Compile Job Analysis Survey Data

Difficulty - Importance - Frequency (DIF)

References for the DIF analysis: (TP 350-70-14, Par 4-8.a.1, Fig 4-3 and Analysis Student Guide p. 22-24)

Plan Aerial Dissemination with sUAS Analysis

Summary of Training Priorities for Aerial Dissemination Planning Tasks

Task 0001: Determine and Select Appropriate Aircraft Platform

Difficulty	Importance	Frequency	Training Priority
M	Y	M	OT

Reasoning: - Platform selection is a critical decision point requiring detailed knowledge of various aircraft capabilities. - Must assess military and civilian fixed-wing, rotary-wing, and sUAS options. - Incorrect selection can compromise mission success. - Involves integration of technical specifications and risk assessment across diverse operational environments. - Even though applied at a moderate frequency, the high stakes demand overtraining.

Task 0002: Define Mission and Target Requirements

Difficulty	Importance	Frequency	Requirement
M	Y	VF	T

Reasoning: - Establishing mission and target requirements is fundamental to effective planning. - Requires critical analysis of mission briefings, objectives, and target intelligence. - Frequently performed to support each mission, thus formal training ensures consistent, accurate requirement definition.

Task 0003: Review Mission Briefing and Objectives

Difficulty	Importance	Frequency	Training Priority
M	Y	VF	T

Reasoning: - Reviewing the mission briefing and objectives sets the stage for successful operational planning. - This task is critical for aligning PSYOP and MISO goals and must be executed with precision. - Its high frequency in each mission requires formal training to ensure clarity and accuracy.

Task 0004: Determine Target Area Parameters

Difficulty	Importance	Frequency	Training Priority
M	Y	VF	T

Reasoning: - Accurately determining target area parameters (geographic, demographic, and terrain characteristics) is vital for mission effectiveness. - Involves data extraction and mapping, which are frequently performed tasks. - Formal training ensures operators extract and interpret data accurately.

Task 0005: Gather sUAS Performance Data and Environmental Inputs

Difficulty	Importance	Frequency	Training Priority
M	Y	VF	T

Reasoning: - Collecting performance data and environmental inputs is essential for integrating real-time variables into the flight plan. - This task supports operational decisions by providing the necessary sensor and weather data. - High frequency and direct impact on mission outcomes necessitate formal training.

Task 0006: Retrieve sUAS Technical Specifications

Difficulty	Importance	Frequency	Training Priority
M	Y	VF	T

Reasoning: - Accessing and interpreting technical specifications is critical for understanding platform performance. - Regular access to these documents means operators must be properly trained in the retrieval process. - Training ensures compatibility analysis is correctly performed to support mission planning.

Task 0007: Collect Real-Time Environmental Data

Difficulty	Importance	Frequency	Training Priority
M	Y	VF	T

Reasoning: - Real-time environmental data (e.g., wind speed, temperature, weather) directly affect dissemination outcomes. - This task is performed in every mission and requires the operator to be adept in using digital weather systems and sensor data. - Formal training is essential for quick and accurate data collection.

Task 0008: Calculate Descent Time Using sUAS Parameters

Difficulty	Importance	Frequency	Training Priority
V	Y	M	OT

Reasoning: - Calculating descent time involves complex mathematical modeling and integration of sensor data. - Precision is crucial; errors beyond a 5% margin can significantly impact mission timing. - Due

to its complexity, this task requires overtraining to ensure operators can perform accurate computations consistently.

Task 0009: Calculate Forward Drift with sUAS Airspeed

Difficulty	Importance	Frequency	Training Priority
V	Y	M	OT

Reasoning: - This calculation is key for determining the impact of wind on the forward movement of the leaflet cloud. - It involves advanced vector mathematics and real-time data integration. - High complexity and mission-critical nature require overtraining for reliable execution.

Task 0010: Calculate Lateral Wind Drift with Sensor Data

Difficulty	Importance	Frequency	Training Priority
V	Y	M	OT

Reasoning: - Lateral wind drift calculation is complex as it accounts for multi-directional wind influences. - The precision of this data directly affects the accuracy of the flight plan. - Overtraining ensures that operators can handle the intricate computations involved.

Task 0011: Calculate Total Drift Distance

Difficulty	Importance	Frequency	Training Priority
V	Y	M	OT

Reasoning: - This task combines forward and lateral drift calculations to determine total drift. - Its criticality for accurate leaflet targeting makes it a very complex task. - Overtraining is necessary to minimize errors in the aggregated calculations.

Task 0012: Calculate Dispersion Ellipse Dimensions

Difficulty	Importance	Frequency	Training Priority
V	Y	M	OT

Reasoning: - Determining the dispersion ellipse dimensions is complex and crucial for ensuring the correct leaflet coverage area. - It requires adapting traditional calculations to sUAS-specific parameters. - Overtraining is required to achieve the necessary precision in this high-impact task.

Task 0013: Calculate Leaflet Density and Distribution

Difficulty	Importance	Frequency	Training Priority
V	Y	M	OT

Reasoning: - Accurate calculation of leaflet density is essential to maximize the psychological impact of the mission. - Involves complex integration of target area dimensions and delivery specifications. - Due to its difficulty, overtraining is vital to maintain accuracy within strict operational tolerances.

Task 0014: Determine Optimal Release Point

Difficulty	Importance	Frequency	Training Priority
V	Y	M	OT

Reasoning: - Determining the optimal release point is the linchpin of the mission planning process. - Requires integrating multiple data sources and complex calculations. - The high risk of error necessitates overtraining to ensure reliable and effective mission outcomes.

Task 0015: Validate and Refine Calculations

Difficulty	Importance	Frequency	Training Priority
V	Y	M	OT

Reasoning: - This task involves rigorous quality control and error analysis of all calculations. - Essential for ensuring that all parameters fall within acceptable error margins. - The complexity and critical nature of validation warrant overtraining for optimal precision.

Task 0016: Integrate Calculations into Flight Plan

Difficulty	Importance	Frequency	Training Priority
M	Y	M	OT

Reasoning: - Integrating complex calculations into a coherent flight plan is a critical step. - Requires understanding of digital mission planning protocols and compatibility with operational procedures. - Overtraining ensures seamless integration, minimizing the risk of operational discrepancies.

Task 0017: Conduct Operational Review with the sUAS Operator and Relevant Stakeholders

Difficulty	Importance	Frequency	Training Priority
M	Y	M	OT

Reasoning: - The operational review ensures that all elements of the flight plan meet interoperability and performance standards. - Involves coordination with the sUAS operator and additional mission-critical personnel. - Overtraining is necessary to conduct thorough reviews and effective cross-validation of all critical data.

Task 0018: Document and Secure Approvals

Difficulty	Importance	Frequency	Training Priority
ND	Y	VF	NFT

Reasoning: - Documentation and securing approvals are standardized tasks that follow established doctrinal guidelines. - While very frequent and important, the procedures are straightforward and can be learned on the job. - Formal training is not as critical, with handouts or referencing existing doctrine being sufficient.

Task 0019: Develop Product Action Worksheet (PAW) for MISO Product

Difficulty	Importance	Frequency	Training Priority
ND	Y	M	NFT

Reasoning: - Developing a PAW requires adapting doctrinal product development guidelines to specific sUAS delivery methods. - Involves modifying parameters such as paper weight, corner rounding, and other physical attributes. - Overtraining is required to ensure that these adaptations are made accurately and meet mission-specific requirements.

Task 0020: Adapt MISO Products for sUAS Delivery

Difficulty	Importance	Frequency	Training Priority
NF	Y	M	NFT

Reasoning: - Adapting MISO products for sUAS delivery involves tailoring materials (e.g., leaflets) to account for differences in delivery mechanisms. - Critical modifications, such as adjustments to weight and design (e.g., rounded corners), ensure product effectiveness. - The task is not difficult when following standard procedures available during performance of the task, it is required so important, and this tasks is expected to be performed moderately frequently during operations due to the reduction in resources for sUAS operations when compared to traditional aerial dissemination.

Legend:

- Difficulty:
  - V = Very Difficult
  - M = Moderately Difficult
  - N = Not Difficult
- Importance:
  - Y = Yes
  - N = No
- Frequency:
  - V = Very Frequent
  - M = Moderately Frequent
  - I = Infrequent
- Training Priority:
  - T = Train
  - OT = Over Train
  - NFT = No Formal Training

Training Priority Decision Table

IF LEARNING & PERFORMANCE IS:	AND IT IS:	AND IT IS:	THEN:
VERY DIFFICULT	IMPORTANT	VERY FREQUENT	TRAIN
		MODERATELY FREQUENT	OVERTRAIN
		INFREQUENT	OVERTRAIN
	NOT IMPORTANT	VERY FREQUENT	TRAIN
		MODERATELY FREQUENT	TRAIN
		INFREQUENT	NO TRAINING
MODERATELY DIFFICULT	IMPORTANT	VERY FREQUENT	TRAIN
		MODERATELY FREQUENT	OVERTRAIN
		INFREQUENT	OVERTRAIN
	NOT IMPORTANT	VERY FREQUENT	NO TRAINING
		MODERATELY FREQUENT	NO TRAINING
		INFREQUENT	TRAIN
NOT DIFFICULT	IMPORTANT	VERY FREQUENT	NO TRAINING
		MODERATELY FREQUENT	NO TRAINING
		INFREQUENT	TRAIN
	NOT IMPORTANT	VERY FREQUENT	NO TRAINING
		MODERATELY FREQUENT	NO TRAINING
		INFREQUENT	NO TRAINING

Analysis Notes and Justification:

1. **Task Difficulty:**
   - Calculation tasks (Tasks 0008–0015) are rated as "Very Difficult" because most PSYOP soldiers lack experience with these specialized mathematical calculations.
   - Planning and operational tasks (Tasks 0001–0007, 0016–0017, 0019–0020) are rated as "Moderately Difficult" due to the need for technical knowledge and support from existing systems.
   - Documentation tasks (Task 0018) are rated as "Not Difficult" as they follow standard procedures.
2. **Task Importance:**
   - All tasks are rated as "Important" because they directly support successful mission execution and achieve MISO objectives.
   - Any error in these tasks could lead to mission failure or reduced effectiveness.
3. **Task Frequency:**
   - Planning tasks (Tasks 0002–0007) are "Very Frequent" since they are executed for each mission.
   - Calculation and specialized tasks (Tasks 0008–0015, 0019–0020) are "Moderately Frequent" as they are required for every sUAS operation, which are more frequent than traditional aerial dissemination due to lower resource needs.
   - No tasks are rated as "Infrequent" given the increasing commonality of sUAS operations.
4. **Training Priority Recommendations:**
   - "Overtrain" (OT) is recommended for all calculation tasks and specialized skills to ensure proficiency despite their inherent difficulty.
   - "Train" (T) is recommended for common planning tasks that are performed frequently.
   - "No Formal Training" (NFT) is recommended for documentation tasks that can be mastered on the job with reference to existing doctrine.