Headquarters U.S. Air Force

Integrity - Service - Excellence

2A7X3 and 2A7X5 Career Field Health

CMSgt Healy
AF/A4LF
16 Aug 11
Report Documentation Page

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<tr>
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<th>b. ABSTRACT</th>
<th>c. THIS PAGE</th>
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Prescribed by ANSI Std Z39-18
Overview

- Career field health of 2A7XX
- 2A7X3 Issues
- 2A7X5 Issues
- HAF Initiatives
**2A7X3 - Aircraft Structural Maint**

**PP Auths, Inv, Manning**
- End June 11 Auths: 2,382
- End June 11 No Fill PP Inv: 2,349
- Manning: 98%

**Sustainment Deviation**
- Current (Goal = 0): 0.73

**PERSTEMPO**
- % >120 days TDY: 24%
- Avg # of TDY days: 65

**Work Tempo (A1M)**
- Current (Oct 2010): 1.14

**Operations Demand (A1PR)**
- Current (Oct 2010): 1

**Retraining**

<table>
<thead>
<tr>
<th>FY</th>
<th>Retrain-In</th>
<th>Retrain-Out</th>
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<tr>
<td>FY11</td>
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<td>70</td>
</tr>
<tr>
<td>FY12</td>
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**RETENTION GOALS - 1 year & 4 month trend**

<table>
<thead>
<tr>
<th>RETENTION GOALS</th>
<th>Historical</th>
<th>Jun-10</th>
<th>Mar-11</th>
<th>Apr-11</th>
<th>May-11</th>
<th>Jun-11</th>
<th>% Plan Met</th>
<th>Zone Manning</th>
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<td>7.22</td>
<td>11.40</td>
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<td>0.81</td>
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<td>0.71</td>
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<td>93% Zone C</td>
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<tr>
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<td>0.84</td>
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<td>0.86</td>
<td>0.83</td>
<td>0.79</td>
<td>84% Zone E</td>
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<tr>
<td>Zone E</td>
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<td>0.81</td>
<td>0.66</td>
<td>0.66</td>
<td>0.68</td>
<td>0.74</td>
<td>84%</td>
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</table>

**NPS TPR FY11**
- Upper Bound: 251
- Sustainment: 228
- Lower Bound: 205
- PGL: 208
- % Sustainment Met: 81%

**End June 11 Auths**: 2,382
**End June 11 No Fill PP Inv**: 2,349
**Manning**: 98%
2A7X5 - Low Observable Aircraft Structural Maintenance

PP Auths, Inv, Manning

- End June 11 Auths: 594
- End June 11 No Fill PP Inv: 518
- Manning: 87%

Sustainment Deviation

- Current (Goal = 0): 0.83

PERSTEMPO

- % >120 days TDY: 26%
- Avg # of TDY days: 81

Work Tempo (A1M)

- Current (Oct 2010): 1.14

Operations Demand (A1PR)

- Current (Oct 2010): 1

Retraining

<table>
<thead>
<tr>
<th>FY</th>
<th>Retrain-In</th>
<th>Retrain-Out</th>
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</thead>
<tbody>
<tr>
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</tr>
<tr>
<td>FY11</td>
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</tr>
<tr>
<td>FY12</td>
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Retaining Retraining

- FY11: 130
- FY12: 60

Retaining Retraining

- FY10: 0
- FY11: 0
- FY12: 0

Retaining Retraining

- FY10: 0
- FY11: 0
- FY12: 0

NPS Grad Sustainment Target and Bands (+/- 10%) (+/- 20%)

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<td>6y - 10y</td>
<td>10y - 14y</td>
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</tr>
<tr>
<td>Zone B</td>
<td>6y - 10y</td>
<td>10y - 14y</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Zone C</td>
<td>10y - 14y</td>
<td></td>
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</tbody>
</table>

Zone E: 18y - 20y

Sustainment (FY16 PP Auths - 586)

PP Inventory

- FY Accessions: 14 13 12 11 10 9 8 7 6 5 4 3 2 1 0
- Years of Service (YOS): 29 28 27 26 25 24 23 22 21 20 19 18 17 16 15 14 13 12 11 10

Retaining Retraining

- FY11: 130
- FY12: 60

Retaining Retraining

- FY10: 0
- FY11: 0
- FY12: 0

Retaining Retraining

- FY10: 0
- FY11: 0
- FY12: 0

NPS TPR FY11

- Upper Bound: 72
- Sustainment: 65
- Lower Bound: 59
- PGL: 70

% Sustainment Met

- FY11: 107%
2A600 - Systems Manager

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**PP Auths, Inv, Manning**
- End June 11 Auths: 122
- End June 11 No Fill PP Inv: 145
- Manning: 118%

**Sustainment Deviation**
- Current (Goal = 0): 3.08

**PERSTEMPO**
- % >120 days TDY: 12%
- Avg # of TDY days: 47

**Work Tempo (A1M)**
- Current (Oct 2010): 1.11

**Operations Demand (A1PR)**
- Current (Oct 2010): 1

**Retraining**
- FY10: Retrain-In: 0, Retrain-Out: 0
- FY11: Retrain-In: 0, Retrain-Out: 0
- FY12: Retrain-In: 0, Retrain-Out: 0

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**RETENTION GOALS**

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<th>Jun-10</th>
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<th>% Plan Met</th>
<th>Zone Manning</th>
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</thead>
<tbody>
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<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
<td>100%</td>
<td></td>
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<tr>
<td>Zone B</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
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<td>1.00</td>
<td>1.00</td>
<td>100%</td>
<td></td>
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<tr>
<td>Zone C</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
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<td>1.00</td>
<td>1.00</td>
<td>100%</td>
<td></td>
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<tr>
<td>Zone E</td>
<td>0.81</td>
<td>0.90</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
<td>1.00</td>
<td>100%</td>
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**NPS TPR**

<table>
<thead>
<tr>
<th>FY11</th>
<th>Upper Bound</th>
<th>Sustainment</th>
<th>Lower Bound</th>
<th>PGL</th>
<th>% Sustainment Met</th>
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<td>0</td>
<td>0</td>
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**Years Of Service (YOS)**

- Zone A: 17m-6y
- Zone B: 6y-10y
- Zone C: 10y-14y
- Zone E: 18y-20y

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**STP**

- FY Accessions: 14 13 12 11

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**Ingruity - Service - Excellence**
2A7X3 Issues

- Career field health numbers
  -- Concern with support of building LO ASM manning
  -- Experience in later year groups is dwindling
  -- Accessions need to increase to maintain sustainment levels

- Levels of field repair consideration (depot vs. field)
  -- Are we doing the right level of repair?

- Is Corrosion training effective?
  -- Can we make better use of OSD provided/supported options?
  -- Corrosion Gap analysis meeting in DC next month
  -- U&TW scheduled for 17-21 Oct 2011
2A7X5 Issues

- **2A7X5 growing pains**
  - Manning levels were a major concern in FY10
  - F-22 LCOM added 150 positions in FY09, allocated in FY10

- **HAF used multiple approach to “grow” AFSC**
  - HAF used reserve pool of 2A7X3 with LO SEI to build 2A7X5
  - HAF retrained in 170 individuals from various AFSCs
  - Trained Personnel Requirement (TPR) increase 58 to 71
  - SRBs are highest in 2AXXX

- **2A7X5 schoolhouse instructor manning currently 100%**
  - If TPR increases then so does Instr requirements
2A7X5 Issues

- 2A7X5 U&TW scheduled for next summer
- AETC/OA is revising OAR survey based on CFM request
  -- 2A7X3 and 2A7X5 CFETP redundancies still exist
  -- What does a LO ASM technician really do?
  -- How much ASM training needs to remain in LO?
HAF Initiatives

- Retrain out of 2A0X1 and 2A6X2 restrictions to 2A7X5
- Recruitment of prior service (2A7X3 with LO experience)
- 2A300 / 2A500 CEM Restructure
  -- CEMs on fighters should remain on fighters—same for heavies
  -- Career path would keep experience on particular MDS
- What does that mean for 2A600?
  -- Currently 2A690/91/92, 2A091, 2A790 roll up into 2A600
  -- Is there a problem?
  -- Do we need to consider separating Fab Chiefs?
Summary

- Career field health of 2A7XX
- 2A7X3 Issues
- 2A7X5 Issues
- HAF Initiatives
QUESTIONS?