Center for Health Care Strategies

Medicaid Work Requirements Implementation Series:

A Summary of National Medicaid Work Requirements

The 2025 budget reconciliation bill (H.R. 1), signed into law on July 4, 2025, introduces new work requirements, also referred to as community engagement requirements, for certain Medicaid enrollees. The provision makes continued Medicaid eligibility contingent upon participation in work or other qualifying activities. This policy change has significant implications for Medicaid members, state agencies, health care providers, and managed care organizations.

H.R. 1 mandates that Medicaid members aged 19-64 who are covered through the Affordable Care Act Medicaid expansion or an 1115 demonstration waiver that provides minimum essential coverage must engage in employment, education, a work program, or community service to maintain their Medicaid eligibility.

Medicaid Eligibility in Context

Medicaid, a joint federal and state program, provides health coverage to low-income people, including children, pregnant women, elderly adults, and people with disabilities. Historically, Medicaid eligibility has been based primarily on income and other categorical requirements (such as disability status) without conditions related to employment. While some states have implemented limited work requirements through waiver authorities, the introduction of national work requirements represents a significant policy shift aimed at integrating employment into Medicaid eligibility criteria.

Below are key points to know about new Medicaid work requirements:

Key Facts

1. Implementation Timeline

- **Guidance Release**: The bill requires that the Secretary of Health and Human Services (HHS) provide implementation guidance to states by June 1, 2026, including definitions and clarifications of standards mentioned in the bill text.
- **State Implementation**: States are required to implement work requirements by December 31, 2026, though they may choose to do so sooner through 1115 waivers. The final legislation also permits the Secretary to grant extensions until December 31, 2028 for states that can demonstrate a good faith effort to meet the requirements.

2. Work Requirements

- **Hours Required**: 80 hours per month of one or more of the following activities: employment; participation in a work program, such as job training; enrollment in an educational program (at least half time); community service activities, or a combination of these activities.
- **Non-waivable**: The work requirements may not be waived via an 1115 demonstration waiver.

MEDICAID WORK REQUIREMENTS IMPLEMENTATION SERIES

With new federal work requirements for Medicaid eligibility enacted, states have an opportunity to design strategies that mitigate the risk of unintended disenrollment. This series from the Center for Health Care Strategies (CHCS) offers actionable approaches to support implementation that minimizes administrative burden and is informed by the experiences of Medicaid members.

Summary Of Staking Requirements

RC Schank

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