Standard Occupational Classification
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
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

- 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.
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.
• You could get a penalty if you don’t report SOC codes correctly or completely.
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?
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 – I thought I wouldn’t be penalized?
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?
Resources

- esd.wa.gov/employer-taxes/about-soc
- O*Net OnLine (www.onetonline.org)
- WAC 192-310-010
- socreporting@esd.wa.gov
- esd.wa.gov/employer-taxes/about-EAMS-for-singles
General questions?
We’ll walk through finding specific SOC codes after general questions