

## Key messages: Work requirements

Updated: 06/15/2026

### Summary

Federal rules are changing how some people access Medical Assistance in Minnesota. Starting in 2027, some adults will need to report work, school, volunteering, job training or another qualifying activity to get or keep their health coverage.

These new rules do not apply to everyone with Medical Assistance. They apply to certain adults in the adult expansion population. This generally means people ages 21 to 64 who do not live with their children under age 19, are not pregnant, and do not qualify for Medical Assistance based on a disability.

Minnesota is required to implement these federal law changes. Our focus is on helping people understand what is changing, whether the new rules apply to them, what they may need to report, and how to get help so they can keep their coverage.

### Core messages

- Minnesota is required to implement new federal work or community engagement rules for some adults on Medicaid — called Medical Assistance in Minnesota.
- Some people will qualify for exemptions including people who:
  - Are pregnant.
  - Are American Indian or Alaska Native.
  - Have a disability determination.
  - Have certain serious, complex, or chronic health conditions.
  - Care for a person with a disability.
  - Are participating in substance use disorder treatment.
  - Are in jail or prison or were recently released.
  - Have certain short-term hardship situations.
- Our goal is to make sure people understand whether the rules apply to them, whether they may be exempt, what steps they need to take, and where to get help so eligible people can stay covered.

## What's changing?

- In July 2025, H.R.1, the federal 'One Big Beautiful Bill Act,' was passed, requiring states to add work reporting and community engagement requirements for certain people enrolled in Medical Assistance. Starting Jan. 1, 2027, some adults may need to:
  - Work, go to school, volunteer or participate in job training or another qualifying activity.
  - Report this information when they apply for or renew Medical Assistance.
  - Provide proof, if needed, to show how they met the requirement.
  - Renew coverage more often, generally every six months.
- People may be able to meet the requirement based on income, work hours or participation in other qualifying activities. Minnesota will share more details as federal guidance is finalized and state implementation plans are completed.

## Who may be affected?

- These changes apply to some adults in Medical Assistance's adult expansion population. This generally includes adults who are:
  - Ages 21 to 64.
  - Not living with dependent children.
  - Not pregnant.
  - Not eligible for Medical Assistance based on a disability.
- This is the same general group that will also face more frequent renewals.
- People who are affected by the change will begin receiving notices before the new requirements apply to them. For many people who are already enrolled, the requirements will likely apply when they renew coverage in 2027.

## Who will not have to meet these requirements?

- Work reporting and community engagement requirements do not apply to everyone.
- Some people will not have to meet these requirements, including people who:
  - Are 65 or older.
  - Are under age 21.
  - Are pregnant.
  - Are American Indian or Alaska Native.
  - Have been determined disabled by the Social Security Administration or the State Medical Review Team.

- Have certain serious or chronic health conditions.
  - Are caring for a person with a disability.
  - Are participating in treatment for a substance use disorder.
- There may be other situations where someone does not have to meet the requirement. Minnesota will explain exemptions in notices, online information and other materials as more details are finalized.

## **The biggest risk is not whether someone is working. It is whether they can successfully report it.**

- Many people who may be subject to these rules are already working, going to school, volunteering, caring for others or managing health needs. The challenge is that people may still lose coverage if they do not complete the required reporting steps.
- Even if someone qualifies for Medical Assistance, they could lose coverage if they miss a notice, do not return paperwork, do not provide proof when asked, or miss a deadline.
- People’s lives are not always predictable. Work hours change. Health needs come up. Caregiving responsibilities shift. Mail is missed. Forms can be confusing. These new rules add steps to a system that many people already find difficult to navigate.
- Health coverage will depend not only on eligibility, but also on completing each required step.

## **What people may need to do**

- People who are affected may need to show that they meet the work reporting or community engagement requirement during at least one month between renewals.
- They may also need to report if they qualify for an exemption.
- If someone thinks they should not have to meet the requirement, they should still respond to notices and provide information when asked. Some exemptions may be identified using information the state already has, but other exemptions may require the person to report their situation.
- Minnesota will use available information when possible to help determine whether someone is exempt or already meets the requirement. If more information is needed, people will receive instructions about what to do next.

## **What people can do now**

- People do not need to report work or community engagement activities yet. But they can take steps now to help avoid problems later.

- People with Medical Assistance should:
  - Watch the mail for Medical Assistance notices.
  - Read notices carefully and respond right away.
  - Keep their contact information up to date: <https://mn.gov/dhs/mycontactinfo/>
  - Renew coverage on time to avoid gaps: <https://mn.gov/dhs/renewmycoverage/>
  - Get help from a navigator: <https://www.mnsure.org/help/find-assister/index.jsp>
  - Learn more about federal changes: <https://mn.gov/dhs/federalchanges/>
- If someone does not have Medical Assistance now and thinks they may be eligible, they should not wait to apply. Medical Assistance enrollment is available all year. People who apply in 2026 will not have to meet work reporting requirements when they apply, though they may need to meet requirements later when they renew coverage in 2027.

## What Minnesota is working on

- Minnesota is waiting for additional federal guidance and is preparing to implement these changes.
- The state is working to:
  - Explain who is affected and who is not.
  - Identify people who may qualify for exemptions.
  - Use existing data where possible to reduce paperwork.
  - Prepare notices, website updates, frequently asked questions and training materials.
  - Partner with eligibility workers, enrollment assisters, call center staff, counties, Tribal Nations, health plans and community partners.
  - Help people understand what they need to do before deadlines.
- More information will be shared as federal guidance is finalized and Minnesota's implementation plans are completed.