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PRELIMINARY CLASSIFICATION OF ARMY AND NAVY ENTRY-LEVEL 1/1  
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DEVELOPMENT CENTER SAN DIEGO CA J L HOLLAND ET AL

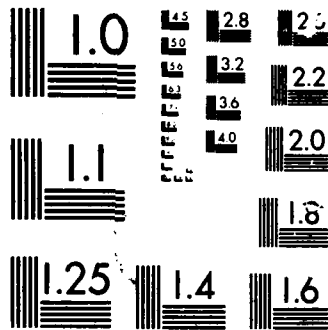
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# Navy Personnel Research and Development Center

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## PRELIMINARY CLASSIFICATION OF ARMY AND NAVY ENTRY-LEVEL OCCUPATIONS BY THE HOLLAND CODING SYSTEM

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**PRELIMINARY CLASSIFICATION OF ARMY AND NAVY ENTRY-LEVEL  
OCCUPATIONS BY THE HOLLAND CODING SYSTEM**

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DEPARTMENT OF THE NAVY  
NAVY PERSONNEL RESEARCH AND DEVELOPMENT CENTER  
SAN DIEGO, CALIFORNIA 92152-6800

8 December 1986

From: Commanding Officer, Navy Personnel Research and Development Center

Subj: **PRELIMINARY CLASSIFICATION OF ARMY AND NAVY ENTRY-LEVEL OCCUPATIONS BY THE HOLLAND CODING SYSTEM**

Encl: (1) NPRDC TN 87-5

1. The research reported here is directed to the development of computerized vocational guidance for possible use in military recruiting. It was conducted in support of the Army's JOIN (Joint Optical Information Network) system as a part of ongoing efforts to develop its computerized adaptive screening, assignment prediction, and management support capabilities.
2. Funding was provided through a letter of agreement between the Navy Personnel Research and Development Center and the Army Research Institute for the Behavioral and Social Sciences. Additional funding for the coding of Navy occupations was provided by the Military Occupational Information System Project.
3. The work reported here is expected to benefit the recruiting branches of the Army and Navy and the research community.

MARTIN F. WISKOFF  
By direction

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<p>→ Under a 3-year interlaboratory agreement, NAVPERSRANDCEN pursued several research and development efforts in support of the Army's advanced computerized accessioning system, the Joint Optical Information Network (JOIN). This report details the classification of entry-level Army and Navy jobs by the Holland Coding System.</p>					
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## SUMMARY

### Problem

→ A number of research efforts are developing recruiting-compatible vocational guidance (VG) systems. Efficient VG requires the classification of both occupational preferences and occupations according to a common scheme so that matching of applicant and occupational characteristics can be accomplished systematically. This is particularly important in VG systems for military enlisted recruiting because the job applicants tend to be career-naive and no professional guidance counseling is available.

### Objective

The objective of this effort was to classify entry-level Navy ratings and Army military occupational specialities (MOS) by the system most widely used for VG counseling, the Holland coding system.

### Approach

Information on Army and Navy occupations from official sources was related to job descriptions in the Dictionary of Occupational Titles (DOT; see U.S. Department of Labor, 1977) and the Dictionary of Holland Occupational Codes (DOHC; see Gottfredson, Holland, & Ogawa, 1982) either directly or through expert judgment.

### Results

Preliminary Holland codes were assigned to all Army occupations and to entry-level Navy occupations. Most Army and Navy entry-level jobs fell into the Realistic category; Investigative jobs were second most common overall. The distribution of all Army enlisted MOS and Navy entry-level ratings within the Holland coding system was also determined.

### Conclusions

It is theoretically possible to subsume military occupations within the Holland coding system. Application of this widely used scheme should facilitate the elicitation of occupational preferences, focus job exploration by recruits, and enhance the quality of VG during recruiting. The Holland occupational classification system would be an efficient way to organize occupational information in a prototype computerized VG system for military recruiting.

In spite of widespread acceptance of the Holland system itself, the specific job classifications reported here would need review by service-specific subject matter experts and comparisons to the occupational codes derived directly from interest inventories. After a period of use, the utility of Holland classifications for military occupational exploration and vocational preference elicitation could be evaluated.



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## INTRODUCTION

### Problem

Although there are some significant differences in applicant characteristics, legal commitments, and constraints on freedom (Wienberger, 1982), in general, the factors affecting vocational choice and occupational placement within and outside the services are similar (Clark, 1955). In both cases, personal abilities, interests, and preferences must be juxtaposed with institutional factors such as job openings, minimum standards, and employment incentives (Sands, 1980).

Evidence supporting the use of vocational guidance (VG) procedures in person-job matching is pervasive in the scientific literature. Furthermore, there is need for preenlistment vocational counseling or guidance based on both applicant characteristics and the nature of military work (Baker, 1983a; 1985). Progress to date has produced prototype VG systems designed to assist both the recruiter and applicant that have been demonstrated by the armed services research laboratories (Baker, 1983b, 1983c; Baker, Rafacz, & Sands, 1983; Ellis & Baker, 1986; Sands, 1981; Yellen & Foley, 1978).

A number of occupational classification systems are currently used by the Armed Forces, but, unfortunately, these systems group occupations according to administrative or logistical convenience. None was designed to facilitate VG. In addition, military occupational classifications do not share common terms with occupational preference tests or applicant vocabulary, making the task of matching applicant preferences to occupational descriptions highly difficult.

Various ways to measure vocational interests, values, and preferences have been investigated for potential contributions to the selection, classification, and assignment of military job applicants, with the goal of increasing job satisfaction, productivity, and retention (Alley, 1978; Barrett & Dambrot, 1975; Bowers, 1975; Clark, 1955; Claudy & Caylor, 1981; Edwards, 1978; Gould, 1978; Hoehn, Wilson, & Richards, 1872; Thomas, 1977). However, interests currently go unmeasured during the recruiting process, and no instrument has been developed that permits an easy link of interests to occupations by recruiters, who are not professional guidance counselors.

VG systems invariably include some form of vocational preference elicitation. However, the use of preferences in a guidance system logically requires the classification of both preferences and jobs according to a common scheme. This is particularly important in military recruiting, where the job applicants tend to be career-naive.

The Holland system would correct that deficiency by classifying both jobs and individuals' vocational interests with common terms.

### Objective

The objective of this effort was to classify entry-level Navy ratings and Army military occupational specialties (MOS) according to the Holland (1985a) coding system.

### Background

R. B. Forer's (1951) suggestion that vocational interests are essentially expressions of personality stimulated Holland to develop a simple personality test consisting entirely of occupational items. Using this device and other techniques in an extensive series of

studies, Holland developed his theory that people and environments can be generally classified into six types. The Holland system further categorizes people, occupations, or environments by subtypes that allow more precise descriptions. The classification scheme includes six main categories (see Figure 1) corresponding to the six types: RIASEC. Thus:

- R Occupations classified as Realistic (or R) tend to involve concrete and practical activity involving machines, tools, or materials.
- I Occupations classified as Investigative (or I) tend to involve analytical or intellectual activity aimed at problem solving, trouble shooting, or the creation and use of knowledge.
- A Occupations classified as Artistic (or A) generally involve creative work in the arts: music, writing, performance, sculpture, or other relatively unstructured and intellectual endeavors.
- S Occupations classified as Social (or S) typically involve working with people in a helpful or facilitative way.
- E Occupations classified as Enterprising (or E) tend to be involving working with people in a supervisory or persuasive way, in order to achieve some organizational goal.
- C Occupations classified as conventional (or C) typically involve working with things, numbers, or machines in an orderly way to meet the regular and predictable needs of an organization.

Main categories and subcategories might be viewed as requiring different levels of general educational development (GED) if the classification is applied to an occupation or as possessing different levels of GED if the classification is applied to a person.

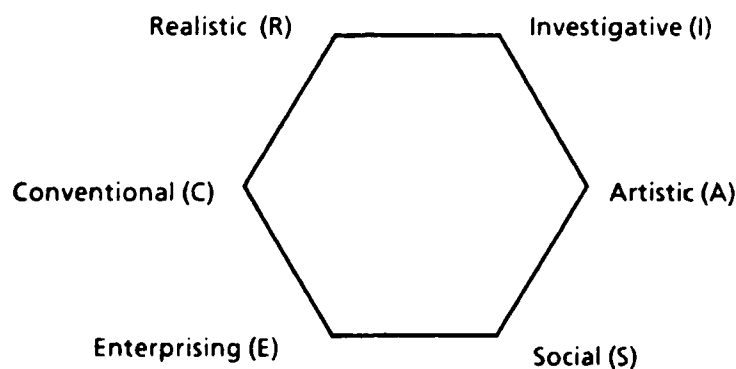


Figure 1. Holland hexagonal classification.

Each main category contains 5 to 16 subcategories, such as, Realistic-Investigative-Artistic (RIA), Realistic-Investigative-Social (RIS), and so on. These are the three-letter Holland codes. The first letter is the most important: It shows the major category into which the occupation or person falls and conveys the most information. The second and third letters, in descending importance, provide supplementary information by showing the categories or types that the person or job next most resembles.

No person or job is a pure type and no other. The number of jobs that might fit a particular person is large. Some people resemble two or three theoretical types to the same degree, and some jobs resemble two or more occupational groups to the same degree. Therefore, describing both people and jobs in terms of their degree of resemblance to several types of groupings is useful.

A variety of types of people are found working successfully within any single occupation, but some types are found more frequently than others (see Holland & Holland, 1977; or Holland, 1979, p. 14). For example, most people working as guidance counselors have Holland preference codes that include S, A, and E, but few have codes of C or R. In short, all occupations tolerate a range of types, but some personality types appear to fit more successfully with an occupation's demands than others. (See Holland, 1985a for a more complete explanation of person-environment fit.)

Because the classification system is an integral part of the Holland theory of vocational choice, the act of classification makes it possible to use the theory to interpret or predict the behavior of persons and the influence of occupations or environments. For example, a person categorized as an RIE might be expected to exhibit the characteristics of the Realistic type most, the Investigative type next, and so on. From another perspective, jobs categorized as RIE should require Realistic activities, competencies, perceptions, and so on. In addition, the average GED level for RIE jobs should indicate the GED required for satisfactory performance.

Occupational classification according to the hexagonal model also provides a method for estimating the "psychological distance" between successive jobs within a career, between two or more vocational preferences, or between individual preference and a specific job. In short, the degree of preference or career change can be estimated. Psychological distance can be defined as dissimilarity of personality types or occupational types that is graphically represented by relative positions within the hexagon. (For a discussion of psychological distance, see Holland, 1985a.) Within this arrangement, proximal occupations are more alike than distant occupations. Thus, career changes such as from social worker (S) to counselor (S) appear to be less important than career changes such as from scientist (I) to business executive (E).

The Holland classification scheme has undergone a number of revisions and tests of usefulness from 1959 to 1982 (Holland, 1985a). In general, the research indicates that the Holland codes organize vocational preferences and occupations according to the theoretical expectations and that the classification can be readily applied to preference and occupational data.

Holland's theory is probably now the most widely used organizing principle for vocational interests in the world. A recent manual (Holland, 1979) noted more than 300 articles, books, chapters, and reviews examining the theory in experimental tests of its

predictions, its value in organizing personal and occupational information, and its practical use. The virtues of the theory are easily summarized:

1. The typology is easy to understand.
2. It has many characteristics of a useful theory--clear definitions, internally consistent structure, broad scope, and formalizations for dealing with personal development and change.
3. It has a broad research support based on studies of children, adolescents, college students, and adults, both men and women, up to 70 years old.
4. The theory is easily applied to practical problems such as the development of vocational assessment devices, the classification and interpretation of personal and environmental data, and the conduct of vocational counseling.

In 1979 the U.S. Department of Labor published its Guide to Occupational Exploration with this acknowledgement:

In recognition of the extensive research on the Holland model and its widespread use in vocational counseling today, the USES interest areas were arranged according to the Holland categories.

Similarly, the Canadian government's dictionary of Holland codes includes an acknowledgement of the usefulness of the approach (Employment and Immigration, 1973).

The classification scheme is contained in two publications: The Dictionary of Holland Occupational Codes (DHOC; Gottfredson, Holland, & Ogawa, 1982) and The Occupations Finder (Holland, 1978). The DHOC was developed by keying well-established codes in the 1978 Occupations Finder to occupational ratings for each of 12,099 occupations in the Dictionary of Occupational Titles (Department of Labor, 1977). The DOT makes the 12,099 occupational titles of the DOT more accessible to counselors, clients, and researchers who use the Holland classification to find or to organize occupational information. Multiple discriminant analysis was used to develop classificatory functions based on DOT data (44 occupational ratings) to classify 189 occupational titles from the Occupations Finder into six occupational categories (Gottfredson et al., 1982). The agreement between the first letters codes obtained from the 1977 Occupations Finder and the classificatory functions was 87.8 percent in the construction sample and 77.4 percent in the cross-validation sample. Gottfredson et al. (1982) summarized the development and validation of the codes in detail and outlined some applications to research and practice (See Figures 2 and 3 for sample pages of these publications.)

Because the DHOC is based on the ratings of experienced occupational observers, the classification is now tied closely to occupational data. In addition, the DHOC illustrates that the codes based on the older interest inventory data closely approximate codes based on data from job analyses.

Military use. The current effort is a significant step in applying of Holland coding to vocational guidance during enlistment, that is, coding the entry-level occupations. Ultimately, by assigning three-letter Holland codes to both preferences and occupations, it might be feasible to use preferences in the recruiting VG system to find military occupations that are compatible with an applicant's interests. To that end, the Navy contracted with the author of the Holland coding system to establish preliminary classifications for entry-level Army and Navy occupations.

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Figure 2. Sample page (p. 296) from the Dictionary of Holland Occupational Codes.

## Investigative Occupations (Continued)

<b>CODE: IER</b>	<b>ED</b>			<b>CODE: IRS (cont.)</b>	<b>ED</b>
Chief Engineer (010.167-010)	6			Anesthesiologist (070.101-010)	6
Geographer, Physical (029.067-014)	6			Animal Breeder (041.061-014)	6
Mathematician (020.067-014)	6			Animal Scientist (040.061-014)	6
Pollution-Control Engineer (019.081-018)	6			Biochemist (041.061-026)	6
Psychologist, Educational (045.067-010)	6			Botanist (041.061-038)	6
Seismologist (024.061-050)	6			Cardiologist (070.101-014)	6
Technical Director, Chemical Plant (008.167-010)	6			Ceramic Engineer (006.061-014)	6
Engineer of System Development (003.167-026)	5			Dairy Technologist (040.061-022)	6
Geodetic Computer (018.167-014)	5			Entomologist (041.061-046)	6
Manager, Land Surveying (018.167-022)	5			Fiber Technologist (040.061-026)	6
Navigator (196.167-014)	5			Forest Ecologist (040.061-030)	6
Project Engineer (019.167-014)	5			Geneticist (041.061-050)	6
Sales Engineer, Agricultural Equipment (013.151-010)	5			Geophysicist (024.061-030)	6
Surveyor, Marine (018.167-046)	5			Parasitologist (041.061-070)	6
Systems Analyst, Electronic Data (012.167-066)	5			Pediatrician (070.101-066)	6
				Plant Breeder (041.061-082)	6
<b>CODE: IEA</b>	<b>ED</b>			Plant Pathologist (041.061-086)	6
Chemical-Laboratory Chief (022.161-010)	6			Poultry Scientist (040.061-042)	6
Director, Quality Control (012.167-014)	6			Psychologist, Experimental (045.061-018)	6
Superintendent, Water-And-Sewer Systems (184.161-014)	6			Radiologist (070.101-090)	6
Land Surveyor (018.167-018)	5			Range Manager (040.061-046)	6
Medical Technologist, Chief (078.161-010)	5			Soil Scientist (040.061-058)	6
				Wood Technologist (040.061-062)	6
<b>CODE: IES</b>	<b>ED</b>			Air Analyst (012.261-010)	5
Allergist-Immunologist (070.107-010)	6			Chemical Research Engineer (008.061-022)	5
Metrologist (012.067-010)	6			Chemical-Laboratory Technician (022.261-010)	5
Safety Manager (012.167-058)	6			Electrical Engineer (003.061-010)	5
Sociologist (054.067-014)	6			Hydraulic Engineer (005.061-018)	5
Appraiser (188.167-010)	5			Meteorologist (025.062-010)	5
Electronics-Test Engineer (003.061-042)	5			Veterinarian (073.101-010)	5
Job Analyst (166.267-018)	5			Cloth Tester (029.381-010)	4
Nurse, Supervisor, Occupational Health Nursing (075.137-010)	5			Laboratory Assistant (029.381-014)	4
Occupational Analyst (166.067-010)	5			Respiratory Therapist (079.361-010)	4
Public Health Service Officer (187.117-050)	5			Scientific Helper (199.364-014)	4
Pharmacist (074.161-010)	5				
				<b>CODE: IRE</b>	<b>ED</b>
<b>CODE: IEC</b>	<b>ED</b>			Aeronautical-Research Engineer (002.061-026)	6
Highway-Administrative Engineer (005.167-022)	6			Anthropologist (055.067-010)	6
Photogrammetric Engineer (018.167-026)	6			Aquatic Biologist (041.061-022)	6
Fire-Protection Engineer (012.167-026)	5			Archeologist (055.067-018)	6
Programmer, Information System (020.187-010)	5			Architect, Marine (001.061-014)	6
Tissue Technologist (078.361-030)	5			Astronomer (021.067-010)	6
				Biomedical Engineer (019.061-010)	6
<b>CODE: ICR</b>	<b>ED</b>			Biophysicist (041.061-034)	6
Chief Drafter (007.261-010)	5			Chemical Engineer (008.061-018)	6
Cytotechnologist (078.281-010)	5			Chemist (022.061-010)	6
Management Analyst (161.167-010)	5			Chemist, Food (022.061-014)	6
Programmer, Process Control (020.187-014)	5			Computer-Applications Engineer (020.062-010)	6
				Dairy Scientist (040.061-018)	6
<b>CODE: IRA</b>	<b>ED</b>			Electrical Engineer, Power System (003.167-018)	6
Surgeon (070.101-094)	6			Environmental Analyst (029.081-010)	6
Veterinarian, Poultry (073.101-014)	5			Ethnologist (055.067-022)	6
				Geographer (029.067-010)	6
<b>CODE: IRS</b>	<b>ED</b>			Geologist (024.061-018)	6
Aeronautical Engineer (002.061-014)	6			Hydrologist (024.061-034)	6
Agronomist (040.061-010)	6			Marine Engineer (014.061-014)	6
				Metallurgist, Physical (011.061-022)	6
				Nuclear Engineer (015.061-014)	6
				Operations-Research Analyst (020.067-018)	6
				Pathologist (070.061-010)	6
				Periodontist (072.101-030)	6

Figure 3. Sample page (p. 6) from The Occupational Finder.

The application of Holland's classification to military jobs provides a severe test of the classification scheme because most military jobs fall in a single category: Realistic. These occupations require technical, electronic, or mechanical skills and/or physical agility and strength. Nevertheless, some evidence supports the expectation that the subcategories in the scheme can distinguish occupations within the Realistic category.

For example, in a comprehensive investigation of the work histories of 973 men aged from 30 to 39, the application of the classification indicated that 78.6 percent of 5,812 job transactions for 757 men are within the same major categories. Of special importance, in the Realistic category (where the sample N was large enough to do the analyses), the two- and three-letter codes for a man's occupation predicted the code of his occupation 5 and 10 years later. These results were statistically significant and moderately efficient; the percentage of "hits" ranged from 38.8 to 46.7 (Holland, Sorensen, Clark, Nafziger, & Blum, 1973). Tables 1 and 2 show these results.

Table 1  
 Predictive Value of Second Letter in Classification  
 Code for Realistic Occupations Only

Classification Code	Occupational Category					Total
	RI	RS	RE	RC	Other	
5 years later						
RI	130	26	5	16	43	220
RS	67	110	4	35	44	260
RE	5	4	2	3	10	24
RC	11	11	2	15	7	46
10 years later						
RI	119	25	4	16	53	217
RS	104	93	11	43	48	299
RE	9	1	4	2	11	27
RC	17	7	2	14	10	50

Notes. Abbreviations: R = realistic, I = investigative, S = social, E = enterprising, and C = conventional.

From "Applying an occupational classification to a representative sample of work histories" by J. L. Holland, A. B. Sorensen, J. P. Clark, D. H. Nafziger, and Z. D. Blum, 1973, *Journal of Applied Psychology*, 59, p. 37. Copyright 1973 by American Psychological Association. Reprinted by permission.



Table 2  
 Predictive Value of Third Letter in Classification Code  
 for Codes of Realistic-Investigative Only

Classification Code	Occupational Category				Total
	RIS	RIE	RIC	Other	
5 years later					
RIS	8	3	2	12	25
RIE	4	65	13	53	135
RIC	2	10	23	25	60
10 years later					
RIS	6	4	4	12	26
RIE	4	58	11	61	134
RIC	1	9	22	25	57

Notes. Abbreviations: R = realistic, I = investigative, S = social, E = enterprising, and C = conventional.

From "Applying an occupational classification to a representative sample of work histories" by J. L. Holland, A. B. Sorensen, J. P. Clark, D. H. Nafziger, and Z. D. Blum, 1973, Journal of Applied Psychology, 59, p. 37. Copyright 1973 by American Psychological Association. Reprinted by permission.

### APPROACH

Information on Army and Navy occupations was collected from a variety of sources, each of which contains an abundance of information on occupations and occupational groups. Readers should refer to the originals for further information. Sources include the following:

1. Enlisted Career Management Fields and Military Occupational Specialties (AR 611-201; Department of the Army, 1985), which is used by the Army in classifying recruits.
2. Dictionary of Occupational Titles (DOT; Department of Labor, 1977), which contains information on over 12,000 occupational titles.
3. Military Occupational and Training Data (MOTD; Office of the Assistant Secretary of Defense, 1985), which resulted from a joint-service effort to cross-classify military and civilian jobs.

4. Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards. Section II. Navy Enlisted Classifications (Department of the Navy, 1986), which is used by Navy in recruit classification.

5. Navy Classifier's Rating Fact Sheet (Department of the Navy, undated), which is also used in recruit classification.

Information in these sources was related to information contained in the DHOC either directly or through expert judgment.

## RESULTS AND DISCUSSION

An overall picture of the results for entry-level jobs is provided by Figure 4. According to this preliminary classification effort, over half the entry-level jobs in both the Army and Navy are Realistic (involve concrete, practical work with machines, tools, or materials), with Investigative (analytic problem-solving) and Social (facilitative work with people) as the next most common primary Holland classifications.

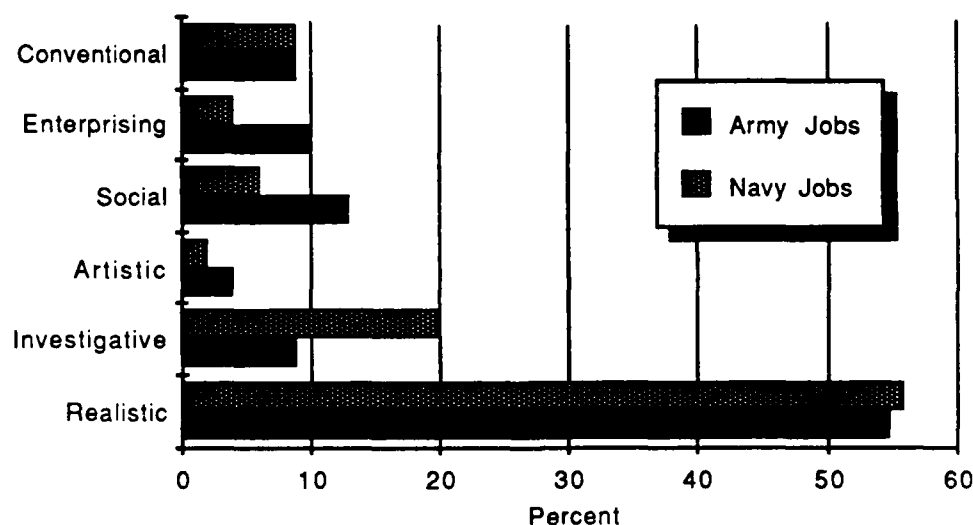


Figure 4. Holland categories of entry-level jobs.

### Army Occupations

Classification of Army Enlisted occupations (entry and non-entry) was accomplished by reviewing the information in Enlisted Career Management Fields and Military Occupational Specialties (ECMF/MOS; Department of the Army, 1985). Each MOS was assigned a three-letter Holland code by reviewing the Army job descriptions, the related DOT code, and the DHOC, which empirically translates all civilian occupations and many military occupations into Holland codes. Appendix A lists MOS titles with their preliminarily three-letter Holland occupational code.

Although a few MOSs were equivalent to DOT codes and therefore explicitly related to a Holland code via the DHOC, the assignment of most codes required judgment. This process was guided by a review of "related DOT occupations," according to the ECMF/MOS and by a review of occupations assigned the same Holland code in the DHOC.

The Army entry-level enlisted occupations were also assigned Holland occupational codes by reviewing the MOTD (Department of Defense, 1985). These 129 entry occupations and their Holland codes are contained in Appendix B. The classifications for those 129 occupations were the same as those previously assigned through expert judgment.

### Navy Occupations

The classification of 96 Navy entry-level occupations was accomplished by reviewing the Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Section II. Navy Enlisted Classifications (Department of the Navy, 1986) and the Classifier's Rating Fact Sheets. Each rating was assigned a three-letter code following the same procedures used for coding Army MOSs. The Navy entry-level occupations and their Holland codes are listed in Appendix C.

### Occupational Distributions

The distributions of Army and Navy entry-level enlisted occupations according to Holland codes is presented in Table 3 in order of predominance. Figure 4 shows the percentages of Army and Navy entry-level jobs in each Holland category. The distribution of all Army enlisted occupations is presented in Appendix D. These distributions are arranged following the hexagonal model main groups in RIASEC order and subgroups of RIS, RIE, REI, RES, REC, and so on (see Holland, 1985a, page 123, for a detailed explanation).

The occupational distributions of military jobs have a number of interpretations. The most obvious is that recruits with Realistic interests are likely to find the military compatible, but recruits with Investigative, Artistic, Social, Enterprising, and Conventional interests have fewer possibilities. Recruits with Artistic interests may find the usual military jobs a particularly poor fit. Among the subcategories, the RIs RSs, REs, RCs and IRs would be expected to find the military environment most compatible. Figure 5 indicates the availability of different types of Realistic Army jobs.

Army and Navy entry-level jobs are similar to the occupational groups of skilled tradesmen created by Clark (1961), Clark and Campbell (1965), and Norman (1960) for Navy and civilian occupations. The scales for Mechanical, Health Service, Office Work, Electronics, Food Service, Carpentry, and Outdoors from the Minnesota Vocational Interest Inventory also appear to correspond to entry-level military occupations (see Clark & Campbell, 1965).

A major caveat is in order. The Holland coding of military occupations as accomplished here is predicated on the supposed similarity of military and civilian occupations. That is, a welder is a welder, etc. To the degree the same-titled military and civilian occupations are dissimilar, any occupational classification system, other than one unique to the military, should be used with caution. Particular attention will have to be paid to combat arms occupations in this regard.

Nevertheless, current thinking regards the best approach to the problem of developing military occupational exploration and VG systems as one that considers most military and civilian jobs (qua job) as identical, while addressing the unique military factors separately (Baker, 1987). In that light, the Holland codes should prove sound. Their use should facilitate the elicitation of occupational preferences, focus occupational exploration, and enhance the VG provided during the enlistment process.

Table 3

## Distributions of Army and Navy Entry-level Enlisted Occupations

Army (N = 129)		Navy (N = 96)	
Realistic = 55%		Realistic = 56%	
RIS	3	RIS	3
RIE	22	RIE	21
RSE	5	RIC	1
RSC	1	RSE	4
RSI	1	REI	11
REI	15	RES	10
RES	15	REC	1
REC	2	RCE	3
RCI	1		<u>54</u>
RCS	2		
RCE	4		
	<u>71</u>		
Social = 13%		Social = 6%	
SEC	3	SEC	1
SER	3	SER	1
SEI	2	SIA	2
SEA	1	SIR	1
SCR	1	SAI	1
SCI	1		<u>6</u>
SCE	2		
SRE	1		
SAE	1		
SAI	2		
	<u>17</u>		
Enterprising 10%		Enterprising = 4%	
ECS	2	ERS	1
ERI	1	EAS	1
ERS	2	ESC	1
ESC	2	ESR	1
ESR	3		<u>4</u>
ESI	2		
ESA	1		
	<u>13</u>		
Investigative = 9%		Investigative = 20%	
ISR	1	IRS	2
ISA	1	IRE	19
IER	2		<u>21</u>
IRS	1		
IRE	5		
IRC	1		
	<u>11</u>		
Conventional = 9%		Conventional = 9%	
CRS	3	CRS	1
CRE	1	CSE	2
CSE	8	CSR	1
	<u>12</u>	CES	2
		CER	1
		CEI	1
		CIE	1
			<u>9</u>
Artistic = 4%		Artistic = 2%	
ASE	1	AER	1
ASI	1	AEI	1
AES	3		<u>2</u>
	<u>5</u>		

The Holland codes assigned in this research should be reviewed by service-specific expert panels and compared to the codes derived directly from interest inventories. After a period of use, the usefulness of the Holland classifications for occupational exploration and vocational preference elicitation can be evaluated.

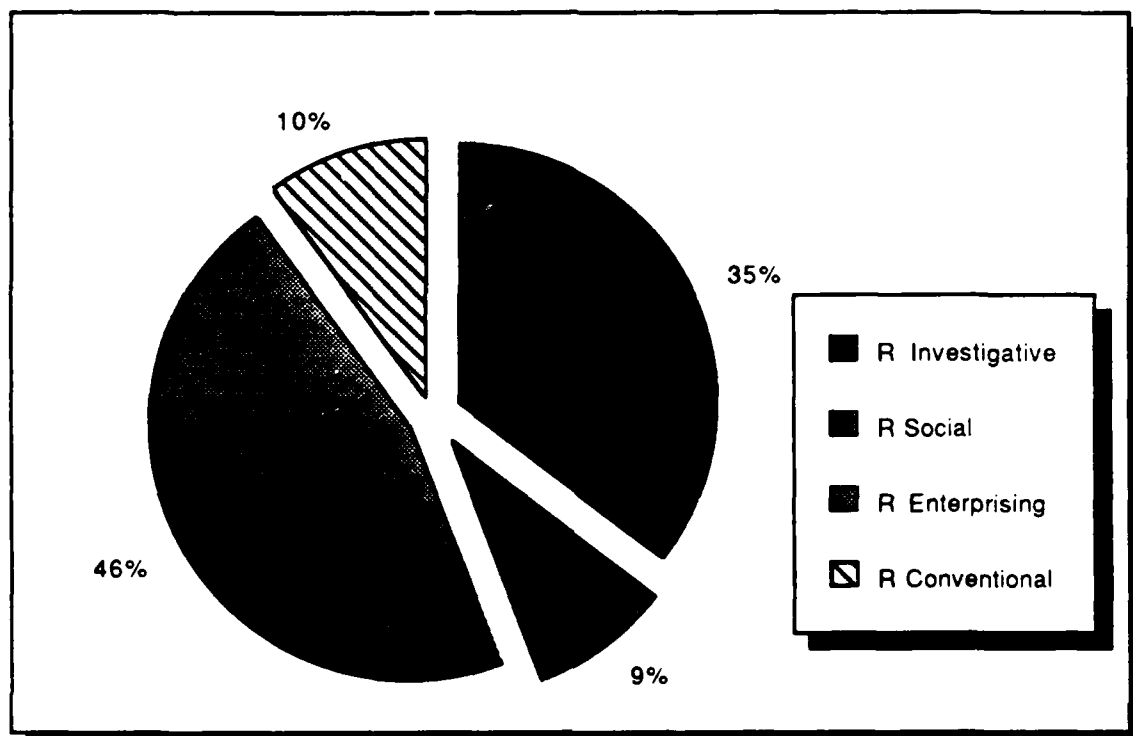


Figure 5. Breakdown of Realistic Army jobs by their second Holland code.

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**APPENDIX A**  
**HOLLAND-CODED ARMY OCCUPATIONS**

Table 1-4  
Alphabetical list of MOS by title

Title	MOS	CMF									
Accounting specialist	73D	71	CSE	Ammunition specialist	55B	55	REI	Central office operations operator	72H	31	CSE
Air defense artillery operations and intelligence assistant	16H	16	RIE	Animal care specialist	91T	91	RLS	CHAPARRAL/REDEYE repairer	27G	27	RC
Air defense artillery short range gunnery crewman	16R	16	REC	ANT/SQ 73 air defense artillery command & control system operator/repairer	25L	23		CHAPARRAL system mechanic	24N	23	RC
Air defense artillery short range missile crewman	16P	16	RSE	Area intelligence specialist	97C	96	SIE	Chapel activities specialist	71M	71	SAI
Administrative specialist	71L	71	ESL	Armament/fire control maintenance supervisor	45Z	63	RES	Chemical laboratory specialist	92D	54	RIC
Automatic digital message switch equipment repairer	34H	74	RES	Armor sensor sergeant	19Z	19	ELS	Chemical senior sergeant	54Z	54	RE
Automatic data processing-maintenance supervisor	34Z	74	EIR	Artillery repairer	45L	63	RSE	Clannet player	02J	97	SAI
Aerial electronic warning defense equipment repairer	26K	26	IRE	Atomic demolition munitions specialist	12E	12	RIE	Club manager	00J	71	ES
Aerial photoactive sensor repairer	26F	26	IRE	Attack helicopter repairer	67Y	67	RIE	College trainee	09C	-	-
Aerial sensor specialist (GV-10/6X Reserve Forces)	47E	96	-	Audio television specialist	84F	84	RES	Combat area surveillance radar repairer	26C	29	RS
Aerial intelligence specialist	96H	96	AES	Audiovisual equipment repairer	41E	84	RSE	Combat engineer	12B	12	RE
Aerial surveillance sensor repairer	26E	26	RIE	Automatic test equipment repairer	35C	29	RCE	Combat engineering senior sergeant	12Z	12	RE
AH 1 attack helicopter technical inspector	66Y	67	RIE	Avionic communication equipment repairer	35L	26	REC	Combat signaler	31K	31	RIE
AH 64 attack helicopter repairer	67R	67	RIE	Avionic equipment maintenance supervisor	35P	26	REC	Commissioned officer candidate	09S	-	-
AH 64 attack helicopter technical inspector	66P	67	RIE	Avionic mechanic	35K	26	REC	Communications-electronics maintenance chief	32Z	29	IRE
Airbrake repairer (Reserve Forces)	65E	64	RIE	Avionic navigator and flight control equipment repairer	35M	26	RIE	Communications-electronics operations chief	31Z	31	IEF
Aircraft armaments technical inspector	66J	67	IRE	Avionic special equipment repairer	35R	26	RIE	Computer/machine operator	74D	74	CSE
Aircraft components repair supervisor	68K	67	RIE	Land combat/air defense systems maintenance chief	27Z	27	IRE	Concrete and asphalt equipment operator	62H	51	RE
Aircraft electrician	68F	67	REI	Banjo or euphonium player	02C	97	AEI	Construction engineering supervisor	51H	51	ERS
Aircraft fire control repairer	68L	67	RIE	Bassoon player	02K	97	AEI	Construction equipment repairer	62B	63	RES
Aircraft maintenance senior sergeant	67Z	67	RIE	Behavioral sciences specialist	91G	91	SIA	Construction equipment supervisor	52N	51	ERS
Aircraft pneumatics repairer	68H	67	RIE	Biological sciences assistant	01H	97	ISR	Construction surveyor	62B	51	IRE
Aircraft powerplant repairer	68B	67	RIE	Biomedical equipment specialist, basic	35G	91	RIE	Coronet or trumpet player	02B	97	SAI
Aircraft powertrain repairer	68D	67	RIE	Biomedical equipment specialist, advanced	35U	91	RIE	Correctional specialist	95C	95	SEL
Aircraft quality control supervisor	67W	67	REI	BRADLEY fighting vehicle system mechanic	63T	63	RIE	Counterintelligence agent	97B	96	SIE
Aircraft structural repairer	68G	67	RIE	BRADLEY fighting vehicle system turret mechanic	45T	63	RIE	Court reporter	71E	71	CSE
Aircraft weapon systems repairer	68M	67	RIE	Brass group leader	02P	97	BSI	Crane operator	62F	51	RES
Air defense artillery senior sergeant	16Z	16	REI	Bridge crewman	12C	12	RSE	Cytology specialist	92E	97	ISR
Air defense radar repairer	26H	23	REI	Broadcast journalist	71R	84	RSE	Data communications switching center specialist	72G	31	CSE
Air traffic control tower operator	93H	93	SER	Calibrator specialist	35H	29	RIE	Data processing NCO	74Z	74	CRJ
Air traffic control radar controller	93J	93	SER	Cannon crewman	13B	13	RSE	Decentralized automated service support computer repairer	34C	74	RIE
Ammunition stock control and accounting specialists	55R	55	CSR	Cannon fire direction specialist	13E	13	RIE	Defense acquisition radar operator	16J	16	RCE
Ammunition supervisor	55Z	55	RES	Cannon/missile sensor sergeant	13Y	13	ERS	Defense acquisition radar mechanic	24P	23	RIE
Ammunition inspector	55X	55	REI	Card and tape writer (Reserve Forces)	74B	74	CRJ	Dental laboratory specialist	42D	91	REI
				Cardiac specialist	91N	91	REI	Dental specialist	91E	91	SAI
				Cargo specialist	57H	64	RES	Del./manual central office repairer	36H	29	CRE
				Carpentry and masonry specialist	51B	51	RSI	Driver	00B	51	RES
				Cartographer	81C	81	RIE	Digital subscriber terminal equipment repairer	34F	74	IRE
				Cavalry scout	19D	19	RES				

Electronic switching systems repairer	36L	29	IRE	Field artillery target acquisition sensor sergeant	13W	13	ERS	Illustrator	81E	84	RE
Engineer tracked vehicle crewman	12F	12	REC	Field artillery target acquisition specialist	17C	13	REC	Image analyst	96D	96	RIE
Enlisted band leader	02Z	87	AS/	Field general communications security repairer	31S	29	IRE	Improved HAWK continuous wave radar repairer	24K	27	RIE
Ear nose throat specialist	91U	91	SCR	Field radio repairer	31E	29	REI	Improved HAWK fire control mechanic	24E	23	RE
Environmental health specialist	91S	91	SAE	Field systems communications security repairer	31T	29	IRE	Improved HAWK fire control repairer	24H	27	RIE
Equipment records and parts specialist	76C	76	REI	Fighting vehicle infantryman	11M	11	REC	Improved HAWK firing section mechanic	24C	23	RIE
Electronic Warfare/ Intercept Strategic System Analyst and Command and Control Subsystem Repairer	33M	33	IRE	Finance senior sergeant	73Z	71	CES	Improved HAWK information coordination central mechanic	24G	23	IRE
Electronic Warfare/ Intercept Strategic Receiving Subsystems Repairer	33P	33	IRE	Finance specialist	73C	71	CES	Improved HAWK maintenance chief	24V	8723	IE
Electronic Warfare/ Intercept Strategic Processing and Storage Subsystems Repairer	33Q	33	IRE	Fire control instrument repairer	41C	63	RIE	Improved HAWK master mechanic	24R	8723	IE
Electronic Warfare/ Intercept Aviation System Repairer	33R	33	REI	Firefighter	51M	51	RST	Improved HAWK launcher/mechanical systems repairer	24L	27	RIE
Electronic Warfare/ Intercept Tactical System Repairer	33T	33	REI	Fire support specialist	13F	13	REC	Improved HAWK pulse radar repairer	24J	27	RIE
Electronic Warfare/ Intercept Systems Maintenance Supervisor	33Z	33	IRE	Fixed ciphony repairer	32F	29	IRE	Indirect fire infantryman	11C	11	RES
Electronic warfare/signal intelligence analyst	98C	98	AER	Fixed cryptographic equipment repairer	32G	29	IRE	Industrial gas production specialist (Reserve Forces)	53B	51	RCE
Electronic warfare/signal intelligence chief	98Z	98	AEI	Fixed station radio repairer	32H	29	REI	Infantryman	11B	11	RE
Electronic warfare/signal intelligence emitter identifier/locator	05D	98	ROI	Flight operations coordinator	83P	83	ESI	Intelligence analyst	96B	96	AE
Electronic warfare/signal intelligence Morse interceptor	05H	98	RCE	Flute or piccolo player	02G	97	AST	Intelligence sensor sergeant	96Z	96	AE
Electronic warfare/signal intelligence noncommunications interceptor	98J	98	RCE	Food service specialist	94B	94	ESR	Interior electrician	51R	51	RIA
Electronic warfare/signal intelligence non-Morse interceptor	05K	98	RCE	Forward area alerting radar repairer	27N	27	IRE	Intelligence	96C	96	
Electronic warfare/signal intelligence voice interceptor	98G	98	ASE	French horn player	02D	97	AST	JOURNALIST	71C	84	AS
Executive administrative assistant	71C	71	ESC	Fuel and electrical systems repairer	63G	63	IRE	LANCE missile crewmember (MLRS sergeant)	15D	13	RCE
Explosive ordnance disposal specialist	55D	55	ERC	General construction equipment operator	62J	51	REC	LANCE systems repairer	27L	27	RIE
Eye specialist	91Y	91	SCR	General engineering supervisor	51Z	51	ERS	Land combat support system test specialist/LANCE repairer	27B	27	RIE
Fabric repair specialist	43M	76	RCE	Graves registration specialist	57F	76	ESR	Laundry and bath specialist	57E	76	REI
Field artillery computer repairer	34Y	74	IRE	Ground controlled approach radar repairer	26D	26	IRE	Legal crew specialist	71D	71	SEC
FA digital systems repairer	34L	74	IRE	Ground surveillance systems operator	96R	96	REC	Light air defense artillery crewman (Reserve Forces)	16F	16	REC
Field artillery firefinder radar operator	13R	13	ERI	Guitar player	02T	97	AST	Light wheel vehicle mechanic	63B	63	RIE
Field artillery sensor sergeant	13Z	13	ERS	HAWK missile crew member	16E	16	RSE	Locomotive electrician (Reserve Forces)	65F	64	RIE
Field artillery meteorological crewmember	93F	13	RIE	HAWK missile crewmember	16D	16	RSE	Locomotive operator (Reserve Forces)	65H	64	RE
Field artillery radar crewmember	17B	13	REI	Health physics specialist	91X	91	RIS	Locomotive repairer (Reserve Forces)	65B	64	RIE
Field artillery surveyor	82C	13	IEA	Heavy armor weapons infantryman	11H	11	RSE	Machinist	44E	63	RE
				Heavy construction equipment operator	62E	51	REC	MANPADS crewman crewmember	16S	16	RSE
				Heavy lift helicopter repairer	67X	67	RIE	Manne senior sergeant	61Z	64	RE
				Heavy lift helicopter technical inspector	66X	67	RIE	Material control and accounting specialist	76P	76	CSE
				Heavy wheel vehicle mechanic	63S	63	REC	Material storage and handling specialist	76V	76	RE
				HERCULES electronics mechanic	24U	23	IRE	Material quality specialist	51S	51	IER
				HERCULES fire control crewmember	16C	16	RCE	Mechanical maintenance supervisor	63Z	63	RE
				HERCULES missile crewmember	16B	16	RCE				
				Hospital food service specialist	94F	94	RE				
				IBM 360 repairer	34K	74	IRE				

Medical laboratory specialist	92B	91	ISA	Orthopedic specialist	91H	91	RCS	Railway section repairer (Reserve Forces)	65G	64	RES
Medical NCO	91B	91	SCR	Orthotic specialist	42C	91	RSE	Railway senior sergeant (Reserve Forces)	65Z	64	REC
Medical specialist	91A	91	SCR	Parachute engineer	43E	76	RCE	Recruiter (Reserve Forces)	00E	79	SRE
Medical supply specialist	76J	76	ESR	Patent administration specialist	71G	91	CSE	Recruiter/retention NCO (Reserve Forces)	00R	79	SRE
Medium helicopter repairer	67U	67	RIE	PATRIOT missile crewmember	16T	16	REI	Reserve Forces reporting code	09T	?	
Medium helicopter technical inspector	66U	67	RIE	PATRIOT Operations and system mechanic	24T	23	IRE	Respiratory specialist	91V	91	IRS
Metal worker	44B	63	RIE	Percussion group leader	02R	97	AST	ROLAND crewmember	16G	16	REC
Meteorological observer	93E	93	IRS	Percussion player	02M	97	AST	ROLAND field maintenance test sets repairer	27D	27	IRS
Military police	95B	95	SER	PERSHING electrical-mechanical repairer	46N	27	IRE	ROLAND mechanic	24S	23	REJ
Multiple launch rocket system/LANCE operation/fire direction specialist	15J	13	RIE	PERSHING electronics materiel specialist	21G	27	IRE	ROLAND repairer	27C	27	REC
Multiple launch rocket system repairer	27M	27	IRE	PERSHING electronics repairer	21L	27	IRE	Satellite communications equipment repairer	26Y	26	IRE
Multiple launch rocket system crewmember	13M	13	RIE	PERSHING missile crewmember	15E	13	REI	Saxophone player	02L	97	AST
Motion picture specialist	64C	64	AES	Personnel actions specialist	75E	71	CSE	Scout helicopter repairer (NISH)	67S	67	RIE
Motor transport operator	64C	64	RIE	Personnel administration specialist	75B	71	CSE	Scout helicopter technical inspector (NISH)	66S	67	IRE
Multichannel communications equipment operator	31M	31	RIE	Personnel information system management specialist	75F	71	CES	Self-propelled field artillery turret mechanic	45D	63	REI
M1 ABRAMS armor crewman	19K	19	REI	Personnel management specialist	75C	71	SEC	Senior supply sergeant	76Z	76	REI
M1 ABRAMS tank turret mechanic	45E	63	RE	Personnel records specialist	75D	71	CSR	SGT YORK air defense gun system crewmember	16L	16	REC
M1 ABRAMS tank systems mechanic	63E	63	RIE	Personnel sergeant	75Z	71	ESR	SGT YORK air defense gun system mechanic	24W	27	IRE
M48 M60 armor crewman	19E	19	REI	Petroleum laboratory specialist	92C	92	RIE	SGT YORK air defense gun system radar electronics repairer	27P	27	IRE
M60A1/A3 tank system mechanic	63N	63	RIE	Petroleum supply specialist	76W	92	RCS	SGT YORK air defense gun system test specialist	27Q	27	RIE
M60 tank turret mechanic	45N	63	RIE	Pharmacy specialist	91Q	91	IER	Signal security specialist	97G	96	RCE
Nuclear biological chemical specialist	54E	54	ISR	Photo and layout specialist	83E	81	RIE	Simultaneous membership program	09R		
NIKE-HERCULES fire control mechanic	24Q	23	RIE	Photolithographer	83F	81	RIE	Single channel radio operator	31C	31	RCE
NIKE-HERCULES missile-launcher repairer	22N	27	RIE	Physical activity specialist	03C	71	SER	Small arms repairer	45B	63	RES
NIKE high power radar simulator repairer	23U	27	RIE	Physical therapy specialist	91F	91	SIE	Smoke operations specialist	54C	54	RSE
NIKE maintenance chief	23W	27	IRE	Piano player	02N	97	AST	Special agent	95D	95	SEC
NIKE test equipment repairer	22L	27	IRE	Plumber	51K	51	REI	Special bandperson	02S	97	AST
NIKE track radar repairer	23N	23	RIE	Power generation equipment repairer	52D	63	RIE	Special duty assignment	00D		
Nuclear medicine specialist	91W	91	ISA	Practical nurse	91C	91	SAI	Special electronic devices repairer	35E	29	RIE
Nuclear weapons maintenance specialist	55G	55	IRE	Prime power production specialist	52E	51	RES	Special Operations Weapons Sergeant	18B	18	SRE
Oboe player	02H	97	AST	Psychiatric specialist	91F	91	SEC	Special Operations Engineer Sergeant	18C	18	SRE
Observation airplane repairer	67H	67	REI	Psychological operations specialist	96F	96	AEI	Special Operations Medical Sergeant	18D	18	SIR
Observation airplane technical inspector	66H	67	REI	Programmer/analyst	74F	74	IER	Special Operations Communications Sergeant	18E	18	SRE
Observation/scout helicopter repairer	67V	67	RIE	Public affairs/audiovisual chief	84Z	84	SEC	Special Operations Intelligence Sergeant	18F	18	ERS
Observation/scout helicopter technical inspector	66V	67	REI	Quarrying specialist	62G	51	RIE	Special Operations Senior Sergeant	18Z	18	ESR
Occupational therapy specialist	91L	91	SRE	Quartermaster and chemical equipment repairer	63J	63	RIE	Subsonic technical controller	32C	31	SRE
Office machine repairer	41J	63	RES	Radio/television systems specialist	26T	64	REI	Still photographic specialist	84B	84	RSE
Optical room specialist	91C	91	SER	Railway car repairer (Reserve Forces)	65D	64	RES				
Optical laboratory specialist	42E	91	REI	Railway movement coordinator (Reserve Forces)	65K	64	RES				

Strategic microwave systems repairer	26V	29	RSC	Utility helicopter repairer	67N	67	RES
Strategic satellite microwave systems operator	26R	31	RIC	Utility helicopter technical inspector	66N	67	RES
Structures specialist	51C	51	RSC	Veterinary food inspection specialist	91R	91	REI
Substance supply specialist	76X	76	REI	VULCAN repairer	27F	27	RLE
Tactical fire operations specialist	107	13	CSR	VULCAN system mechanic	24M	23	TRE
Tactical circuit controller	31N	31	SEC	Warrant officer candidate	09W		
Tactical communications systems operator/mechanic	31V	31	REI	Watercraft engineer	61C	64	REI
Tactical computer systems repairer	34T	74	IRE	Watercraft operator	61B	64	REI
Tactical fire control systems repairer	45G	63	RLE	Water treatment and plumbing systems specialist	51N	92	REI
Tactical microwave systems repairer	26L	29	REI	Wheel vehicle repairer	63W	63	REI
Tactical satellite/microwave systems operator	26Q	31	REI	Wire systems installer	36C	31	RSE
Tactical transport helicopter repairer	67T	67	RES	Wire systems operator	36M	31	CSE
Tactical transport helicopter technical inspector	66T	67	RES	Woodwind group leader	02Q	97	AST
Tank turret repairer	45K	63	RES	X-ray specialist	91P	91	RST
Technical drafting specialist	81B	51	RLE				
Technical engineering supervisor	51T	51	IRS				
Telecommunications center operator	72E	31	CSE				
Teletypewriter repairer	31J	29	RES				
Terrain analyst	81Q	81	RLE				
Topographic engineering supervisor	81Z	81	CSE				
Topographic instrument repair specialist	41B	81	RLE				
Topographic surveyor	82D	81	EIR				
TOW/DRAGON repairer	27E	27	RLE				
Track vehicle repairer	63H	63	RSE				
Track vehicle mechanic	63Y	63	RSE				
Traffic management coordinator	71N	64	ESR				
Train crew member (Reserve Forces)	65J	64	RSE				
Transmission and distribution specialist	52G	51	RES				
Transportation senior sergeant	64Z	64	ESR				
Trombone player	02E	97	AST				
Tuba player	02F	97	AST				
Turbine engine driven generator repairer	52F	63	RES				
Television/radio broadcast operations chief	84T	84	SEI				
Unit supply specialist	76Y	76	RCI				
Utilities equipment repairer	52C	63	REI				
Utility/cargo airplane repairer	67G	67	RES				
Utility/cargo airplane technical inspector	66G	67	RES				

**APPENDIX B**  
**HOLLAND-CODED ARMY ENTRY-LEVEL OCCUPATIONS**

## Holland-Coded Army Entry-Level Occupations

1. Still Photographer RSE
2. Motion Picture Specialist AES
3. Interpreter ESA
4. Journalist ASE
5. Broadcaster ESR
6. Dental Specialist SAI
7. Medical Record Technician CSE
8. X-Ray Technician RSI
9. Practical Nurse SAI
10. Medical Lab Technician ISA
11. Orthotist RSE
12. Electrocardiograph Technician RCI
13. Optometric Assistant SCI
14. Emergency Medical Technician ESI
15. Operating Room Technician ISR
16. Orthopedic Assistant RCS
17. Recording Engineer RES
18. Drafter IRC
19. Surveyor, Marine IER
20. Cartographer RIE
21. Weather Observer RIE
22. Radar and Sonar Operator RIS
23. Air Traffic Controller SER
24. Radio Officer RCE
25. Radio Intelligence Operator RCE
26. Paralegal Assistant SEC
27. Computer Programmer CRS
28. Disaster or Damage Control Specialist ERS
29. Radiographer RIS
30. Store Manager ESR
31. Stock Clerk RSE
32. Computer Operator SCE
33. Secretary (Stenographer, Yeoman) CSE
34. Court Report (legal secretary) CSE
35. General Office Clerk CSE
36. Hotel Clerk ECS
37. Travel Clerk ESC
38. Personnel Specialist CSE
39. Accounting Clerk, Data Processing CRS
40. Payroll Clerk CRS
41. Command and Control Specialist CSE
42. Telegraphic-Typewriter Operator CSE
43. Postal Clerk ECS
44. Dispatcher ESC
45. Maintenance Data Analyst ERS
46. Airplane Dispatch Clerk SEC
47. Shipping and Receiving Clerk REC
48. Stock Clerk RCS
49. Data Entry Operator CSE
50. Fire Fighter RES

51. Special Agent ERI
52. Military Police SRE
53. Criminal Investigator ESI
54. Correction Officer SER
55. Cook RSE
56. Physical Therapy Assistant SCR
57. Occupational Therapy Assistant SCE
58. Barber SER
59. Automobile Mechanic RIE
60. Truck Mechanic RIE
61. Automobile Body Repairer RIE
62. Aircraft Mechanic RIE
63. Construction Equipment Mechanic REI
64. Marine Engine Mechanic RIE
65. Nuclear Powerplant Mechanic REI
66. Sonar and Radar Equipment Repairer IRE
67. Radio Mechanic IRE
68. Electronic Weapon System Repairer IRE
69. Computer Systems Technician IRE
70. Teletype Repairer IRE
71. Electronic Instrument Repairer RIE
72. Aircraft Electrician RIE
73. Electrical Product Repairer RCE
74. Telephone Maintenance Mechanic RIE
75. Wire Installer RIE
76. Heating/Cooling Mechanic RES
77. Instrument Mechanic RIE
78. Photographic Equipment Repairer RIE
79. Business Machine Mechanic RES
80. Crane Rigger RSC
81. Gunsmith RES
82. Deep Sea Diver RES
83. Cement Mason RES
84. Carpenter REI
85. Building Electrician REI
86. Plumber REI
87. Paving Equipment Operator RES
88. Structural-Steel Worker REI
89. Well Driller RIE
90. Blasting Specialist RIE
91. Machinist RIE
92. Shipfitter RIE
93. Sheet Metal Worker REI
94. Alteration Tailor RIE
95. Optician REI
96. Dental Laboratory Technician RFI
97. Water-Treatment Plant Operator REI
98. Power Plant Operator REI
99. Printer RIE
100. Film Developer RES
101. Compressed-Gas-Plant Worker RIE
102. Welder RES
103. Parachute Rigger RCE



104. Truck Driver RSE
105. Boat Operator RIE
106. Navigator CRE
107. Seaman RES
108. Ship Engineer RES
109. Flight Engineer RES
110. Heavy Equipment Operator REC
111. Stevedore RES
112. Petroleum Supply Specialist RIE
113. Air Crew Member REI
114. Artillery Crew Member REI
115. Infantryman RES
116. Special Forces REI
117. Tank Crew Member REI
118. Combat Engineer RES
119. Recruiting Specialist SEC
120. Food and Drug Inspector SAE
121. Computer System Analyst IER
122. Intelligence Specialist AES
123. Human Relations or Drug and Alcohol Counselor SER
124. Recreation Specialist SEI
125. Religious Program Specialist SEA
126. Vocational Instructor SEI
127. Respiratory Therapist IRS
128. Commercial Artist AES
129. Musician ASI

**APPENDIX C**  
**HOLLAND-CODED NAVY ENTRY-LEVEL OCCUPATIONS**

Holland-Coded Entry-Level Occupations

<u>Navy Code</u>		<u>Holland Code</u>
1.	AB Aviation Boatswain's Mate	RES
2.	AC Air Traffic Controller	SER
3.	AD Aviation Machinist Mate	RIE
4.	AE Aviation Electrician's Mate	RIS
5.	AG Aerographer's Mate	IRS
6.	AK Aviation Storekeeper	REC
7.	AM Aviation Structural Mechanic	RES
8.	AO Aviation Ordnanceman	REI
9.	AQ Aviation Fire Control Technician	RIE
10.	AQ AE Aviation FC Tech	IRE
11.	ASM Aviation Support Equipment Technician	RSE
12.	AT Aviation Electronics Technician	IRE
13.	AT AE Aviation Electronics Technician	IRE
14.	AW Aviation Anti-Submarine Warfare Operator	RIE
15.	AX Aviation Anti-Submarine Warfare Technician	IRE
16.	AX AE Aviation Anti-Submarine Warfare Technician	IRE
17.	AZ Aviation Maintenance Administrationman	CRS
18.	BT Boiler Technician	RSE
19.	BT AT Boiler Technician	RIE
20.	BU Builder	REI
21.	CE Construction Electrician	RES
22.	CM Construction Mechanic	RSE
23.	CTA Cryptologic Technician, Administrative	CES
24.	CTI1 Cryptologic Technician, Interpretive	AEI
25.	CTMAE Cryptologic Technician, Maintenance	IRE
26.	CTO Cryptologic Technician, Operator	CER
27.	CTR1 Cryptologic Technician, Collection/Technical	CIE
28.	CTI2 Cryptologic Technician, Interpretive	AEI
29.	DK Disbursing Clerk	CES
30.	DP Data Processing Technician	CEI
31.	DS AEF Data Systems Technician	IRE
32.	DT Dental Technician	SIA
33.	EA Engineering Aid	RIE
34.	EM Electrician's Mate	RIS
35.	NF GEN Nuclear Field	IRE
36.	EN Engineman	REI
37.	GS AT Gas Turbine Systems Technician	REI
38.	EO Equipment Operator	RSE
39.	ET Electronics Technician	IRE
40.	ET AE Electronics Technician	IRE
41.	ET NF Electronics Technician	IRE
42.	EW Electronics Warfare Technician	RIE
43.	EW AE Electronics Warfare Technician	IRE
44.	FC FT Fire Control Technician	IRE
45.	FT AE Fire Control Technician	IRE
46.	GM Gunner's Mate	REI
47.	GMT Gunner's Mate Technician	RIE
48.	HM Hospital Corpsman	SIA

49.	HM AT	Hospital Corpsman	SIR
50.	HT	Hull Maintenance Technician	RIE
51.	HT AT	Hull Maintenance Technician	IRE
52.	IC	Interior Communications Electrician	RIS
53.	IC AT	Interior Communications Electrician	IRE
54.	IC NF	Interior Communications Electrician	RIS
55.	IM	Instrumentman	IRE
56.	IS	Intelligence Specialist	ERS
57.	JO	Journalist	EAS
58.	ML	Molder	REI
59.	MM	Machinist's Mate	RIE
60.	MM NF	Machinist's Mate	RIE
61.	MN	Mineman	RIE
62.	MR	Machinery Repairman	RIE
63.	MS	Mess Management Specialist	ESR
64.	OM	Opticalman	RIC
65.	OS	Operations Specialist	CSR
66.	OTA	Ocean Systems Technician Analyst	IRS
67.	PC	Postal Clerk	CSE
68.	SWS AE	Strategic Weapons Systems Electronics (Undecided)	IRE
69.	PH	Photographer's Mate	RES
70.	PM	Patternmaker	RIE
71.	PN	Personnelman	SEC
72.	PR	Aircrew Survival Equipmentman	RCE
73.	QM	Quartermaster	REI
74.	RM	Radioman	RCE
75.	RM AE	Radioman	RIE
76.	SH	Ship's Serviceman	ESC
77.	SK	Storekeeper	ESC
78.	SM	Signalman	RCE
79.	STG AE	Sonar Technician, Surface	RIE
80.	STS AE	Sonar Technician, Submarine	RIE
81.	SW	Steelworker	REI
82.	TM	Torpedoman's Mate	RIE
83.	UT	Utilitiesman	REI
84.	YN	Yeoman	CSE
85.	UFTG AEF	Underwater Fire Control Technician, Gun Fire Control	RIE
86.	TMS	Torpedoman's Mate, Submarine	RIE
87.	STS	Sonar Technician, Submarine	RES
88.	STG	Sonar Technician, Surface	REI
89.	TMT	Torpedoman's Mate Technician	RES
90.	RP	Religious Program Specialist	SAI
91.	FS	Fireman Subfarer (Undecided)	RES
92.	SS	Seaman Subfarer (Undecided)	RES
93.	ASE	Aviation Support Equipment Technician	RIE
94.	QMS	Quartermaster, Submarine	REI
95.	OTM AE	Oceans Systems Technician	RIE
96.	MM AT	Machinists Mate	RIE

**APPENDIX D**  
**ARMY ENLISTED OCCUPATIONS DISTRIBUTION**

Table D-1  
Army Enlisted Occupations Distribution

f			f	
RIS	2		SEC	6
RIE	78		SER	6
RIC	2		SEI	1
RSE	17		SCR	4
RSC	4		SRE	7
RSI	2		SRC	1
REI	42		SIA	1
RES	26		SIE	3
REC	18		SIR	1
RCI	4		SAE	1
RCS	4		SAI	3
RIE	<u>15</u>			
	214	57%		<u>34</u>
				9%
ISR	3		ERI	1
ISA	2		ERS	8
IER	4		ERC	1
IEA	1		EIS	1
IRS	3		EIR	2
IRE	<u>40</u>		ESC	3
	53	14%	ESR	8
			ESI	<u>1</u>
				25
				7%
ASE	3		CRI	2
ASI	16		CRE	1
AER	1		CSE	12
AEI	6		CSR	3
AES	<u>3</u>		CES	<u>3</u>
	29	8%		21
				6%

END

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