

Standard Occupational Classification



**Employment
Security
Department**
WASHINGTON STATE

Today's presentation

- Overview of Standard Occupational Classification (SOC) codes
- Frequently asked questions from employers
- SOC code resources
- Questions and answers
 - ▷ Can ask questions via text in chat any time
 - ▷ We will be recording this session and posting on our website
 - ▷ This slide deck will be shared on esd.wa.gov

What is it?

- Standard Occupational Classification (SOC) is a federal coding system used to identify occupations and workers.
- Data is used to analyze workforce demand and evaluate the effectiveness of training programs.



History

- Stemmed from the recommendation by Future of Work Task Force in 2019.
- Washington State House Bill 2308 – SOC codes implemented into quarterly tax reports.
- In addition, Washington is following in the footsteps of other states, including Alaska, Indiana and Louisiana.

Mandatory reporting

- When your 2022 fourth quarter report is due by January 2023.

Timeline

Starting Nov. 15, 2021:

- Customers using our newer version of EAMS can look up SOC codes.

Dec. 1, 2021, through third quarter 2022:

- Continue using EAMS to submit your quarterly reports.
- Customers using our newer version of EAMS can use the new SOC code lookup tool to find the most accurate codes for each of your employees.
- Starting in mid-2022, customers will be upgraded to the newer version of EAMS, which can remember the SOC codes you entered last quarter.

Starting fourth quarter 2022:

- All employers required to report SOC codes.



Frequently asked questions

- 1. How can I prepare before I use SOC codes?
- 2. When are SOC codes required?
- 3. Do I have to report SOC codes if I'm a reimbursable employer?
- 4. Do I have to re-enter SOC codes every quarter?



More questions

- 5. How do I decide which SOC code to use for an employee who performs multiple job functions or has multiple duties?
- 6. When will paper forms be updated to include SOC code information?
- 7. Where do I enter SOC codes in EAMS?
- 8. I'm getting error messages about not reporting SOC codes when I file. What's going on?



More questions

- 9. How do I add SOC codes with keyed wage data?
- 10. How do I add SOC codes with imported wage data?
- 11. How will ESD validate SOC code data?

More questions

12. What does entering SOC codes look like?

Wage Detail

1st quarter 2022 (January 1 - March 31)

Errors and Warnings

⚠ row number 1: SOC codes will be required starting with your fourth quarter 2022 tax report. You will not be charged a penalty at this time if you do not provide a SOC code.

[Download errors & warnings](#)

Import wage records Select Error/Warning Rows

You can add, edit, or delete individual rows to report wages earned in Washington by your employees. Click on the << < arrow >> links at the top of the table to view additional pages (if any), or click Next>> to continue the filing process.

Errors are indicated with a red circle icon and displayed in red

Warnings are indicated with a brown triangle icon and displayed in black

Page: 1 out of 1

Total records: 1

<< < 1 > >>

Filter

10 rows per page

Id	SSN	Last name	First name	Middle name	Suffix	Hours	Wages	SOC code
1	***-**-6789	Smith	Pat			520	\$15,000.00	

Resources

- esd.wa.gov/employer-taxes/about-soc
- [O*Net OnLine \(www.onetonline.org\)](http://www.onetonline.org)
- [WAC 192-310-010](https://www.wa.gov/wac/192-310-010)
- socreporting@esd.wa.gov
- esd.wa.gov/employer-taxes/about-EAMS-for-singles

End of presentation

- General questions?
- We'll walk through finding specific SOC codes after general questions