BLUE CROSS BLUE SHIELD OF NORTH DAKOTA

Stay Covered ND: Provider and Healthcare Network Toolkit

Supporting Coverage. Health. Opportunity.

How can you engage with Medicaid Expansion Work Requirements?

Healthcare providers in North Dakota play an important role in helping patients understand and maintain their health coverage. Beginning Jan. 1, 2027, some North Dakota Medicaid Expansion members ages 19 to 64 will need to complete 80 hours of work or other qualifying activities to maintain their coverage, although most Medicaid Expansion members will not be affected.

Providers are often the patient's most trusted source of information. By sharing educational resources and helping patients understand work requirements, exclusions and available support services, you can help reduce coverage disruptions and ensure continued access to care.

These requirements are intended to encourage employment, education, job training and community engagement while supporting improved health outcomes, greater self-sufficiency and stronger communities. Together, we can help eligible North Dakotans maintain their healthcare coverage, stay connected to valuable resources and continue receiving the care they need.

How can you help?

This Stay Covered ND resource is designed to help North Dakota providers support Medicaid Expansion members understand and maintain their health coverage.

Use these resources to:

1. **Educate patients**
   Share information about North Dakota Medicaid Expansion work requirements, qualifying activities and available support resources.
2. **Support continued coverage**
   Help patients understand the steps they may need to take to maintain coverage, including completing qualifying activities and responding to important eligibility or renewal notices.
3. **Connect patients to resources**
   Refer patients to community resources that may help them meet program requirements and stay covered as appropriate.

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We encourage you to share Stay Covered ND resources throughout your organization and community using:

- Email
- Website content
- Social media
- Patient outreach efforts
- Care coordinators and case managers

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Medicaid Work Requirement

Key Takeaway: Not all North Dakota Medicaid Expansion members will be required to meet work requirements and many may qualify for exclusions. Providers and care teams can help members understand upcoming changes and connect them with the resources and information needed to maintain coverage. Beginning ***Jan. 1, 2027***, a new federal law will require some Medicaid Expansion members to meet work requirements to maintain their Medicaid coverage. These requirements apply only to certain adults enrolled in Medicaid Expansion and do not affect all Medicaid members.

Members who are subject to the requirement must either complete ***80 hours per month*** of approved activities or earn at least ***$580 in a calendar month***. Approved activities may include employment, self-employment, internships, education (at least half-time), job training or workforce development programs and volunteer or community service activities. Members will be responsible for reporting their participation or earnings to North Dakota Medicaid.

The requirements apply to certain Medicaid Expansion members between the ages of 19 and 64 who do not qualify for an exclusion. Many individuals will be excluded from the requirements including tribal members, certain caregivers, people with qualifying health conditions or disabilities, pregnant women, former foster youth, certain veterans and individuals participating in drug or alcohol treatment programs.

Implementation will begin **Jan. 1, 2027, for new Medicaid Expansion applicants**. For current Medicaid Expansion members, the requirements will begin at renewal, starting with reviews due on or after **Feb. 28, 2027**.

Healthcare providers play an important role in supporting members through this change. Providers can help by answering basic questions, encouraging members to open and respond to Medicaid notices, keeping contact information up to date, referring members to North Dakota Medicaid for questions about eligibility and exclusions and connecting members with the right resources when appropriate.

Social media posts and templates

The sample posts below are available as optional resources to help share information about upcoming Medicaid Expansion changes. Feel free to use or adapt the messages for your social media channels, as appropriate.

Post 1:

Don't let surprises affect your healthcare.

Starting Jan. 1, 2027, some North Dakota Medicaid Expansion members may need to work or take part in qualifying activities to keep their coverage.

Most members will not be affected. Help is available if you have questions.

Learn more and stay informed by visiting **hhs.nd.gov/StayCoveredND**
#StayCoveredND

Post 2:

A simple way to protect your coverage
Moved recently? New phone number? Changed your email address?

Take a few minutes today to make sure your information is current with North Dakota Medicaid so you receive important notices about your coverage.
#StayCoveredND

Post 3:

Good health starts with new opportunities.

Work, school, job training and helping others can help you learn new skills, meet new people and build a better future.

New North Dakota Medicaid Expansion changes support activities that can help you stay healthy and reach your goals.

Learn more and stay informed at **hhs.nd.gov/StayCoveredND**
#StayCoveredND

Waiting room/patient areas

Go to **BCBSND.com** to view:

- Work requirements flyers
- Work requirements bulletin board posters

Patient contact

Portal Message:

Your health coverage is important.
Some North Dakota Medicaid Expansion members may see changes starting in 2027.

Simple steps can help you avoid problems with your coverage:

- Keep your contact information up to date.
- Look for updates from North Dakota Medicaid.
- Read all mail you receive from North Dakota Medicaid.

Visit hhs.nd.gov/StayCoveredND to learn more.

Clinic Front Desk/Patient Rep:
Use this paragraph when checking in patients and reviewing insurance. You can direct them to either the flyer or provide the Stay Covered Link.

“New federal rules around work requirements may affect some North Dakota Medicaid Expansion members in 2027. Please make sure North Dakota Medicaid has your current information. Read any mail they send you. You can visit Stay Covered ND for more information.”