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ABSTRACT
                The user of the Vocational Interest Survey (VIS) has
available a number of interpretative approaches at various
descriptive and qualitative levels. This report provides a brief
outline of the various approaches. Whenever all six scales of the VIS
are administered, the client's total score on all six scales should
be within the average range. The average total score is 54. Fifty
percent of all clients range from 26 to 72. The clients' highest
scores determine their resemblance to one of the six vocational
types. People who resemble many vocational types are labeled as
undifferentiated or poorly defined; the average level of
differentiation in a sample of 206 high school students was 58. The
level of consistency refers to the compatibility between a person's
highest interests. Compatibility is measured by the distance between
the vocational types of interest on a hexagonal typology of interests
described by Holland. The hexagonal model may also be used to obtain
four degrees of person-occupation congruency. Results from the VIS
can be used to search for occupations which are compatible with
interests. A copy of the interest profile and list of careers in each
vocational category is attached. (JAZ)

INFORMATION PAPER

INTERPRETATION OF THE RESULTS FROM THE VOCATIONAL

INTEREST SURVEY

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HUMAN RESOURCES DIVISION

N.S.W. DEPARTMENT OF INDUSTRIAL RELATIONS & EMPLOYMENT

October, 1986

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This report is a draft for inter-office circulation.
Comments and criticisms are solicited, but this
should not be cited as a reference without the
permission of the author.

INTERPRETATION OF THE RESULTS FROM THE VOCATIONAL INTEREST SURVEY

The user of the Vocational Interest Survey (VIS) has available an array of interpretative approaches at various descriptive and quantitative levels. This report provides a brief outline of the various approaches, and supplements earlier papers which gave an overview of the VIS and outlined the administrative and scoring procedures (Athanasou 1986 a, b, c,).

Following administration of the VIS, people can first be described by their resemblance to one of the six types through their highest score. The relative order of their preferences can be examined and related to occupational data. Secondly the relationship between the six vocational types can be analysed according to such principles as differentiation, consistency and the commonness of codes.

PRELIMINARY STEPS

a) <u>Norms</u> For most users combined-sex norms have been provided, and results have usually been interpreted with reference to these norms. However, if counsellors wish, they may refer to separate-sex norms to determine percentile ranks, or they may use the relative-preference index described in the earlier report.

b) <u>Acquiescence</u> One of the limitations of a free-choice format in the VIS has been that some subjects are inclined to indicate that they like almost everything while others restrict their choices to a very small number of items. Users of the VIS need to be aware of the influence of response rates and to interpret this as an aspect of their client's response style and temperament.

Thus, whenever all six scales of the VIS are administered, it is important to check that the client's total score on all six scales is within the average range. This will alert counsellors to those individuals who have answered with extreme response styles.

The average total score (i.e. the number of items for all scales) is 54 (S.D. = 24). Fifty percent of clients have a total score between 26 to 72 and only the extreme 20% have a total score $<$23 and $>$95.

TOTAL SCORE ON ALL SIX VIS SUB-SCALES (N=1000)

Very Low Response Rate	23	9%ile
Low	24-35	10-25%ile
Average	26-72	26-75%ile
High	73-95	76-91%ile
Very High	95	92%ile

In some cases of very low or very high response rates, it may be necessary to discard the results, interpret the scores with caution or recommend that the client complete the VIS a second time emphasising the need for sincere replies.

The client's vocational type is their highest score on the VIS. This characterises their preferences and describes their resemblance to one of the six types. The highest score is the most important, the most descriptive and most reliable.

Resemblance to the six types is determined by examining the percentile ranks on each scale to find the highest rank. Low scorers are classed as 1-15% ile rank and high scorers as 85-99% ile rank. Capsule descriptions of high and low scorers are provided below.

PRACTICAL

The person who scores low on practical likes occupations which emphasise personal contact. They They do not prefer activities which require skills strength and co-ordination.

VS

The person who scores high on Practical tends to like working with things rather than people. He/she tends to be hard-headed tough, realistic and sceptical of subjectivity. He/she values utility and production.

SCIENTIFIC

The person who scores low on Scientific likes to work with concrete data and facts. He/she tends to be confident in what they have been taught. They do not prefer activities which involve thinking, studyng or understanding.

VS

The person who scores high on Scientific likes to be involved in and interested in intellectual matters. He/she tends to be observant and experimenting with new ideas. He/she values empiricism, knowledge and understanding.

ARTISTIC

The person who scores low on Artistic is not concerned with creative expression or imagination. They are more inclined to a conventional orientation in life. They do not prefer activities which involve self-expression or creativity.

VS

The person who scores high on Artistic tends to be imaginative and expressive. He/she is sensitive to beauty and values form or harmony.

SOCIAL

The person who scores low on Social likes to work with things rather than with people. He/she does not prefer interpersonal activities.

The person who scores high on social is concerned about other people, and the welfare of the community. He/she values helpfulness, caring, equality and human life.

BUSINESS

The person who scores low on business tends to be precise, inquiring and anxious for correctness. He/she does not prefer activities which involve influencing others, to attain power and status.

VS

The person who scored high on business tends to be persuasive, enterprising good at making and maintaining business contacts. He/she values prosperity ambition and power.

CLERICAL

The person who scores low on clerical tends to be unconventional, less structured, and oriented to being creative. He/she does not prefer regulated activities, and subordination to the needs of an organisation.

VS

The person who scores high on clerical likes dealing with facts. He/she tends to be conventional, exact in their dealings, and concerned over details. He/she values order, security, obedience, accuracy and reliability.

DIFFERENTIATION

The degree of differentiation is defined as the difference between the highest and lowest percentage scores. People who resemble many vocational types have a relatively flat interest profile. The vocational interests of these people have been labelled as undifferentiated or poorly defined.

The people who are most likely to conform to their vocational type are those who resemble only that one type and show little resemblance to the other types. As a result, their interest profile will have only one or two "high peaks." These are individuals whose interests are clearly defined and differentiated.

The average level of differentiation (i.e. the highest minus the lowest percentage rank) in a sample of 206 high school students was 58 (S.D. = 18). Fifty percent of all students had a level of differentiation between 46 to 71 and only the extreme 20% have differentiation levels ◀ 32 and ▶ 85.

LEVEL OF DIFFERENTIATION ACROSS ALL SIX VIS SUB-SCALES (N=206)

	Highest-Lowest Score	Rank
Very low differentiation	32	9%ile
Low	33 - 45	10-25%ile
Average	46 - 71	26-76%ile
High	72 - 84	76-91%ile
Very high	85	92%ile

EXAMPLE OF A PROFILE WITH LOW DIFFERENTIATION.

Client: Male 17-3 years Student

First Language: English

Referral: Career Guidance

Leisure Activities: Books, Films

Occupational Choice: Clerical work

Counsellor's Comments: "... withdrawn and prone to fantasy and ... his somewhat unreal approach to the world in general is evident in the interest tests".

Other Test Results

Verbal = 99 (I.Q)

Numerical = 107 (I.Q)

General Reasoning = 103 (I.Q)

Speed & Accuracy = 57%ile

Multi-Aptitude

Vocabulary = 26%ile

General Information = 15%ile

Arithmetic = 1%ile

Number Series = 15%ile

Figure Classification = 8%ile

Mechanical Comprehension = 9%ile

Word recognition = 24%ile

Scrambled Letters = 8%ile

Paper form board = 4%ile

INTERESTS	YOUR SCORE	% RANK
PRACTICAL	22	88
SCIENTIFIC	12	77
ARTISTIC	14	73
SOCIAL	23	83
ENTERPRISING	5	48
CLERICAL	13	88

Differentiation = H-L = 88-48=40 (Low)

Acquiescence = 89 (High acquiescence)

Profile Chart (PERCENTILE RANKS)

PERCENTILE RANKS	PRACTICAL	SCIENTIFIC	ARTISTIC	SOCIAL		CLERICAL
99+	44	28	34	36	19	22
99	43	27	33	35	18	21
	34	24	31	33	17	19
	28	20	27	30	14	16
90	24	17	23	26	12	14
80	18	13	17	22	9	11
70	13	10	13	19	8	9
60	10	9	11	15	7 / 6	7
50	7	7	9	13	5	6
40	5	6	7	10	4	5
30	4	4	6	7	3	4 / 3
20	2	3	4	5	2	2
	1	2	3	4	1	1
10		1	2	3		0
	0		1	2		
		0		1	0	
1			0		0	
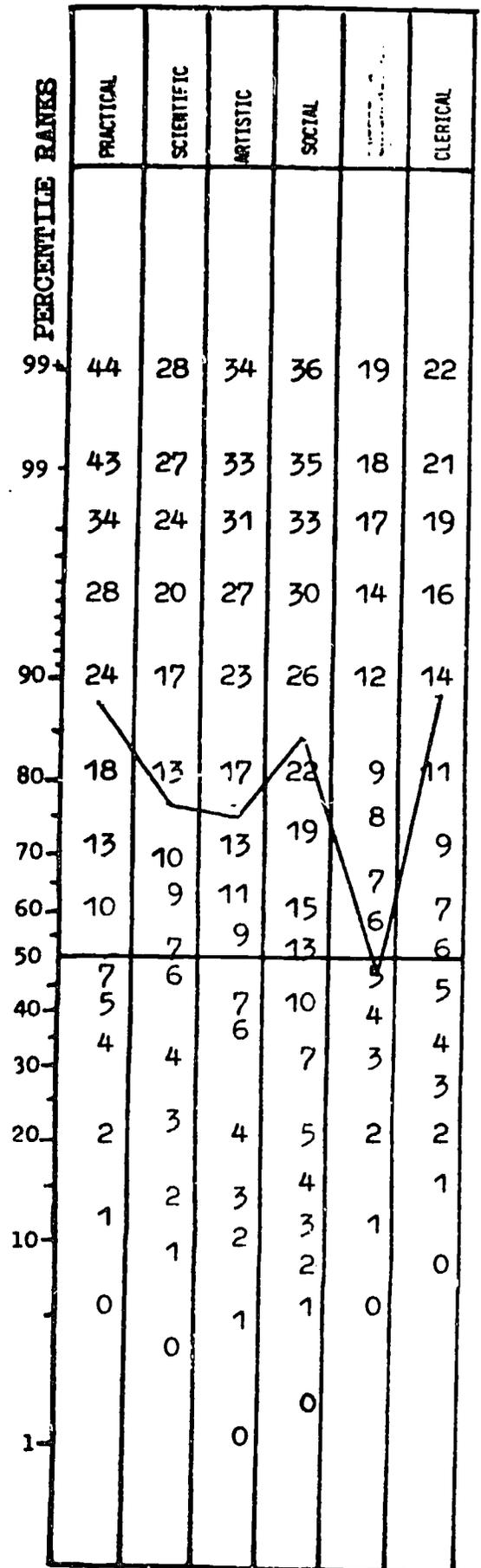
EXAMPLE OF A PROFILE WITH HIGH DIFFERENTIATION.

Client: Female 25 years Unemployed

Education: Year 10 and Theatrical Arts (make-up)

Referral: Career Guidance

Leisure Activities: Poetry,Tapestry,Water Sports,
                    Charity Work

Occupational Choices: Child Care Assistant,
                      Welfare worker

Counsellor's Comments: "...a stable,caring personal
emphasising traditional values such as her family
and security... youthful, pleasant and friendly
manner...seeking assistance and directions for
the future".

Other Test Results

Full-scale I.Q   = 99

Verbal I.Q   = 97

Performance I.Q   = 102

Rokeach Value Survey

Instrumental values   : loving,honest,forgiving

Terminal values   : salvation,inner harmony

Personality

Extraversion   : 5.5 sten score

Anxiety   : 5.5

Tough Poise   : 7.1

Independence   : 5.6

Purpose-in-life Test : Average

INTERESTS	YOUR SCORE	% RANK
PRACTICAL	13	69%
SCIENTIFIC	14	83%
ARTISTIC	38	99%
SOCIAL	32	97%
ENTERPRISING	9	78%
CLERICAL	2	21%

Total Score = 108 (very high acquiescence)

Differentiation = H-L=99-21=78 (high)
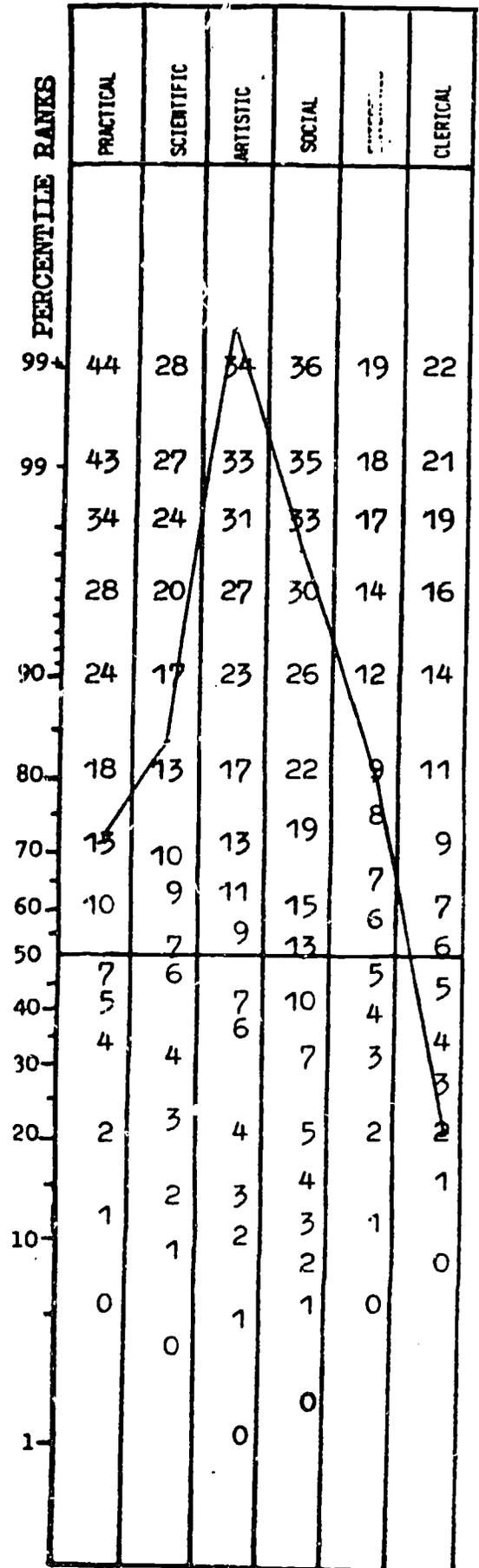
PERCENTILE RANKS	PRACTICAL	SCIENTIFIC	ARTISTIC	SOCIAL	ENTERPRISING	CLERICAL
99+	44	28	34	36	19	22
99	43	27	33	35	18	21
	34	24	31	33	17	19
	28	20	27	30	14	16
90	24	17	23	26	12	14
80	18	13	17	22	9	11
70	15	10	13	19	8	9
60	10	9	11	15	7	7
50	7	7	9	13	6	6
40	5	6	7	10	5	5
30	4	4	6	7	4	4
20	2	3	4	5	3	3
	1	2	3	4	2	2
10		1	2	3	1	1
	0		1	2		0
		0		1	0	
1			0	0		

The level of consistency refers to the compatibility between a person's highest interests. Compatibility is measured by the distance between the vocational types on hexagonal typology of interests described by Holland (1973). This distance between the types is inversely proportional to the expected relationships between them. The two highest scores are used to analyse the consistency of client's vocational type. For example a person whose two highest scores were Practical and Social would have an inconsistent two-letter code, because these are opposites in the hexagonal model.

Three levels of consistency (high, medium, low) are defined using the hexagonal model. Adjacent categories show greater compatibility than opposite categories which involve contradictions in preferences. Results from a

CONSISTENCY		Two-Letter Code
High	(Adjacent Categories)	RI, RC, IR, IA, AS, AI SA, SE, EC, ES, CE, CR
Medium	(Alternate Categories)	RA, RE, IS, IC, AE, AR SC, SI, ER, EA, CI, CS
Low	(Opposite Categories)	RS, IE, AC, SR, EI, CA,

sample (N=206) of high school students indicate that 50.0% show high levels of consistency, 41.2% show medium levels and 8.8% show low levels of consistency.

COMMON CODES

To assist interpretation of results the frequency of appearance of the highest two-letter codes was determined for an Australian sample (N=206). The most common code was RE which appeared in around 10% of all the interest profiles. The rank of the remaining codes is listed below in Table 6

TABLE 6 COMMONNESS OF TWO-LETTER CODES (N=206)

Description	Codes	Tabulated Frequency in Profiles
Very Common	RE SA AS, RI, RA	10.6% 7.2% 6.7%
Common	EC RC IS IA, AE, ER SI, AI, ES, IR, EI, CR CE	5.3% 4.8% 4.3% 3.8% 2.9% 2.4%
Less Common	EA, AR SC, IC, CA, RS, AC, CS	1.9% 1.4%
Uncommon	SE, IE, SR, CI	1%

The above classification may serve as a useful reference for examining how common is the two-letter code produced by a client.

CONGRUENCE

The hexagonal model may also be used to obtain four degrees of person-occupation congruency. This specifies the extent of the relationship between a person's interests and their environment. Counsellors may calculate the distance between a person's highest interest and the code for their current occupation. For instance, an R-person in an R-job is most congruent. An R-person in an S-job is most incongruent. Counsellors may also determine the congruence between measured interests and occupational choices or educational choices.

The advantage of assessing congruence is that it allows the counsellor to determine whether, a person's occupation is providing the desired environment, opportunities and rewards. The procedure for calculating congruence is based on the distance between the vocational types.

Levels of Congruence

Level	Relationship	Example
4	Same	Practical person in Practical environment
3	Adjacent	Practical person in Clerical or Scientific environment
2	Alternate	Practical person in Artistic or Business environment
0	Opposite	Practical person in Social Environment

PRACTICAL ASSISTANCE FOR CLIENTS

Results from the VIS can be used to search for occupations which are compatible with interests. Practical assistance is available in the form of (a) an interest profile (b) careers in interest categories and (c) a job guide based on 2 or 3-level high point codes. These counselling aids are described briefly and also shown below.

Profile

The interest profile describes the six interest categories and gives the client information as to whether his/her scores fall within the average range. A profile or graph of the interest scores may also be drawn in order to make comparisons between scores.

Careers in Interest Categories

Careers in interest categories is a general classification of occupations into six areas of interest. Jobs which have some relationship to a vocational types are also sorted by educational level into those that require a degree, diploma, certificate, trade or other qualification. The client takes their highest interest score and searches the relevant interest category.

Job Guide

The Job-Guide provides a more specific classification of occupations in the work-force, in the VIS a person's interests are summarised by a three letter code. This is the rank order of the highest interests, and it becomes pos-

sible to show people those occupations in the Job Guide which most closely resemble their own profile.

The codes in the Job Guide are approximate and not precise. Therefore, clients are encouraged to try all premutations of their 3-letter code (e.g. RIA, IRA, ARI, AIR, RAI and IAR). In some cases there will be 3-letter codes which do not correspond to any occupations and these clients may use 2-letter codes.

Where the results of the VIS are of insufficient help, clients may need to use more comprehensive services, such as individual guidance or, computer-assisted vocational exploration. Further practical assistance is available in the form of published aids, such as "Understanding Yourself and Your Career" (Holland, 1977), or the Australian School Leavers Yearbook (Seligman, 1985).

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Interest Profile

SUMMARY OF YOUR VOCATIONAL INTERESTS

NAME _____

COUNSELLOR _____

DATE _____

INTERESTS	YOUR SCORE	RATING
PRACTICAL	....	....
SCIENTIFIC	....	....
ARTISTIC	....	....
SOCIAL	....	....
BUSINESS	....	....
CLERICAL	....	....
YOUR TOTAL SCORE		....

This profile is a record of your scores on six important career interests.
Descriptions of these interests are listed below. Read these descriptions to
give you ideas concerning your likes and dislikes for different types of work.
The occupations named in each category are only examples.

VOCATIONAL INTEREST CATEGORIES

PRACTICAL interest means that you like to work mainly with tools and equipment. It
involves making and fixing things as well as operating machines. Jobs in this area
include pilots, drivers, technicians, and engineers. A practical interest also means
that you like to work and move about outside, like surveyors and sportsmen/sports-
women. It also involves caring for animals and growing things - farmers, foresters,
landscape gardeners, are among those high in practical interests.

SCIENTIFIC interest means you like to discover ideas, observe, investigate and
experiment, Doctors, pharmacists, zoologists, dentists, chemists, physiotherapists
i ve high scientific interests.

ARTISTIC interest means that you like to express yourself and include creative,
music and literary occupations. An artistic interest shows that you like to design
and create objects appreciate beautiful things around you, practise design, archi-
tecture, decorating or display work. Artists, actors, commercial artists, photo-
graphers, sign writers, and those in drafting all do "artistic" work. Musical
interests means you like composing, arranging, conducting, singing or playing musical
instruments. Dancers, disc jockeys, musicians, radio and television work involve
"musical" interests. Literary interests means you like books, reading, writing
dealing with an appreciating words and/or ideas. Literary jobs include writers,
editors, reporters and advertising copy-writers.

SOCIAL interest means you are concerned about individuals understanding people and
helping them overcome their problems, like childcare workers, social and welfare
workers and nursing. It can also include teaching or other services to schools like
librarians or even more general things like counselling.

BUSINESS interest means you like meeting people, talking, discussing and leading
others, like law, politics, or selling. It also involves business relations with
people, as with travel agents, stewards/stewardess, executives, and managers.

CLERICAL interest means you like office work which involves organising and being
accurate. At higher levels this involves planning and controlling business activities.
Jobs such as secretary, word processing, office worker, receptionist bank clerk, computer
operator involve clerical interests. Clerical interest also means you like to work with
numbers, do calculation and use mathematics as in finance, computers, statistics and office
work. A high score in this area means that you might like such jobs as computer programmer,
accountant, or cashier.

Your score is definitely above or below the average if it falls outside these limits

Practical	3 - 15	Social Service	7 - 20
Scientific	4 - 11	Business	3 - 8
Artistic	5 - 15	Clerical	3 - 9

Also check the total of all your scores. The average is 36 to 72. You should see your
counsellor if your total is less than 24 or more than 95, since you may have misunderstood the
instructions. He/she will probably recommend that you fill out the form a second time, being
careful to give accurate replies.

You may want to draw your own graph of your high and low vocational interests. Use the profile at the right.

This profile shows your interest in six important work activities listed across the top of the chart.

High scores show the type of activities you like best. More than one high score indicates a combination of interests, low scores should also be considered since they indicate activities you probably do not enjoy.

Percentiles on the graph will also help you see how your interests compare with those of other people. Percentiles give you some idea of where you rank-if say, your percentile is 80%, your interest is greater than 80% of others; or if your percentile is 50%, you are right in the middle if you are at the 25% level, this means about 75% have a greater interest than you.

Use your highest scores to help you find jobs which match your interests. Look in the JOB GUIDE to find occupations where codes are the same as your highest score on the graph.

Finally, remember that your interests are only a small part of helping you decide about occupations. Abilities and values will also determine what you do well.

INTERESTS	YOUR SCORE	% RANK
PRACTICAL	. . . .	. . . . . .
SCIENTIFIC	. . . .	. . . . . .
ARTISTIC	. . . .	. . . . . .
SOCIAL	. . . .	. . . . . .
BUSINESS	. . . .	. . . . . .
CLERICAL	. . . .	. . . . . .

PERCENTILE RANKS

% RANK	PRACTICAL	SCIENTIFIC	ARTISTIC	SOCIAL	BUSINESS	CLERICAL
99+	44	28	34	36	19	22
99	43	27	33	35	18	21
	34	24	31	33	17	19
	28	20	27	30	14	16
90	24	17	23	26	12	14
80	18	13	17	22	9	11
70	13	10	13	19	8	9
60	10	9	11	15	7	7
50	7	7	9	13	6	6
40	5	6	7	10	5	5
30	4	4	6	7	4	4
	2	3	4	5	3	3
20	2	3	4	5	2	2
		2	3	4		1
10	1	1	2	3	1	0
				2		
	0	0	1	1	0	
1		0				

What Would I Like To Do?

CAREERS in Interest Categories

*These interest categories have been subdivided into five groups, which
specify the level of training, education, or experience that each requires.*

**DEGREE — DIPLOMA/ASSOCIATE DIPLOMA
CERTIFICATE — TRADE**
*OTHER (Occupations which have other education requirements and
those where experience may be important).*

*This list is sufficiently broad to apply to all States — but be warned, educational requirements do
vary!*

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PRACTICAL

EE	DIPLOMA/ASSOCIATE DIPLOMA	CERTIFICATE	TRADE	OTHER
ustics	Agriculture	Agriculture	Air Conditioning	Agriculture
nautical	Australian	Ambulance Work	Aircraft Trades	Ambulance Work
ineering	Telecommunications	Animal Care	Apparel Plan Mechanics	Animal Care
iculture	& Postal Commissions	Australian	Australian	Auctioneering
reptlogy	Cartography	Telecommunications	Telecommunications	Australian
itecture	Clothing Technologist	& Postal Commissions	& Commissions	Telecommunication
ralian	Customs Work	Building	Baking	& Postal Commissi
ecommunications	Dairy Technology	Cartography	Blacksmithing	Automotive Replace
ostal Commissions	Drafting	Chemical Technician	Boat Building	Part Sales
ding	Drama	Civil Aviation	Boilermaking	By-Products Proces
ical Engineering	Food Technology	Civil Engineering	Bread Manufacture	Carpet Laying
l Engineering	Health Surveying	Clothing Technologist	Bricklaying	Civil Aviation
nce Forces	Horticulture	Custom Work	Building Trades	Dairy Products & B
n Sciences	Journalism	Drafting	Business Machine	Products Industry
trical Engineering	Laboratory Technician	Electrical Engineering	Servicing	Defence Forces
neering	Medical Technology	Electronics	Butchery	Domestic Work
	Metallurgy	Engineering Technician	Cabinet Making	Dry Cleaning & Lau
Technology	Music	Film	Canvas & Rope Goods	Electroplating
stry	Paramedicine-Technician	Food Technology	Manufacturing	Fashion
Engineering	Public Service Careers	Health Surveying	Carpentry & Joinery	Film
raphy	Quantity Surveying	Horticulture	Ceramic Engineering	Fire Brigade
iculture	Recreation Officer	Interior Design &	Consumer Electronics	Floristry
strial Chemistry	Saleswork	Decoration	Tradesman	Footwear Manufactu
strial Design	Soil Conservation Service	Jewellery	Cooking	Trades & Retail
strial Engineering	Teaching	Laboratory Assistant	Coppersmithing	Service
rior Design &	Technician/Technical	Laboratory Technician	Dairy Produce & By-	Forestry
oration	Officer	Landscape Gardening	Products Industry	Glass Industry
l Government	Valuation	Local Government	Defence Forces	Journalism
gement of Natural	Winemaking & Viticulture	Marine Engineering	Dental Technician	Lineman
sources		Mechanical Engineering	Electrical Fitter	Machine Operator
ne Sciences		Medical Technology	(Automotive)	Meat Industry
anical Engineering		Metallurgy	Electrical Fitter	Meat Packing
cal Technology		Music	Electrical Fitter/	Merchant Navy
orology		Naval Architecture	Mechanic	Meteorology
ng Engineering		Nuclear Medicine	Electroplating	Music
c		Packaging	Fitting and Machining	National Parks & W
ral Parks &		Panel Operating	and Toolmaking	Services
ldlife Service		Paramedicine-Technician	Footwear Manufacturing	Optical Dispensing
l Architecture		Photography	Trades and Retail	Packaging
pational Therapy		Plastics Industry	Service	Panel Operating
metry		Production Engineering	Forging	Pilot
ics		Public Service Careers	Founding (Moulding)	Police Force
t		Public Transport	French Polishing	Printing and Assoc
uction Engineering		Commission	Gardening	Trades
ic Service Careers		Radio Broadcasting	Glass Industry	Public Service Car
ic Transport		Radio Officer (Operator)	Greenkeeping	Public Transport
ommission				Commission

ity Surveying
r/Naturalist
ence
Conservation
vice
ying
ing
ision Broadcasting
eers
le Industry
& Country
nning
aking & Viticulture

Real Estate & Business
  Agency
Stock & Station Agency
Surveying
Technician/Technical
  Officer
Television Broadcasting
  Careers
Textile Industry
Valuation

Jewellery
Knitting Machine
  Mechanics
Local Government
Meat Industry
Merchant Navy
Millinery
Motor Cycle Mechanics
Motor Mechanics
Moulding
Optical Mechanics
Orthopaedic Technician
Painting & Decorating
Panelbeating
Pastrycooking
Patternmaking
Plant Mechanics
Plastering
Plastics Industry
Plumbing
Printing & Associated
  Trades
Public Service Careers
Public Transport
  Commission
Radio Tradesman
Roof Tiling & Slating
Saw Doctoring
Shipbuilding
Shoe Repairing
Signwriting
Small Goods Manufacturing
Spinning
Stonemasonry
Tailoring
Telegraph Mechanic
Timber Industry
Wall & Floor Tiling
Welding

Radio Broadcasting
Radio Officer (Oper
Saleswork
Shearing
Ship Stewards & Ste
Slaughtering - Meat
Small Goods Manufac
Timber Industry
Tracing
Waiting
Welding
Winemaking & Vitic
Woolclassing

DEGREE	DIPLOMA/ASSOCIATE DIPLOMA	CERTIFICATE	TRADE	OTHER
Acoustics	Agriculture	Agriculture	Air Conditioning	Ambulance Work
Aeronautical Engineering	Chiropody	Ambulance Work	Aircraft Trades	Animal Care
Agriculture	Dairy Technology	Animal Care	Blacksmithing	Beauty Care
Astronomy	Data Processing	Audiometry	Dairy Produce & By-	Civil Aviation
Atomic Energy	Gemmology	Biological	Products Industry	Dairy Produce & By-
Audiology	Health Administration	Technician	Dental Technician	Products Industry
Biochemistry	Health Surveying	Chemical Technician	Electrical Trades	Data Processing
Biologist	Home Economics	Civil Aviation	Electroplating	Dental Chairside
Ceramic Engineering	Horticulture	Consumer Electronics	Fitting & Machining	Assisting
Chemical Engineering	Laboratory Technician	Consumer Electronics	Founding	Dental Therapy
Civil Engineering	Librarianship	Tradesman	Gardening	Diet Aides
Data Processing	Medical Records	Data Processing	Greenkeeping	Diet Supervisor
Dentistry	Administration	Drafting	Meat Industry	Diversional Therapy
Dietetics/Nutrition	Medical Technology	Electrical Engineering	Motor Cycle Mechanics	Electroplating
Earth Sciences	Metallurgy	Electronics	Motor Mechanics	Fire Brigade
Electrical Engineering	Midwifery Nursing	Engineering	Moulding	Floristry
Engineering	Nursing	Engineering Technician	Optical Mechanics	Food Technology
Food Technology	Orthoptics	Food Technology	Orthopaedic Technician	Meat Industry
Forestry	Paramedicine-Technician	Health Administration	Patternmaking	Meat Inspection
Fuel Engineering	Scientific-Technician	Health Surveying	Plumbing	Merchant Navy
Geography	Winemaking &	Home Economics	Toolmaking	Meteorology
Health Administration	Viticulture	Horticulture	Welding	National Parks &
Home Economics		Hospital Catering		Wildlife Service
Horticulture		Officer		Naturalist/Ranger
Industrial Chemistry		Laboratory Assistant		Nursing Aide/Enrolled
Industrial Design		Laboratory Technician		Nurse
Industrial Engineering		Landscape Gardening		Optical Dispensing
Languages		Librarianship		Pilot
Librarianship		Marine Engineering		Welding
Management of Natural		Meat Industry		Winemaking &
Resources		Meat Inspection		Viticulture
Marine Sciences		Mechanical Engineering		
Mechanical Engineering		Medical Technology		
Medical Technology		Metallurgy		
Medicine		Midwifery Nursing		
Metallurgy		Nuclear Medicine		
Meteorology		Nursing		
Microbiology		Paramedicine-		
Midwifery Nursing		Technician		
Mining Engineering		Pathology		
National Parks &		Photography		
Wildlife Service		Scientific-		
Naturalist/Ranger		Technician		
Nursing		Textile Industry		
Occupational Therapy				
Optometry				
Pathology				

Pharmacy
Physics
Physiology
Physiotherapy
Pilot
Textile Industry
Town & Country
  Planning
Veterinary Science
Winemaking &
  Viticulture

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DEGREE

Administration
Advertising
Anthropology

DEGREE

Anthropology

Audiology

Banking

Dentistry

ENTERPRISING

...E	DIPLOMA/ASSOCIATE DIPLOMA	CERTIFICATE	TRADE	OTHER
...istration	Administration	Advertising	Business Machine	Advertising
...tising	Advertising	Banking	Servicing	Air Hostess & Airli...
...ng	Banking	Catering Officer	Butchery	Stewards
...ce Forces	Child Care	Child Care	Consumer Electronics	Auctioneering
...A	Customs Work	Civil Aviation	Hairdressing	Automotive Replacem...
	Drama	Clerical Work	Shoe Repairing	Parts Sales
...Economics	Home Economics	Customs Work	Tailoring	Beauty Care
...h administration	Journalism	Demonstrating	Television Broadcasting	Civil Aviation
...trial Design	Kindergarten Teaching	Fashion	Careers	Clerical Work
...trial Engineering	Music	Film	Tradesman	Defence Forces
...nalism	Nursing	General Office Work	Waiting	Diversional Therap...
...ergarten Teaching	Orthoptics	Home Economics		Drama
	Personnel Administration	Health Administration		Dressmaking
...try/Priesthood	& Industrial Relations	Hospital Catering		Fashion
...:	Psychiatric Nursing	Officer		Fashion Buying
...ng	Public Service Careers	Hotel Management		Fashion Co-ordinat...
...ational Therapy	Publishing	Insurance		Film
...metry	Recreation Officer	Music		Floristry
...onnel Administration	Saleswork	Nursing		General Office Wor...
...Industrial Relations	Social Welfare Work	Personnel Administration		Insurance
...nacy	Teaching	& Industrial Relations		Law
...otherapy	Travel & Tourism	Psychiatric Nursing		Make-up Artist
...hiatric Nursing		Public Service Careers		Merchant Navy
...hiatry		Purchasing & Supply		Ministry/Priesthoo...
...nology		Real Estate Agency		Modelling
...ic Relations		Retail Management		Music
...ic Service Careers		Saleswork		Nursing
...ishing		Social Welfare Work		Nursing Aide/Enrol...
...al Welfare Work		Stock & Station Agency		Nurse
...hing		Television Broadcasting		Optical Dispensing
...vision Broadcasting		Careers		Police Force
...reers				Public Service Car...
...& Country Planning				Publishing
...el & Tourism				Radio Broadcasting
				Receptionist
				Retail Management
				Saleswork
				Scriptwriting
				Ship Stewards & St...
				Shop Assistant
				Switchboard Operat...
				Telephonist
				Television Broadca...
				Train Hostess
				Travel & Tourism
				Waiting

DEGREE

Accountancy
Actuarial Work

Public Service Careers
Public Transport
 Commission
Publishing
Physics
Quntity Surveying
Science
Soil Conservation
Statistician
Stock Exchange
Surveying
Teaching
.Television Broadcasting
 Careers
Travel & Tourism
Town & Country
 Planning
Woolbuying &
 Woolbroking

Surveying
Textile Industry
Valuation

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JOB GUIDE

for use with

VOCATIONAL INTEREST SURVEY

The three letter codes in the JOB GUIDE provide descriptions of occupations. Use the JOB GUIDE to find occupations whose codes are the same as the three highest scores on the VIS.

For example, if the highest scores were RIA then occupations with codes of RIA should be explored. At the same time there are other variations of RIA to consider eg IRA, RAI, IAR. There are six possible arrangements of the highest scores.

CODE

The occupations in this guide are arranged in terms of three-letter codes consistent with the Holland vocational typology.

HOLLAND CODE	VOCATIONAL INTEREST SCALE
R	PRACTICAL
I	SCIENTIFIC
A	ARTISTIC
S	SOCIAL
E	BUSINESS
C	CLERICAL

EDUCATION/TRAINING

Educational levels for each occupation are numbered from 1 to 5 and indicate various formal training or educational qualifications generally required.

EDUCATIONAL LEVEL	EDUCATIONAL/TRAINING REQUIREMENT
1	DEGREE
2	DIPLOMA
3	CERTIFICATE
4	TRADE
5	OTHER

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CODE	ED	OCCUPATION
RIA	3	Architectural Drafting
RIA	3	Dental Technician
RIS	1	Forester
RIS	1,2	Industrial Arts Teacher
RIS	2,3	Radio Operator
RIS	4	Electrician
RIS	5	Miller/Foreman (Grain)
RIS	2,4	Jeweller
RIS	4	Plant Operator (Power Station)
RIS	4	Electrical Mechanic (Power Station)
RIS	4	Skilled Tradesperson
RIS	4	Tool Maker
RIS	4	Glazier
RIS	4	Weaving Mechanic
RIS	4	Baker
RIS	4	Cook (Commericial)
RIS	5	Service Station Attendant
RIS		Heat Treater
RIS	4	Optical Mechanic
RIS	4	Welder
RIS		Wire Worker
RIS	5	Offset Press Operator (Printing)
RIE	1,2	Automotive Engineer
RIE	1,2	Mechanical Engineer
RIE	1,2	Mining Engineer
RIE	1,2	Civil Engineer
RIE	2,3	Industrial Engineering Technician
RIE	2,3	Mechanical Engineering Technician
RIE	4	Ground Engineer (Aircraft)
RIE	5	Air Traffic Controller
RIE	4	Motor Mechanic
RIE	4	Watch Repairer
RIE	4	Boilermaker
RIE	2,3	Draftsperson
RIE	4	Electroplater
RIE	4,5	Garage Supervisor
RIE	1,2,3,5	Farmer
RIE	4	Lineman
RIE	5	Loom Threader
RIE	4,5	Machine Repairer
RIE	5	Machinist
RIE	4,5	General Repairer (Factory, Mill etc.)
RIE	4,5	Machine Erector (Industrial)
RIE	4	Mechanic, Radio
RIE	4	Mechanic
RIE	4	Plumber
RIE	4	Sheet Metal Worker
RIE	4	Panelbeater
RIE	5	Air Compressor Driver
RIE	5	Engraver (Not Pringting)
RIE	5	Heavy Equipment Operator
RIE	4,5	Roof Tiler
RIE	4	Upholsterer
RIE	5	Machine Operator
RIC	4	Stonemason
RIC	4,5	Lathe Operator
RIC	4	Lift Mechanic
RIC	5	Locksmith
RIC	2,3	Nuclear Reactor Technician
RIC	2,3,4	Nursery Worker (Plants)
RIC	4,5	Tree Surgeon
RIC	5	Piano Tuner

CODE	ED	OCCUPATION
RIC	4	Telegraph Mechanic
RIC	4,5	Metal Driller
RIC	5	Dry Cleaner
RIC	4,5	Grinder
RIC	4	Roller (Jewellery)
RIC	4	Printing Press Operator
RIC	3,5	Shipping/Receiving Clerk
RIC	4,5	Structural Steel Worker
RIC	5	Tyre Retreader
RIC	4	Shoe Repairer
RIC	4,5	Gardener
RAI	4	Compositor (Typesetter)
RAI	4	Bookbinder
RSE	4	Blacksmith
RSE	5	Fireman (Railway)
RSE	5	Pipe Layer
RSE	4	Moulder (Foundry)
RSE	5	Conductor (Railway)
RSE	4	Barber
RSE	4	Butcher
RSE	5	Police Officer
RSE	5	Detective
RSE	5	Fire Fighter (Aeroplanes)
RSE	5	Tram Driver
RSE	5	Taxicab Driver
RSE	5	Chauffeur
RSE	5	Waitress/Waiter
RSE	5	Milk Bar Attendant
RSE	5	Labourer, Guard, Caretaker, Watchman, Storeman
RSE	5	Parking Lot Attendant
RSC	5	Debt Collector
RSC	5	Lift Driver
RSC	5	Kitchen Hand
RSC	1,2	Agriculture Lecturer
RSC	4	Gas Fitter
RSC	4	Weaver (Commerical)
RSC	4	Knitter (Commercial)
REC	5	Maid (Motel/Hotel)
REI	4	Refrigeration Mechanic
REI	4	Shop/Plant Foreman
REI	1,2,5	Ships Pilot
REI	5	Track Layer (Railways)
RES	5	Fish and Game Warden
RES	5	Train Driver
RES	1,2,3,5	Cattle Farmer
RES	5	Crate Maker
RES	5	Packer
RES	5	Railway Switchman
RES	5	Stock Clerk
RES	5	Fisherman
RCI	1,3	Surveyor
RCI	4	Electrical Mechanic
RCI	5	Motion Picture Projectionist
RCI	4,5	Typewriter Mechanic
RCI	4	Carpenter
RCI	4,5	Painter (House, Building, Equipment)
RCI	3,5	Surveyor's Assistant (Chainman)

CODE	ED	OCCUPATION
RCS	4	Telegraphic Mechanic
RCS	4	Tailor
RCS	4	Dressmaker
RCS	4	Wall and Floor Tiler
RCS	5	Explosives Expert (Blaster, Powderman etc.)
RCS	4	Bricklayer
RCS	5	Bus Driver
RCS	5	Concretor
RCS	5	Furnace Operator
RCS	5	Spostman
RCS	5	Meter Reader
RCS	5	Miner
RCS	5	Sailor (Seaman)
RCS	4	Plasterer
RCS	5	Heavy Equipment Driver
RCS	5	Spinner
RCE	5	Rigger
RCE	5	Grader (Fruit, Fish etc.)
RCE	5	Truck Driver
RCE	5	Tractor Driver
RCE	5	Forklift Driver
IAS	1,2	Economist
IAS	1	Doctor (Industry)
IAR	1	Anthropologist
IAR	1	Astronomer
IAR	1	Pathologist
IAR	1	Physicist
IAR	1	Chemist
isc	1	Production Engineer
ISC	2,3	Laboratory Technician (Medical)
ISC	4	T.V. Repairer
ISR	1	Biologist
ISR	2	Osteopath
ISR	2	Chiropractictor
ISR	1,2	Mathematics Teacher
ISR	1,2	Natural Science Teacher
ISR	1	Optometrist
ISA	1	Doctor
ISA	1	Psychiatrist
ISA	1	Psychologist
ISA	1,2,3	Medical Technologist
IES	1	Bacteriologist
IES	1	Physiologist
IES	1	Pharmacist
IES	1,2	Research Assistant (Scientific)
IEC	1	Actuary
ICR	2,3	Quality Control Technician
ICR	5	Computer Operator
IRA	1	Geologist
IRA	1	Mathematician, Statistician
IRA	1	Surgeon
IRA	1	Meteorologist
IRA	5	Weather Observer

CODE	ED	OCCUPATION
IRS	1	Agronomist
IRS	3,5	Animal Husbandry
IRS	1	Botanist
IRS	1,2,3	Horticulturist
IRS	1	Natural Scientist
IRS	1	Oceanographer
IRS	1	Zoologist
IRS	3	Engineering Technician
IRS	1	Veterinarian
IRS	1	Geographer
IRS	2	X-Ray Technician
IRE	1	Aeronautical Engineer
IRE	1	Chemical Engineer
IRE	1	Dentist
IRE	2,3	Metallurgist Technician
IRE	1	Metallurgist
IRE	1	Engineer
IRE	2,3	Chemical Laboratory Technician
IRE	1	Electrical Engineer
IRE	1	Aerospace Engineer
IRE	3	Electronics Technician
IRC	5	Aeroplane Navigator
IRC	1,2,3	Computer Programmer
IRC		Tool Designer
IRC		Model Maker
IRC	5	Aeroplane Pilot
IRC	3	Engineering Technician
IRC	4	Scientific Instrument Maker
IRC	3	Laboratory Technician
IRC		Tester-Electronic Systems
IRC	4	Tool Maker
ASE		Drama Coach
ASE	1,2	English Teacher
ASE	1,2,5	Journalist/Reporter
ASE	1,2,5	Drama Teacher
ASE	5	Dancing Teacher
ASE	1,2,3	Foreign Language Interpreter
ASI	1	Philosopher
ASI	1,2	Art Teacher
ASI	1,2	Literature Teacher
ASI	1,2	Music Teacher
ASI	5	Musician
ASI	1,2	Orchestra Leader
AES	1,2,3	Advertising Executive
AES	1,2,3	Advertising Manager
AES	5	Entertainer (Singer, Dancer)
AES	1,3,5	Public Relations Person
AES	5	Fashion Model
AIS	1,2,5	Writer
AIS	1,2,5	Editor
AIS	1,2,5	Radio Prgram Writer
AIS	1,2,5	Dramatist
AIS	1,2,5	Actress/Actor
AIS	1,2,3,5	Designer
AIS	3	Interior Decorator
AIS	5	Critic (Reviewer)
AIS	3,5	Fashion Illustrator
AIS	1,2,3,5	Furniture Designer
AIS	1,2,5	Jewellery Designer
AIS	5	Furrier
AIS	3,5	Women's Garment Designer

CODE	ED	OCCUPATION
AIE	3	Decorator (Commercial)
AIR	1	Architect
AIR	1,2,3,5	Artist
AIR	1,2,3,5	Photographer
AIR	4	Photolithographer
AIR	2,3	Photographic Retoucher & Finisher
SEC	1,2	Director, Social Service Agency
SEC	1,2,5	Compensation Adviser .
SEC	2	Recreation Officer
SEC	2,3	Employment Officer
SEC	5	Funeral Director
SEC	5	Interviewer
SEC	1,2	Job Analyst
SEC	1,2,3	Chamber of Commerce Executive
SEC	3	Dietary Aide
SEC	5	Bartender
SEC	5	Hostess/Host (Hotel, Tearoom etc.)
SER	3,5	Insurance Claims Investigator
SER	3,5	Production Clerk (Estimating)
SER	1,2,3	Health & Welfare Co-Ordinator
SEI	1,2	Educational Administrator
SEI	1,2,3,5	Training Officer
SEI	1,2	Historian
SEI	1,2	History Teacher
SEI	3	Appliances Demonstrator/Representative
SEA	1,2	Counsellor
SEA	1	Diplomat
SCE	2	Recreation Director
SCE	5	Union Representative
SCE	5	Chief Housekeeper (Hotel/Motel, Medical Services, etc.
SCE	5	Theatre Manager
SCE	2,3,4,5	Caterer
SCE	5	Liquor Store Manager
SCE	5	Restaurant Proprietor
SCE	5	Correspondence Clerk
SCE	5	Passenger-Booking Clerk
SRI	1,2,3	Agricultural Adviser
SRE	1,2,5	Athletic Coach
SRE	1,2	Physical Education Teacher
SRE	1,2,3,5	Building Manager
SRE	5	Housekeeper
SRE	1	Occupational Therapist
SRE	1,2,3	Governess
SRE	5	Athlete
SRE	5	House Parent (Institution)
SR(	5	Ward Attendant
SIA	1	University Professor
CIA	1	Social Scientist
SIA	1	Sociologist
SIA	1,2,3	Registered Nurse
SIA	1	Social Worker
SIA	2	Recreation Officer
SIA	1,2	Rehabilitation Counsellor
SIE	2,3	Building Inspector
SIE	1,2,3	Personnel Officer

CODE	ED	OCCUPATION
SIE	1,2	Dietitian
SIE	5	Customs Inspector
SIC	1,2	Schools Superintendent
SIC	1,2,3	Health Inspector
SIC	5	Politician
SIC	1,2	Social Science Teacher
SIC	1,2,3,5	YWCA/YMCA Secretary
SIC	1,2	Parole Officer
SIR	2	Podiatrist (Foot Doctor)
SIR	1	Physiotherapist
SAE	1,2,3	Home Economist
SAE	5	Housewife
SAE	1,2	Home Economics Teacher
SAE	1,2	Foreign Language Teacher
SAE	1	Speech Teacher
SAE	1,2	Teacher
SAC	4,5	Beautician
SAC	5	Electrolysis Expert
SAC	4	Hairdresser
SAC	5	Manicurist
SAI	1,2,5	Minister (Priest)
SAI	1,2	Primary School Teacher
SAI	1,2,3	Librarian
SAI	1,2	Special Education Teacher
SAI	1	Audiologist
SAI	1	Speech Terapist
SAI	3,5	Dental Assistant
SAI	5	Dental Nurse
SAI	5	Nursing Aide
ECI	1,2,3	Marketing Analyst
ECI	1,2,3	Banker
ECS	1,2,3,5	Grain Buyer
ECS	3,5	Insurance Underwriter
ECS	2	Real Estate Valuer
ECS	3,5	Buyer (Purchasing Agent)
ECS	5	Real Estate Salesperson
ECS	5	Supervisor Ticket Sales
ECS	5	Florist (Dealer)
ECS	5	Art Goods Dealer
ECS	5	Furniture Dealer
ECS	1	Industrial Engineer
ECS	1,2,3,5	Farm Manager
ECS	3,5	Contractor
ERS	5	Warehouse Manager
ERC	5	Postmaster/Mistress
ERC	3,5	Salesperson, Technical Products
EAS	5	Lawyer, Solicitor, Magistrate, Barrister
EAR	5	Radio/T.V. Announcer
ESC	1,2,3	Administrative Assistant
ESC	1,2,3,5	Branch Manager
ESC	1,2,3	Industrial RElations Consultant
ESC	1,2,3	Employment Officer
ESC	1,2,3,5	Government Officer

CODE	ED	OCCUPATION
ESC	1,2,3,5	Insurance Manager
ESC	1,2,3,5	Manager/Administrator
ESC	1,2,3,5	Operations Manager
ESC	5	Manager, Restaurant/Bar
ESC	3,5	Personnel Assistant
ESC	1,2,3,5	Personnel Administrator
ESC	1,2,3,5	Recruitment Officer
ESC	1,2,3	Production Manger
ESC	3,5	Salary and Wages Administrator
ESC	1,2,3,5	Sales Manager
ESC	2,5	Distribution Manager
ESC	5	Manager (Entertainer)
ESC	1,2	Arbitration & Conciliation Officer
ESC	1,2,3,5	Office Manager
ESC	5	Customer Services Manager
ESC	5	Manager, Home Units/Flats
ESC	5	Insurance Investigator
ESC	1,2,3	Demonstrator
ESC	5	Despatcher, Motor Vehicles
ESC	5	Shop Assistant
ESC	3,5	Salesperson
ESR	5	Sporting Goods Salesperson
ESR	5	Travelling Salesperson
ESI	1,2,3,5	Director of Administrative Services
ESI	1,2,3	Systems Analyst, Business EDP
ESI	1,2,3	Director, Compensation
ESI	3,5	Life Assurance Salesperson
ESI	1,2	Manpower Advisor
ESI	5	Encyclopaedia Salesperson
ESI	5	Car Dealer
ESI	5	Service Station Manager
ESI	5	Gift Shop Manager
ESI	5	Grocer
ESI	2,5	Importer-Exporter (Wholesaler)
ESI	3,5	Retailer
ESI	5	Shoe Store Manager
ESA	1,2,5	Stockbroker
ESA	2	Recreation Officer
ESA	1,2,3,5	Travel Guide
ESA	3,5	Salesperson, Photographic Equipment & Supplies
ESA	5	Salesperson, Musical Instruments & Accessories
ESA	5	Air Hostess/Steward
CRI	5	Timekeeper
CRI	5	Accounting Machine Operator
CRI	5	Key Punch Operator
CRI	5	Duplicating Machine Operator
CRS	5	Filing Clerk
CRS	5	Teller
CRE	5	Sewing Machine Operator
CRE	5	Instrument Assembler
CIS	1;2	Public Accountant
CIS	1	Industrial Engineer
CIS	5	Bookkeeping Machine Operator
CIS	5	Estimator (Publishing)
CIS	5	Import/Export Clerk
CIS	5	Caclulating Machine Operator
CIS	3,5	Accounting Statistical Clerk
CIS	5	Offset Printing Press Operator

CODE	ED	OCCUPATION
CIE	5	Office Worker
CIE	5	Wages Clerk
CIE	5	Proofreader
CIE	5	Typist
CIR	5	Accounting Machine Operator
CIR	5	Office Machine Operator
CIR	5	Telegraph Operator
CSE	1,2	Business (Commercial) Teacher
CSE	5	Records Clerk (Personnel)
CSE	1,2,3,5	Manufacturing Co-Ordinator
CSE	5	Information Officer (Transport)
CSE	5	Receptionist
CSE	5	Telephonist
CSR	5	Reservations Agent (Travel)
CSI	5	Bookkeeper
CSI	5	Cashier
CSA	5	Secretary
CSA	5	Medical Secretary
CSA	3.5	Library Assistant
CSA	5	Religious Affairs Clerk
CER	5	Data Processing Worker
CER	5	Postal Clerk
CEI	1,2	Investment Analyst
CEI	5	Personnel Secretary
CES		Accountant
CES	5	Credit Manager
CES	5	Clerk
CES	5	Stenographer

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