



# WORK REQUIREMENTS *DON'T* WORK

***Medicaid's primary purpose is to provide health coverage to low-income people - It is **not** a work program and offers no work training supports for beneficiaries***

- Over **80% of working-age adults** on Medicaid are working, acting as family caregivers, or attending school
- When parents lose health coverage, children are less likely to remain covered and receive health care
- There is **no evidence** that work reporting requirements in any program help people find or keep jobs and receive health care

## ***Meeting basic life-sustaining needs should not be contingent on meeting a work requirement***

- Studies show taking benefits away from people who don't meet a work requirement **does little to improve long-term employment outcomes**, especially for those with the most limited employment prospects
- Instead, **it substantially increases hardship**, including among people who are not expected to meet these requirements, such as people with disabilities and children

### **KEY POINTS:** *Why are work requirements ineffective?*

#### **Limited Job Market Access**

Many people subject to work requirements face challenges like limited job opportunities in their area, lack of transportation, childcare needs, or disabilities that hinder their ability to find and maintain employment even while actively searching

#### **Low-quality Jobs**

When individuals do find jobs under work requirements, they often end up in low-wage, unstable positions that do not provide sufficient income to lift them out of poverty

#### **Benefit Loss & Hardship**

The threat of losing essential benefits like food assistance or healthcare due to not meeting work requirements can create significant hardship and prevent individuals from seeking necessary medical care or addressing other critical needs

#### **Disincentive to Education & Training**

Focusing solely on work requirements can discourage individuals from pursuing further education or job training that could lead to higher-paying employment opportunities in the long run

#### **Administrative Burden**

Implementing and enforcing work requirements can be costly for government agencies, requiring extensive documentation and monitoring of job searches, which can divert resources from other support programs

### **Alternative approaches to supporting employment:**

#### ✓ **Childcare Assistance**

Addressing childcare needs can enable individuals, particularly single parents, to actively participate in the workforce

#### ✓ **Wage Subsidies**

Providing financial assistance to employers to incentivize hiring individuals facing employment barriers

#### ✓ **Targeted Case Management**

Offering personalized support to individuals with complex needs to navigate challenges and access available resources