

CANADIAN CLASSIFICATION AND DICTIONARY OF
OCCUPATIONS 1971
VOLUME I: CLASSIFICATIONS AND DEFINITIONS

Department of Manpower and Immigration. Ottawa: Information Canada, 1971. Pp. 1171. \$10.00 (Catalogue No. MP53-171/1).

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Many of us first heard of the CCDO from John Andoff at Niagara Falls in 1965 and the long wait for it to appear has been a standing joke. Now here it is and worth every minute of the wait! Without equivocation, this is a volume that every Canadian guidance counsellor must have in his library.

Prepared by the combined efforts of the Department of Manpower and Immigration and the Dominion Bureau of Statistics, CCDO is the result of the analysis of over 20,000 Canadian jobs. Direct field observation was supplemented by comparison with the International Standard Classification of Occupations (ISCO) of the United Nations, and with the American Dictionary of Occupations (DOT). The best features of both these systems have been incorporated into the coding and description of Canadian occupations.

CCDO has been developed as a counselling and information-giving instrument, as an aid in planning for training and re-training programs, placement services, the mobility of workers, and manpower research. All information has been computerized and is available in this form for research purposes.

Volume I (the present book under review) classifies Canadian occupations into 23 major groups, 81 minor groups, and 498 unit groups into which over 14,300 occupational titles have been fitted, cross referenced and defined. The final result is over 6700 narrative definitions each having a 7 digit descriptive code number identifying its Major, Minor, Unit, and Sub-group. In addition, all 14,300 titles have been arranged in an alphabetical index and in a separate, industry-by-industry list which makes the locating of an occupational description extremely easy even for those of us who don't possess a civil service mind.

For the counsellor in the field, the most intriguing part of CCDO is found in the appendices which explain the general educational requirements (GED), specific training times (SVP), environmental conditions (EC), physical activities (PA), and the relationship to data, people and things (DPT) for each occupational description. These characteristics are indicated by digits opposite each description in the main body of the book and can be easily interpreted by reference to the appendices.

A disappointingly short glossary of technical or unusual words found in occupations is included. Since a large part of the interest and even romance of the world of work resides in its jargon, it's a pity that this glossary is not more comprehensive. A longer glossary might

not add much to the value of CCDO, but would make it a lot more fun.

Volume I, then, is a dictionary and classification tool. Volume II, to be published soon, is to be a career counselling document, providing narrative discussion of actual work performed, entry, advancement, and transfer within occupational groups, and the relationship between training and "on-the-job" expectations. This should be just what we've been waiting for in the planning of those ubiquitous guidance courses which we are all becoming responsible for in the schools.

Weighing in at five and a half pounds, the CANADIAN CLASSIFICATION AND DICTIONARY OF OCCUPATIONS, at \$1.80 per pound, is the best book bargain in Canada. Any member of CGCA who doesn't own one by the end of 1973 will be out of date!

Disponible en français sous le titre: "Classification canadienne descriptive des professions 1971."

CHANGING CHILDREN'S BEHAVIOR

By John D. and Helen B. Krumboltz. Englewood Cliffs, New Jersey: Prentice-Hall, 1972. Pp. xix + 268.

Reviewed by William C. Brooks, Student Personnel Services, Nova Scotia Teachers College, Truro, Nova Scotia.

If you have been waiting for a practical, problem-solving approach to children's behavior, here is your book. The Krumboltz's technique with children, whether used in the school or the home, is easily understood and avoids the many, too-technical words often tossed at people eager to understand and deal effectively with the human behavior they see and whose brunt they bear.

The straightforward format deals with: Strengthening Existing Behavior, Developing New Behavior, Maintaining New Behavior, Stopping Inappropriate Behavior, Modifying Emotional Responses, and Changing Your Behavior. A very useful feature is the index to the plentiful, real, live examples used to illustrate the Behavioral Principles comprising each section. The reader immediately gets the feeling that the authors have "been there" and know of what they speak.

The usual criticisms of the behavioral approach are handled smoothly; almost without realizing it, the impression is made that this approach is not inhuman and mechanistic. The Krumboltzes come across quickly as people deeply caring about other people. This method, really a way of thinking about behavior, is one way they have found to help people improve behavior and like themselves better as a result of the change. With all their expertise, however, the authors do not make the reader feel subhuman in his own often rather inefficient and inconsistent responses to children. Instead, the Krumboltzes