with past systems. The importance of historical comparability should be weighed against the desire for incorporating substantive changes to occupations occurring in the work force.

(4) Occupations should be classified based upon work performed, skills, education, training, licensing, and credentials.

- (5) Occupations should be classified in homogeneous groups that are defined so that the content of each group is clear
- (6) Each occupation should be assigned to only one group at the lowest level of the Classification.
- (7) The employment size of an occupational group should not be the major reason for including or excluding it from separate identification.
- (8) Supervisors should be identified separately from the workers they supervise wherever possible in keeping with the real structure of the world of work. An exception should be made for professional and technical occupations where supervisors or lead workers should be classified in the appropriate group with the workers they supervise.

(9) Apprentices and trainees should be classified with the occupations for which they are being trained, while helpers and aides should be classified separately since they are not in training for the occupation they are helping.

(10) Comparability with the International Standard Classification of Occupations (ISCO–88) should be considered in the structure, but should not be an overriding factor.

Request for Comments

The Committee invites comments on the classification principles proposed for the new SOC.

Part 2: Purpose and Scope

In addition to developing classification principles, it is also important to define the purpose and scope of the new SOC. The Committee agrees with many of the original goals and purposes of the 1980 SOC. The current effort will emphasize the OMB mandate for the use of the SOC by all Federal occupation data gatherers and the need for collecting and maintaining the data required to adjust and improve the SOC on a regular basis.

The basic purpose of the Standard Occupational Classification is to provide a mechanism for referencing and aggregating occupation-related data. The system is designed to maximize the analytical utility of statistics on labor force, employment, income, and other occupational data collected for a variety of purposes by various agencies of the United States Government, State and

local government agencies, professional associations, labor unions, research organizations, and private industry.

The SOC provides a coding system and taxonomy for identifying and classifying occupations within a framework suitable for a wide variety of users both in and out of government. Due to the extensive amount of occupational detail existing within the SOC and the myriad uses for the data, different users will likely have varying needs for levels of detail. The SOC is constructed with the flexibility to allow for this range of detail requirements. It is intended that all major Federal occupational data gatherers will use this classification as the basic framework for their information collections. The SOC thus will serve as the Nation's comprehensive occupational classification system.

To allow for changes in the structure of occupations, periodic reviews and revisions will draw on the experience gained in using the system.

Request for Comments

The Committee invites comments on the purpose and scope of the SOC.

Part 3: The Conceptual Framework for the New Standard Occupational Classification

The February Federal Register notice provided four options for a conceptual framework for the new SOC. These were: (1) type-of-work performed, (2) the International Standard Classification of Occupations (ISCO–88), (3) skills-based systems, and (4) economic-based systems.

Based upon comments received in response to the Federal Register notice, evaluation of the papers from the Seminar on Research Findings, and much deliberation by members of the SOCRPC, the Committee has selected a hybrid concept that focuses on type-ofwork performed but incorporates skillsbased considerations as the conceptual framework for the new SOC. The committee based its decision, in part, on the need to maximize the ability of users to link the new system with the historical system. The SOCRPC recognized that, in view of the predominant uses of the classification system, a skills-based taxonomy is also

A skills-based system is defined as one that considers the person's ability to carry out the tasks and duties of a given job. Skill has two dimensions. The first is related to the complexity and range of tasks and duties including knowledge and experience, which are often defined by preparation levels and credentials, considered necessary for *new entrants*

to an occupation (skill level). The second is related to both the type-of-work performed and the nature of the work activities. These encompass all aspects of the work including materials handled, tools and equipment used, and kinds of goods and services produced (skill type). Though both will be considered, it is expected that skill type will be the predominant dimension considered in developing the new SOC, because type is more measurable than level.

The Committee proposes the use of the BLS Occupational Employment Statistics (OES) occupational classification system as the starting point for the new SOC framework. The Committee also proposes the use of the O*NET (The Occupational Information Network), ETA's new automated replacement for the Dictionary of Occupational Titles (DOT), to inform the development of the new SOC.

During the period of preparation of the new system, the SOCRPC will continue to monitor developments in the field, including experience in other countries, and will evaluate adding skills-based components to the SOC when agencies can measure and collect them, or when a dependable skills-oriented database is established. In particular, the SOCRPC will continue to evaluate the measurability of competencies—those attributes that the person brings to the job that reflect, in addition to skill level and type, attitudes and the like.

Request for Comments

The Committee invites comments on the proposal for the conceptual basis of the SOC, and on the proposal to use the BLS Occupational Employment Statistics (OES) occupational classification system as the starting point for the creation of the new SOC framework.

Part 4: Detailed Occupational Level Changes to the Existing SOC Based on the Principles and Conceptual Framework Presented in This Federal Register Notice

The Committee is interested in obtaining as much information as possible concerning the needs of the public for changes to specific occupational categories. Many of the issues related to the concepts and principles for the new SOC are broadbased, e.g., whether or not emerging, highly-technical jobs are adequately represented. However, as part of the revision, occupations at the most detailed levels must be considered. Thus, the SOCRPC is seeking suggestions for detailed occupational