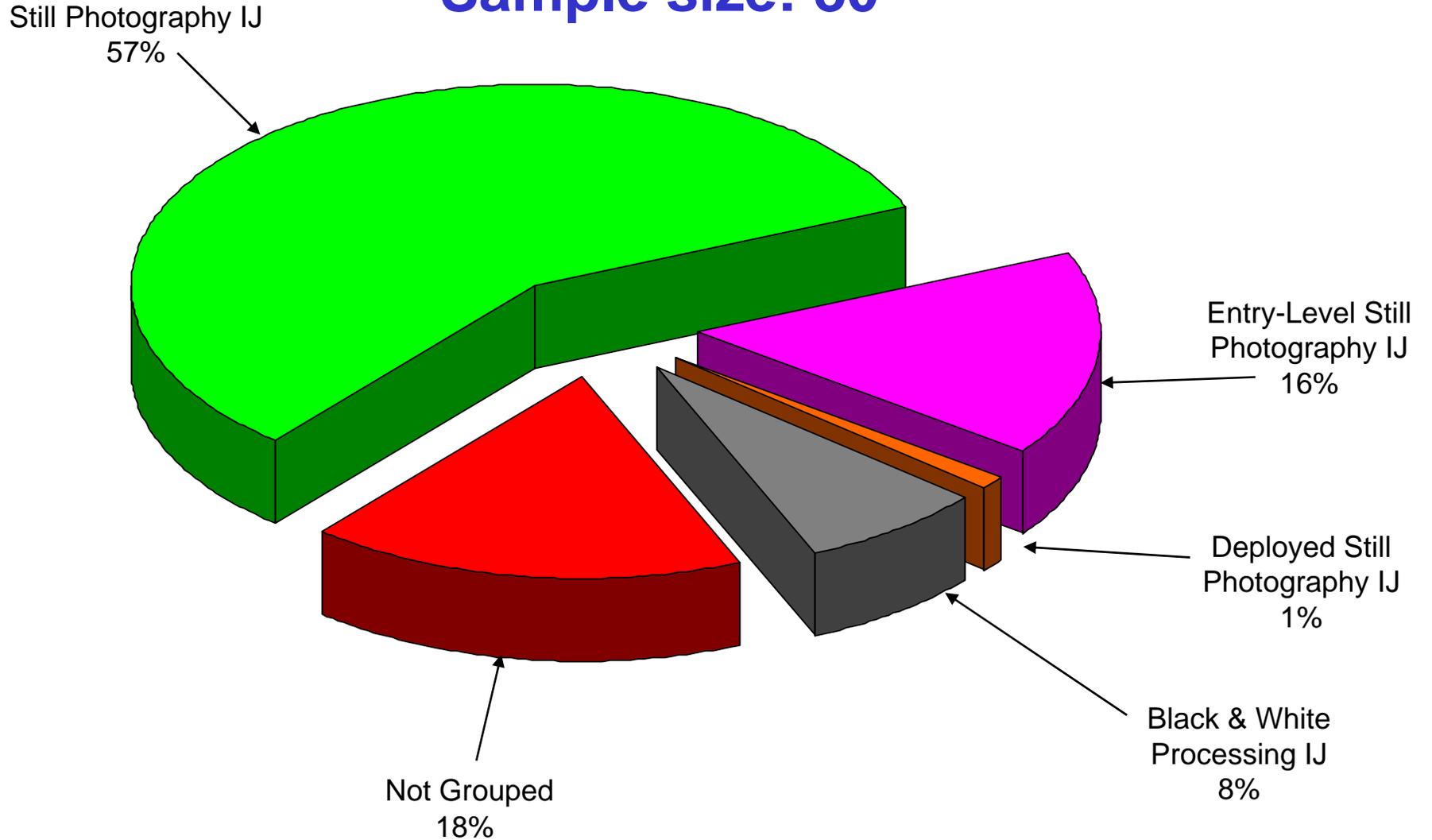
\* Less than 1%



# First-Enlistment Job Structure

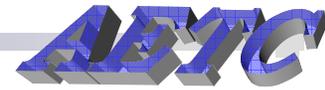


Sample size: 80





# First-Enlistment Personnel Representative Tasks



Percent  
Members  
Performing  
(N=80)

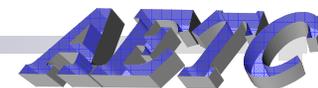
## Tasks

---

|   |    |
|---|----|
| Shoot photographs of groups   | 79 |
| Shoot photographs of awards and presentations                                       | 78 |
| Write captions  | 78 |
| Adjust sizes of images using normal, wide-angle, telephoto, zoom, or special lenses | 75 |
| Shoot studio portraits  | 72 |
| Shoot passport or identification photographs  | 70 |
| Shoot photographs of ground accidents, other than those involving aircraft          | 70 |
| Pose subjects for portraits   | 69 |
| Shoot studio full-length photographs  | 69 |
| Shoot photographs for legal or criminal investigations                              | 69 |
| Shoot photographs of sporting events  | 69 |
| Shoot photographs for editorials, picture stories, or news features                 | 66 |



# First-Enlistment Personnel Tools & Equipment



Percent  
Members  
Using  
(N=80)

## Equipment

---

### Wet Processing Equipment

|                                    |    |
|------------------------------------|----|
| Long Roll Processors               | 11 |
| Silver Recovery Units              | 9  |
| Closed Loop Systems                | 8  |
| Deployable Shelterized System-Film | 6  |

### Camera Equipment

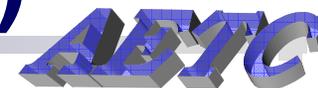
|   |    |
|---|----|
| Professional Digital Cameras              | 99 |
| Consumer-Based Digital Cameras            | 9  |
| Digital Camera Backings                   | 8  |
| Polaroid Cameras, Other than Copy Cameras | 8  |

### Lighting Equipment

|  |    |
|--|----|
| Umbrella Reflectors or Diffusers             | 56 |
| Off-Camera Flash Systems                     | 53 |
| Light Boxes or Soft Boxes                    | 50 |
| Studio Lighting Systems, Other than Portable | 50 |



# First-Enlistment Personnel Tools & Equipment (Continued)



Percent  
Members  
Using  
(N=80)

## Equipment

---

### Printing Equipment

|                      |    |
|----------------------|----|
| Ink Jet Printers     | 46 |
| Laser Color Printers | 34 |
| Copiers              | 33 |
| Thermal Printers     | 31 |

### Finishing Equipment

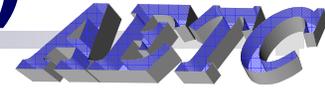
|                                    |    |
|------------------------------------|----|
| Manual or Automated Print Trimmers | 14 |
| Etching Knives                     | 6  |
| Dry Mounting Presses               | 5  |
| Spotting Pencils or Brushes        | 1  |

### QC Equipment

|                                 |   |
|---------------------------------|---|
| Sensitometers                   | 8 |
| pH Meters                       | 6 |
| Digital Specific Gravity Meters | 5 |
| Hydrometers                     | 5 |



# First-Enlistment Personnel Tools & Equipment (Continued)



Percent  
Members  
Using  
(N=80)

## Equipment

---

### Common Photographic Equipment

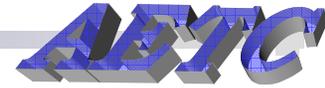
|                            |    |
|----------------------------|----|
| Fixed or Variable Lenses   | 65 |
| Monopods or Tripods        | 64 |
| Rechargeable Battery Packs | 59 |
| Imaging Editing Software   | 48 |

### Electro Imaging Equipment

|                                |    |
|--------------------------------|----|
| Digital Cameras                | 91 |
| Memory Cards                   | 85 |
| Desktop or Macintosh Computers | 74 |
| Hard Drives                    | 73 |



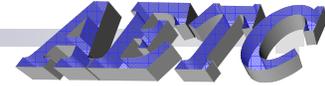
# Specialty Training Standard (STS) Analysis



- STS is generally supported by survey data
  - Three STS elements possibly unsupported
- Some STS elements may need proficiency code review
  - Seven uncoded STS elements matched to JI tasks performed by more than 20 percent of members
- Four 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



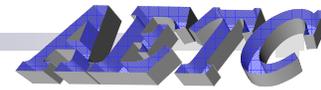
## Examples

| Unit   | Learning Objective                               | Prof Code | Percent Members Performing |         | Tng Emp | Tsk Dif | ATI |
|--------|--|-----------|----------------------------|---------|---------|---------|-----|
|        |  |           | 1st Job                    | 1st Enl |         |         |     |
| 23.1.2 | Position copy lights                             | 2c        |                            |         |         |         |     |
| Tasks  | A0004. Calculate copy scale ratios               |           | 0                          | 0       | .56     | 6.07    | *** |
|        | C0095. Position lighting angles for copy work    |           | 14                         | 14      | 3.00    | 4.91    | 7   |
| 24.4.3 | Gather cover story information                   | 2b        |                            |         |         |         |     |
| Task   | C0133. Write cover stories                       |           | 12                         | 11      | 5.04    | 7.18    | 11  |
| 26.2   | Perform operator maintenance on lenses           | 2b        |                            |         |         |         |     |
| Task   | A0012. Clean or maintain lenses for copy cameras |           | 2                          | 5       | 1.20    | 3.06    | 1   |

Mean TE Rating is 1.86, Standard Deviation is 1.95 (HIGH TE= 3.81)  
 Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



# Proficiency Codes Requiring Review

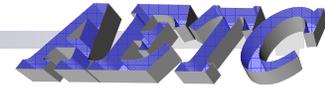


| Unit  | Learning Objective  | Prof Code | Percent Members Performing |         | Tng Emp | Tsk Dif | ATI |
|-------|---|-----------|----------------------------|---------|---------|---------|-----|
|       |   |           | 1st Job                    | 1st Enl |         |         |     |
| 7.8   | Multimedia Information Management System (MIMS)   | --        |                            |         |         |         |     |
| Task  | J0345. Compile data for records, reports, logs or trend analysis using multimedia information management software |           | 37                         | 35      | 4.52    | 5.93    | 12  |
| 8     | Combat Mobility Operations  |           |                            |         |         |         |     |
| 8.2   | Execute deployment phase  |           |                            |         |         |         |     |
| 8.2.4 | Captions  | --        |                            |         |         |         |     |
| Task  | C0132. Write captions   |           | 84                         | 78      | 7.28    | 6.54    | 18  |

Mean TE Rating is 1.86, Standard Deviation is 1.95 (HIGH TE= 3.81)  
 Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



# Proficiency Codes Requiring Review (Continued)

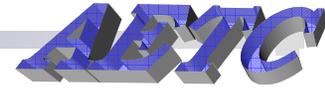


| Unit     | Learning Objective  | Prof Code | Percent Members Performing |         | Tng Emp | Tsk Dif | ATI |
|----------|---|-----------|----------------------------|---------|---------|---------|-----|
|          |   |           | 1st Job                    | 1st Enl |         |         |     |
| 23.1     | Studio lighting   | --        |                            |         |         |         |     |
| Tasks    | C0096. Position lighting controls, such as diffusers, barn doors, reflectors, umbrellas, or light banks |           | 41                         | 40      | 5.68    | 5.20    | 12  |
| 24.4.5.4 | Short suspense assignments  | --        |                            |         |         |         |     |
| Task     | C0116. Shoot photographs for spot news  |           | 43                         | 45      | 5.84    | 5.22    | 12  |
| 24.4.5.5 | Editorial   | --        |                            |         |         |         |     |
| Task     | C0108. Shoot photographs for editorials, picture stories, or news features                              |           | 71                         | 66      | 6.76    | 5.87    | 18  |

Mean TE Rating is 1.86, Standard Deviation is 1.95 (HIGH TE= 3.81)  
 Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



# Tasks not Referenced to STS



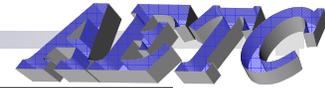
## Examples

| Tasks  | Percent Members Performing |                     | Tng Emp | Tsk Dif | ATI |
|--|----------------------------|---------------------|---------|---------|-----|
|  | 1 <sup>st</sup> Job        | 1 <sup>st</sup> Enl |         |         |     |
| C0082 Duplicate prints   | 49                         | 45                  | 2.12    | 4.40    | 15  |
| A0033 Operate desktop publishing software, other than photoelectronic Imaging software | 33                         | 33                  | 5.28    | 5.80    | 12  |
| C0080 Digitally prepare personal information for subject identification                | 24                         | 28                  | 4.72    | 4.42    | 11  |

Mean TE Rating is 1.86, Standard Deviation is 1.95 (HIGH TE= 3.81)  
 Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



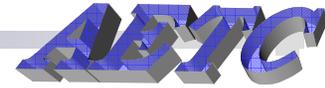
# Job Satisfaction Indicators (Current vs. Previous Study)



|                         | 1-48 Months    |                | 49-96 Months   |                | 97+ Months      |                 |
|-------------------------|----------------|----------------|----------------|----------------|-----------------|-----------------|
|                         | 2005<br>(N=80) | 2000<br>(N=99) | 2005<br>(N=57) | 2000<br>(N=65) | 2005<br>(N=129) | 2000<br>(N=182) |
| Job interesting         | 75             | 67             | 67             | 58             | 79              | 76              |
| Talents well utilized   | 81             | 82             | 72             | 62             | 89              | 79              |
| Training well utilized  | 77             | 82             | 77             | 62             | 84              | 75              |
| Sense of accomplishment | 63             | 63             | 63             | 54             | 76              | 67              |
| Plan to reenlist        | 61             | 37             | 65             | 54             | 65              | 58              |



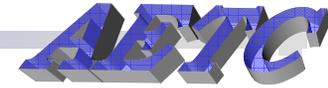
# Job Satisfaction Indicators (AD) (Across Specialty Jobs)



|                            | Still Photo<br>IJ<br>(N=244) | Entry-Level<br>Still Photo<br>IJ<br>(N=27) | Deployed<br>Still Photo<br>IJ<br>(N=23) | Black &<br>White<br>Processing<br>IJ<br>(N=19) | Training<br>IJ<br>(N=7) | Manage't/<br>Supervisory<br>IJ<br>(N=13) |
|----------------------------|------------------------------|--|---|--|-------------------------|--|
| Job interesting            | 84                           | 78   | 96                                      | 37   | 100                     | 62                                       |
| Talents well utilized      | 91                           | 78   | 96                                      | 42   | 100                     | 85                                       |
| Training well utilized     | 91                           | 82   | 96                                      | 42   | 100                     | 61                                       |
| Sense of<br>accomplishment | 80                           | 59   | 87                                      | 42   | 100                     | 69                                       |
| Plan to reenlist           | 74                           | 60   | 74                                      | 53   | 71                      | 54                                       |



# Retention Dimensions First-Term Airmen

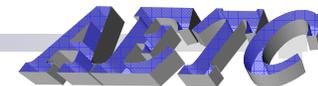


|   | Percent<br>Responding | Average |
|---|-----------------------|---------|
| <b>Planning to Reenlist (N=49)</b>            |                       |         |
| Pay and allowances                            | 63                    | 2.48    |
| Job security                                  | 59                    | 2.55    |
| Medical/dental care for AD member             | 53                    | 2.65    |
| Military lifestyle                            | 51                    | 2.12    |
| Off-duty education and training opportunities | 51                    | 2.64    |
| <b>Planning to Separate (N=30)</b>            |                       |         |
| Military lifestyle                            | 63                    | 2.53    |
| Civilian job opportunities                    | 40                    | 2.33    |
| Location of present assignment                | 33                    | 2.30    |
| Pay and allowances                            | 27                    | 2.62    |
| Recognition of efforts                        | 27                    | 2.12    |

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



# Retention Dimensions Second-Term Airmen

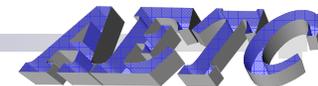


|   | Percent<br>Responding | Average     |
|---|-----------------------|-------------|
| <b>Planning to Reenlist (N=37)</b>            |                       |             |
| <b>Pay and allowances</b>                     | <b>73</b>             | <b>2.33</b> |
| Retirement benefits                           | 70                    | 2.54        |
| <b>Military lifestyle</b>                     | <b>65</b>             | <b>2.33</b> |
| <b>Job security</b>                           | <b>57</b>             | <b>2.52</b> |
| <b>Medical/dental care for AD member</b>      | <b>51</b>             | <b>2.16</b> |
| <b>Planning to Separate (N=19)</b>            |                       |             |
| <b>Military lifestyle</b>                     | <b>53</b>             | <b>2.70</b> |
| Location of present assignment                | 37                    | 2.86        |
| Esprit de corps/morale                        | 37                    | 2.57        |
| Leadership at unit level                      | 37                    | 2.14        |
| Off-duty education and training opportunities | 26                    | 2.20        |

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



# Retention Dimensions Career Airmen

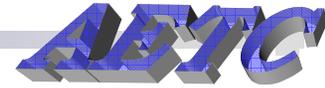


|   | Percent<br>Responding | Average     |
|---|-----------------------|-------------|
| <b>Planning to Reenlist (N=84)</b>          |                       |             |
| Retirement benefits                         | 73                    | 2.59        |
| <b>Military lifestyle</b>                   | <b>63</b>             | <b>2.25</b> |
| <b>Pay and allowances</b>                   | <b>58</b>             | <b>2.49</b> |
| <b>Medical or dental care for AD member</b> | <b>55</b>             | <b>2.59</b> |
| <b>Job security</b>                         | <b>52</b>             | <b>5.59</b> |
| <b>Planning to Separate (N=11)</b>          |                       |             |
| Number of PCS moves                         | 55                    | 2.50        |
| Recognition of efforts                      | 45                    | 2.60        |
| <b>Military lifestyle</b>                   | <b>36</b>             | <b>2.00</b> |
| Pay and allowances                          | 36                    | 2.00        |
| Number/duration of TDYs or deployments      | 36                    | 2.50        |

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



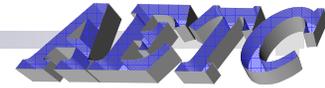
# Summary of Results



- Career ladder progression typical
  - Highly technical at 3-skill level progressing to more managerial at 7-skill level
- Career ladder documents supported by survey data
  - STS provide comprehensive coverage of work performed by career ladder
  - Review of some items warranted
- Job satisfaction indicators
  - Job satisfaction and reenlistment intentions higher in current study than previous study
  - Utilization of talents and training much higher for first-term airmen
  - Black & White Processing IJ very low in job satisfaction when compared to other IJs



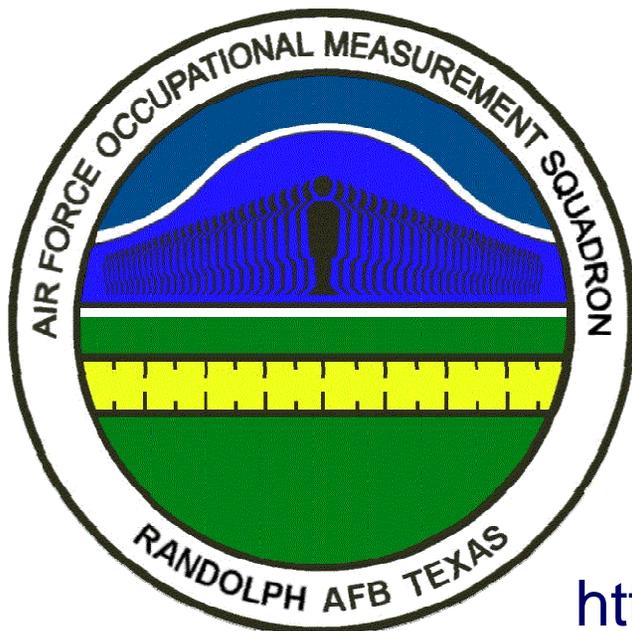
# Way Ahead



- OSR Delivery Trip - TBD
- Utilization and Training Workshop (U&TW) - TBD
- Next SKT rewrite (major) - scheduled for 15 Feb 05

# Questions?

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## **AFOMS/OA**

1550 Fifth Street East  
Randolph AFB, TX 78150  
DSN 487-5030 Ext 3615

**Visit our web site at:**

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

**E-Mail: [jaime.beatty@randolph.af.mil](mailto:jaime.beatty@randolph.af.mil)**

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