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A Snapshot of State Proposals to Implement Medicaid Work Requirements Nationw

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Earlier this year, the Centers for Medicare & Medicaid Services (CMS) issued a new [policy](#) allowing states to implement work and community engagement requirements for certain I enrollees. States must seek federal approval to require non-elderly, non-pregnant, and non-disabled adults to meet these requirements to qualify for full or partial Medicaid coverage summarizes states' pending and approved Section 1115 waivers, waiver renewals, and waiver amendments to implement work and community engagement requirements.

For a printable version or to view the complete chart, click [here](#).

Waiver Status	Medicaid Expansion Status	Work Requirement Hours	Qualifying Activities	Population Group	Exempted Groups	Penalties for Non-Compliance
		State	Work Requirement Hours			
		AL	35 hours/week; 20 hours/week for parents and caretaker relatives with a child under age 6			
		AZ	80 hours/month			
		AR	80 hours/month			
		IN	Requirements will increase over the course of the individual's first year of participation, beginning at five hours/week at the seventh month of enrollment and increasing to 20 hours/week at 18 months and beyond Enrollees must meet the community engagement requirements for eight months per calendar year			
		KY	80 hours/month; requirements will be phased in by region			
		ME	80 hours/month			
		MI	80 hours/month			
		MS	20 hours/week			
		NH	At least 100 hours per calendar month			
		OH	20 hours/week (80 hours averaged monthly)			
		OK	Average of 80 hours/month, with a phased-in hours per week approach available: -First three months no verification required (grace period); -At least 10 hours/week for 4-6 months of enrollment -At least 15 hours/week for 7-9 months of enrollment -At least 20 hours/week for 10-12 months of enrollment Individuals recently released from incarceration will have a 9-month grace period			
		SD	80 hours/month On an individualized basis, the 80 hour requirement may be reduced to a lesser amount			
		TN	20 hours/week (averaged monthly)			
		UT (8/17)	Hours not specified; individuals will be required to complete specific online activities			
		UT (6/18)	All activities must be completed within three-months of being notified of the requirement Must complete the requirement annually			
		VA	20 hours/month for first three months; 40 hours/month six months after enrollment; 60 hours/month nine months after enrollment; 80 hours/month 12 months after enrollment State is proposing to provide supports to address employment barriers through a separate state plan amendment; these supports include education supports (e.g. subsidies for industry certification and licensure); pre-vocational supports (e.g. activities targeted to preparing an individual for work); and individual and small group employment supports (e.g. vocation and job training, financial literacy training, interview coaching). To access services, individuals must complete a case management screening and assessment.			
		WI	80 hours/month			

Other State Activity

Kansas submitted a [waiver proposal](#) to CMS in December 2017 that included Medicaid work requirements for certain individuals; in December 2018, CMS [approved](#) the waiver, but asked CMS to defer consideration of the work requirements.

North Carolina submitted a [waiver proposal](#) to CMS in November 2017 that included Medicaid work requirements, but the work requirements were contingent on [proposed legislative](#) Medicaid through a program called Carolina Cares that did not move forward.

South Carolina's governor directed the state Medicaid agency to develop a work requirements waiver, and in December 2018 the state opened a comment period on the [draft waiver](#)

In addition to Utah's waiver to implement Medicaid work requirements and request to expand Medicaid up to only 100 percent of the federal poverty level (waiver details noted in the issue of Medicaid expansion was on the November 2018 [ballot](#) and was passed by voters, to be implemented 4/1/19.

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