

Action Required: Enhanced Wage Reporting Begins with 4th Quarter 2026

Beginning with fourth quarter 2026 wage reports, Indiana employers will be required to provide additional information as part of their regular quarterly wage reporting. The first enhanced wage report will be due January 31, 2027.

Enhanced wage reporting asks employers to provide a few additional details with their regular wage reports, such as job title, hours paid, reporting unit number, and apprenticeship/internship employment. Those details give Indiana a much clearer picture of the jobs employers are filling, where workers are needed and how people are advancing in their careers.

Better information helps our state understand which skills are in demand, identify workforce needs earlier and measure whether education and training programs are leading to employment and higher wages. It also helps Indiana direct workforce funding toward programs that deliver results and better align training with the needs of businesses.

This means a workforce system built around better information and better decisions, with the goal of creating stronger talent pipelines, more relevant training and a workforce that can keep pace with changing business needs.

By providing a few additional pieces of information, employers can help Indiana make smarter workforce investments that benefit businesses, workers and community partners.

This notice provides a high-level summary of the changes that will take effect **starting with the fourth quarter report**. Please note this timeline is updated from what was communicated at the Statewide Payroll Conference.

You will continue to report everything you previously have. However, **additional data elements will be added to each employee's wage record:**

- Job Title
- Hours Paid
- Reporting Unit Number (RUN)
- Apprenticeship and internship status

Also, starting with this 4Q2026 reporting, we will only accept valid Standard Occupational Classification (SOC) codes aligned to the current ([2018^{\(1\)}](#)) system of codes. This is to ensure improved standardization and validity of codes submitted. In the coming weeks we will provide information to assist in identifying appropriate SOC codes.

What to do now?

Begin reviewing where these pieces of information are maintained within your payroll or HR systems. If you use a payroll provider or Third-Party Administrator (TPA), we encourage you to begin discussing the upcoming changes with them.

DWD is developing additional reporting guidance, technical specifications, FAQs, and resources to assist employers. The first enhanced reporting period is 4Q2026, due January 31, 2027.

Additional information and updates will be available on [Indiana Unemployment for Employers^{\(2\)}](#) website.

1 www.bls.gov/soc/2018/major_groups.htm

2 www.in.gov/dwd/indiana-unemployment/employers/