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Information provided by the Dictionary of Occupational Titles (DOT; Employment and Training Administration, 1991a), the Occupational Employment Statistics system (OES; Bureau of Labor Statistics, 1993), the Standard Occupational Classification (SOC) Manual (U.S. Bureau of Economic Analysis, 1992), the Census Occupational Classification (U.S. Bureau of the Census, 1992), the Classification of Instructional Programs (CIP; U.S. Department of Education Statistics, 1991), the Guide for Occupational Exploration (GEO; O'Neil, Harrington & O'Shea, 1984; U.S. Department of Labor, 1979), and the Occupational Outlook Handbook (OOH; Bureau of Labor Statistics, 1996).

Part 2 provides a way for users of occupational information to go from an assessment of a person's vocational interests or personality to occupational information accessible through the seven governmental classifications listed in the preceding paragraph. Part 3 provides a way to go from an occupational title used in any other classification to the Holland classification.

The conceptual origin and statistical development of the Holland codes are summarized in Part 4. This chapter describes how job analysis ratings of each DOT occupation were used to create the Holland code. The development of this comprehensive classification also produced two important byproducts: a clearer knowledge of the distinguishing characteristics of each Holland code category, the distribution of occupations among the categories, and more evidence of the validity of the classification.

The codes in this volume are the outcome of the fifth major attempt to extend the Holland classification to all occupations. Earlier attempts (Cattell, 1959; Genderson, Genderson, & Ogawa, 1982; Holland, 1973; Yerrigan, 1972) were helpful and led to this revision. Although the present classification is the most recent, the codes listed will should be regarded as useful approximations. The results of future research will eventually lead to further revision as the classification is improved in response to new data.

The extension of the earlier work to the current compendium of codes for new occupations and to more governmental classification systems is described in Part 5. Some applications of the Holland classification in research and practice are described in Part 6.

## What Is the Classification? Two Parallel Typologies

The occupational-environmental typology is based on a theory of persons and work environments (Holland, 1985/1992). The theory uses a classification of persons to describe and