

## PERSONNEL, TRAINING AND CREWS

Because the waging of air warfare requires a complex combination of men and machines, it was apparent early in World War II that existing Army personnel reports were entirely inadequate for intelligent training, placement and control of Army Air Forces personnel. Reports were found to be necessary which contained vastly more detailed information, both qualitative and quantitative.

This requirement resulted in the institution of two entirely new concepts in personnel reporting; first, the reporting of all personnel by military specialty (that is, by the job held and by qualification to hold a particular job), and second, the skeletal reporting of trained combat personnel as the unit in which they fight (that is, crew reporting). Both of these new concepts were inaugurated in a new type of personnel report, known throughout the Air Forces as the AAF Form 127 report.

Despite the complexity of this report, its comprehensive coverage of all pertinent personnel information immediately simplified the entire field of personnel management within the AAF. For, by preparing sufficient copies of the 127 report at each base or administrative unit, the Air Forces permitted each echelon of command, up to and including Headquarters, Army Air Forces, simultaneously to have available identical personnel information for each AAF base and unit.

Furthermore, this report was specifically designed so that it might be used at the lower operating echelons for the transfer, placement and reassignment of specific personnel while at the same time it could be used at the higher planning echelons in the formulation of policy decisions controlling the overall flow and training of AAF personnel.

So successful was the initial concept of this report, that, despite frequent changes in types of detailed personnel information required during the progress of the war, the basic framework of the 127 report was never altered. Early in 1943 the combat crew section was required at a greater frequency than the balance of the personnel information of the 127, and accordingly it was set up as a separate report.

The largest and most valuable section of the 127 report was that devoted to the reporting of AAF personnel by military occupational specialty, and thus, several pages of the personnel section of this book are devoted to summary information on specialty data. The 127 report has also served as the source of the basic data from which the summaries have been prepared on strength data by location, grade, arm and service, sex, race and function (Continental US only). Furthermore, the data on shipments of AAF personnel to and from overseas theaters have been compiled from individual 127 reports. All casualty data have been obtained through The Adjutant General's Office. Civilian personnel data have been derived from a companion report to the 127, known as the AAF Form 134 report.

Because the 127 report is an inventory report showing status as of a particular date, it was never possible to incorporate so-called flow and progress information of the type required for complicated training scheduling. Thus, within the general framework of the 127 report, several detailed training reports were instituted for the Training Command. The training statistics included in the following pages are generally derived from these special reports.

AAF personnel statistics have--as a result of the world-wide 127 report--provided a unique opportunity to all higher headquarters throughout the Air Forces for the preparation of meaningful studies and analyses which in turn have provided a constant stimulus to action on the part of staff officers. Chief virtue of the 127 report for this purpose has been that it always provided exactly comparable data for every single unit and person in the entire Army Air Forces--and this data have been collected on a comparable basis from the inception of the report until the end of the war. For example, considerable time has been spent in studying the utilization of so-called maintenance personnel in relation to the workload imposed; the results of these studies have been apparent in the "Improved maintenance" in various units or commands which were found to be lagging. Another profitable type of personnel study has been the projection of personnel requirements by specialty against the projected availability. By anticipating casualties and other attrition, by calculating future increases or decreases in requirements and by taking into account the length of the training pipeline, it has been possible throughout the war to control the input of personnel into the various courses of instruction so that the AAF did not suffer any severe shortages of critically needed specialists.

Because space has prevented the inclusion in this book of all detail contained in the personnel reports received, it has been necessary to use the designation "Other" in many of the following tables. Where used, this term embraces the following:

1. Other Continental US - AAF Center, Commanding General AAF, enroute to or at departure points and, beginning June 1945, enroute to or from overseas (previous to June 1945, in the overseas theater to or from which the personnel were enroute).
2. Other Arms and Services - Armored Force, Adjutant General, Coast Artillery, Cavalry, Field Artillery, General Staff, Inspector General, Infantry, Judge Advocate General, Military Intelligence, Transportation and in the case of enlisted personnel, students in Army Service Forces schools.
3. Other Specialists - primarily photographic, weather and mess personnel.
4. Non-specialists - basic soldiers, laborers, duty soldiers and unclassified personnel.

5. Other Flying Training Courses - Emergency Air Rescue Crew, Classification, Orientation and Processing courses and courses in War Training Service Schools and in pools.
6. Other Technical Training Courses - primarily Auto Mechanic, Clerk-Typist, Cook and Baker, Counter Intelligence, Link Trainer Mechanic, Mess Sergeant, Military Police (Aviation), Parachute Rigger and Repairman, Supply Clerk and Teletype Operator and Mechanic.

Finally, it should be noted that the tables on flying and technical training graduates reflect the number of courses completed by students and not the number of different individuals graduated from AAF schools. Since the same individual may have been enrolled in and completed more than one course, he would have been, in such circumstances, counted as a graduate in each separate instance.