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## PREFACE

The Ninth International Occupational Analyst Workshop was held 31 May- 2 Jun 95 at the San Antonio Hyatt Regency - Riverwalk, San Antonio, Texas. The Air Force Occupational Measurement Squadron hosted this workshop to facilitate exchange of occupational analysis technology and to encourage networking of occupational analysts in both the government and private sectors. The Workshop included formal presentations on innovations in occupational analysis and informal interaction among working-level analysts. Workshop participants had the opportunity to discuss areas of common interests, to share problems, solutions, exchange ideas in occupational analysis, and to explore new occupational analysis methods and procedures.

This volume provides a record for this workshop. It includes the papers which were presented and copies of the slides used by some speakers. This document is made available to participants as a permanent record of the valuable information presented during the workshop.

The Ninth International Occupational Analyst Workshop was a success in terms of participation, learning, and the exchanging of ideas. Participants represented all branches of the United States Military, Canadian Forces, Australian Defense Force, and a variety of other United States Federal Agencies, academic organizations, and commercial firms. The Workshop included discussions of the progress and the future of occupational analysis in the United States military services, presentations on the Comprehensive Occupational Data Analysis Program (CODAP), and presentations on nonmilitary applications of occupational analysis. This summary of the proceedings should prove useful to Workshop participants and others who were not present to share in this professional experience.

### Acknowledgments

The chairpersons of the OA Workshop Committee wish to express their appreciation for the long hours and excellent service to the many volunteers who helped to make the Ninth International Occupational Analyst Workshop a success.

Ms Lauri Odness and Ms Cindy Luster  
Capt Glenn Mayes  
Mr Scott Vap

Workshop Coordinators  
Co-Coordinator  
Proceedings Chair

# **NINTH INTERNATIONAL OCCUPATIONAL ANALYST WORKSHOP AGENDA**

**TUESDAY, 30 MAY 1995**

**1400 - 1700 REGISTRATION (SAN ANTONIO HYATT REGENCY  
RIVERWALK)**

**WEDNESDAY, 31 MAY 1995**

**HYATT REGENCY RIVERWALK - CHULA VISTA**

**0700 - 1600 REGISTRATION**

**0800 - 0830 WELCOME REMARKS**

LtCol Richard Ourand, Commander (AFOMS)  
Mr J.S. Tartell (AFOMS/OMY)  
Administration Announcements

**0830 - 0915 OPENING REMARKS**

“Since We’re Reinventing Everything Else, Why Not  
Occupational Analysis?”  
Dr W.S. Sellman, Director of Accession Policy  
Office of Secretary of Defense

**0915 - 0930 BREAK**

**CHAIRPERSON : Ms Joan Cofield**

**0930 - 1030 SYMPOSIUM - Military Occupational Analysis: Research and  
Application for Manpower, Personnel, and Training  
Co-Chairs: Major Archie M. Smith, II (AL/HRTE)  
Mr Winston Bennett, Jr (AL/HRTE)**

Presenters:

Major Randy Agee (AFOMS/OMYO)  
Captain Rick Jenkins (AL/HRTE)  
Captain Teresa M. Bennett (AL/HRTE)  
Dr Walter Albert (AL/HRTE)

2Lt Katherine Zukor (AL/HRTE)  
Mr Brice Stone (Metrica, Inc)  
Dr Jimmy Mitchell (McDonnell Douglas Aerospace)  
Mr William Phalen (The Institute for Job and Occupational Analysis)  
Mr Johnny Weissmuller (Metrica, Inc)

Discussants:

Dr William Alley (AL/HR)  
Dr Bruce Gould (AL/HRT)

- 1030 - 1045**      **BREAK**
- 1045 - 1200**      Continue **SYMPOSIUM** - Military Occupational Analysis:  
Research and Applications for Manpower, Personnel, and  
Training
- 1200 - 1330**      **LUNCHEON**  
**GUEST SPEAKER:** Dr Daniel R Ilgen, (Michigan State)  
World of Work - New Challenges
- 1330 - 1415**      **LECTURE** - Occupational Analysis, Skill Needs, and Workforce  
Development  
Dr Jerry Barucky (Project Quest)  
Mr Tony Villanueva (National Council of La Raza)
- 1415 - 1430**      **BREAK**
- 1430 - 1500**      **LECTURE** - atCODAP: A Model for Minimizing Logistical  
Requirements  
Mr Johnny Weismuller (Metrica, Inc)
- 1500 - 1600**      **LECTURE** - Reengineering the Army Occupational Survey  
Program (AOSP)  
Mr Darrell A. Worstine (Army OA Program)
- 1600 - 1645**      **LECTURE** - Recent Developments in Occupational Analysis  
at the U.S. Office of Personnel Management  
Mr Brian O'Leary (OPM)
- 1645**              **AJOURNMENT**



- Are Your OA Results “Right Enough” for Human Rights? -  
Mr Jim McCutcheon (Canadian Forces)
- Knowledge Clustering  
MWO Donald J. Cross (Canadian Forces)

**1330 - 1345      BREAK**

- 1345 - 1515** Occupational Analysis Techniques (cont.)  
Panel Discussion:
- Use of Knowledge and Principles Inventories in Meeting the Needs of OA Customers  
Mr Joe Bergmann and Mr Ted Wilcox (AFOMS/OMYA)
  - Task Clustering: Helpful or Not?, A General Discussion  
Mr Jim Keeth and Ms Cindy Luster (AFOMS/OMYO)  
Mr Johnny Weismuller (Metrica, Inc)

**1515              ADJOURNMENT**

**1800 - 1900      SOCIAL HOUR** at RIO RIO CANTINA on the River

**1900 -            WORKSHOP DINNER**  
Welcome by Mr J. S. Tartell

## **FRIDAY, 2 JUNE 1995**

**CHAIRPERSON: 1Lt Jeff Voetberg**

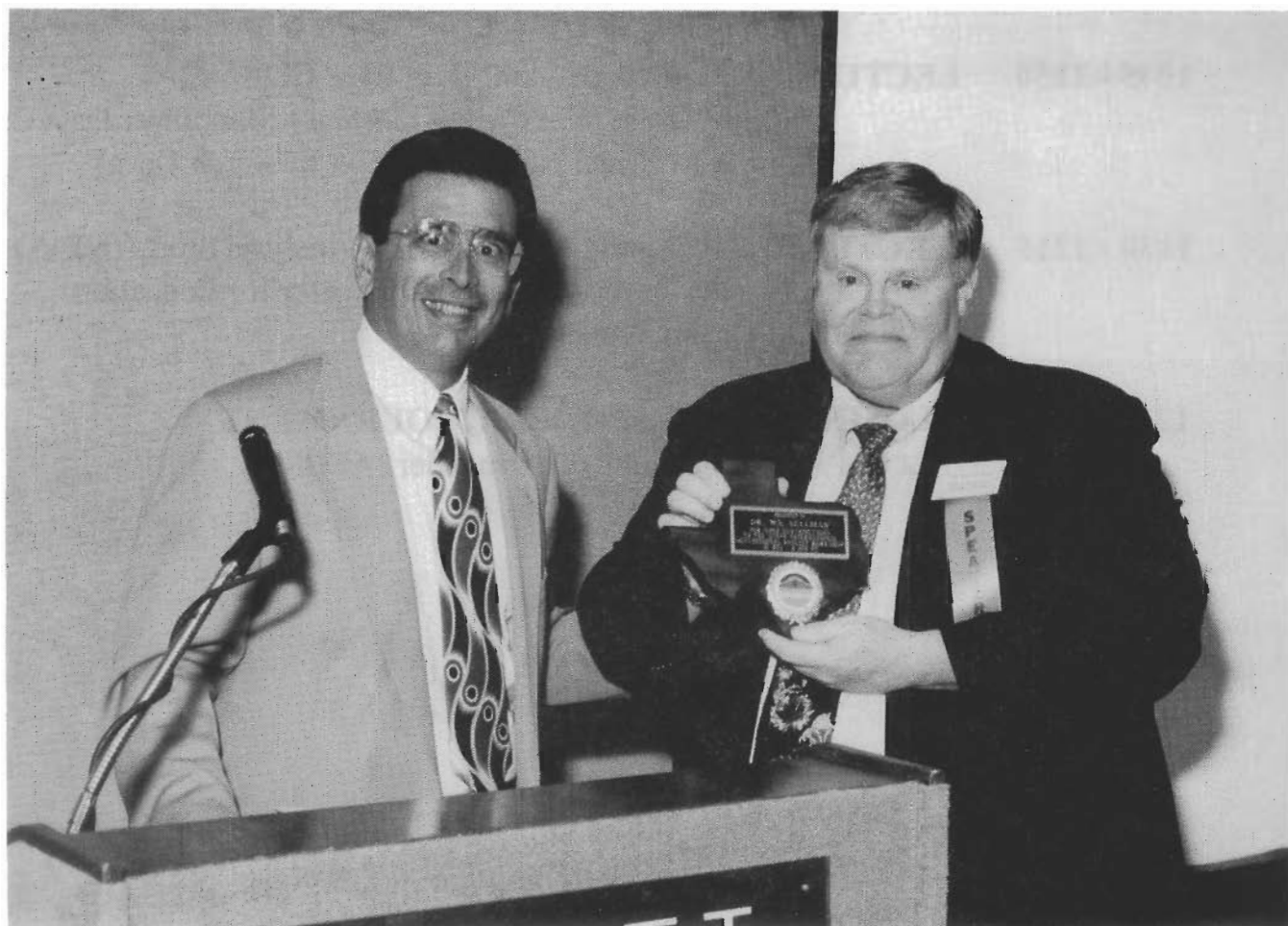
**0800 - 0845      LECTURE** - Analysis and Clustering of Magnitude Estimations of Frequency and Amount of Time  
Mr Robert M. Yadrick (AL/HRTI)

**0845 - 0900      BREAK**

**0900 - 0945      LECTURE** - Prototype Development of the O\*NET: The Occupational Information Network  
Mr John Nottingham and Ms Jane Golec  
(North Carolina Occupational Analysis Field Ctr.)

- 0945 - 1000    BREAK**
- 1000 - 1045    LECTURE - Joint Service Military - Civilian Occupational  
Information Program**  
Ms Denise Lawson and Ms Dana Pao (Booz; Allen &  
Hamilton Inc)
- 1045 - 1130    LECTURE - DoD Occupational Data Base ODB**  
Mr John W. Fowlkes (Defense Manpower Data Ctr.)  
Mr George Nebeling (ASM Research Corp)
- 1130 - 1215    LECTURE - Performing a National Job Analysis Study (NJAS)**  
Ms Beverly Nash (ACT Center for Education  
and Work)
- 1215 - 1230    CLOSING REMARKS AND ADJOURNMENT**  
Lt Col Richard Ourand, Commander (AFOMS)

## Guest Speakers



**Mr Jay Tartell** (AFOMS Occupational Analysis Flight Chief) thanking **Dr W.S. Sellman** (Director of Accession Policy, Office of Secretary of Defense) for providing opening remarks at the Ninth International Occupational Analyst Workshop.



**Dr. Jimmy Mitchell** (Institute for Job and Occupational Analysis) thanking **Dr Daniel R. Ilgen** (Michigan State) for speaking to the Ninth International Occupational Analyst Workshop attendees at the Workshop luncheon.