



GATEWAY TO WORK

Definitions of Exemptions and Qualifying Activities

Exemptions

Age 60 years and older

The month a member turns 60 years old and thereafter.

TANF/SNAP

Members receiving TANF and/or SNAP benefits.

Medically Frail

Members who have been determined Medically Frail by a health plan.

Pregnant

Members who self-attest to being pregnant, beginning from the month of the start of pregnancy.

Homeless

Members who lack a fixed, regular, and adequate nighttime residence or who have a primary nighttime residence that is a supervised temporary shelter, an institution that provides a temporary residence, or place not designed or ordinarily used as a regular sleeping accommodation.

Institutionalized

Members who are:

- An inpatient in a nursing facility
- An inpatient in a medical institution for whom payment is made based on a level of care provided by a nursing facility
- Receiving home- and community-based waiver services (based on 405 IAC 2-3-1.1).

Recently Incarcerated

Members who have been incarcerated for at least 30 days and released. Exemption will be effective for month in which release occurs and six months following, for a total of seven months.

Certified Illness or Incapacity (Temporary)

Members with a temporary illness or incapacity as determined by the following:

- An inpatient hospital stay covered under the plan, or
- An illness or injury certified by a provider, via a face-to-face interaction, within the first seven days of incapacity, that leaves a member incapacitated for more than three consecutive, full calendar days, and any subsequent treatment or period of incapacity relating to the same condition that also involves either:
 - Treatment by a health care provider two or more times within 30 days of the first day of incapacity, unless extenuating circumstances exist (i.e., the health care provider does not have any available appointments during that timeframe); or
 - Treatment by a health care provider on at least one occasion that results in a regimen of continuing treatment under the supervision of the healthcare provider.

Substance Use Disorder (SUD)

Member has active participation during the month in any covered treatment to include:

- Individual and group counseling (including Medicaid Rehabilitation Option services)
- Inpatient treatment
- Residential treatment
- Intensive outpatient treatment
- Partial hospitalization
- Care management after completing an inpatient or residential stay
- Medication-assisted treatment

Exemptions (continued)

Caregivers

- **Kinship Caregivers of Abused or Neglected Children**

Members in the care of a CHINS (Children in Need of Services), or officially designated as CHINS caregivers by the Department of Child Services.

- **Primary Caregiver of Dependent Child Under 7**

Members who are primary caregivers of a dependent child below the compulsory education age of seven years old as defined by Indiana Law Compulsory Age (IC 20-33-2).

- **Primary Caregiver of Disabled Dependent**

Members who are the caregiver of a dependent determined to be disabled by the Social Security Administration (as set forth in 20 C.F.R. 416 Subpart I), or the Indiana Medicaid Medical Review Team (MRT), or who has a pending disability determination.

Student

Members enrolled and attending at half- or full-time status one of the following a secondary school (as set forth in IC 20-18-2-18), a postsecondary educational institution (as set forth in IC 21-7-13-6), or a vocational school (as set forth in IC 21-17-1-15).

Good Cause

Any other circumstance that prevents a member from participating in the Gateway to Work program including but not limited to: domestic violence, individuals or their families experiencing limitations that fall under the Americans with Disabilities Act, or individuals impacted by a severe weather event that results in a disaster area declaration.

Qualifying Activities

Employment

- **Employment (Subsidized or Unsubsidized)**

Member is employed or self-employed in an activity for which they receive wages.

- **Health Plan Initiative Program**

Member participates in initiative programs offered by their health plan.

- **Job Search Activities**

Activities may include time spent:

- Searching for job openings
- Completing employment applications
- Interviewing for positions, including follow-up contacts and travel time
- Resume writing
- Interview skills

- Participating in career fairs and hiring events
- Writing thank you notes to potential employers

- **Education Related to Employment (On-the-Job Training)**

Activities include:

- Training in the public or private sector provided to a paid employee while he or she is engaged in productive work to gain the knowledge and skills essential to the full and adequate performance of the job
- Unpaid internships
- On-the-job training
- Apprenticeships

Qualifying Activities (continued)

Education

• General Education

Activities include:

- Preparation for and testing at satisfactory high school level scores on the Indiana High School Equivalency Test per IC 22-4.1-18
- Adult education programs that provide math, reading, and writing instruction to help members acquire the skills needed to earn a high school equivalency diploma, go to college, or enter an entry-level occupational certification program
- Credit for any coursework at a postsecondary educational institution as set forth in IC 21-7-13-6
- Any general education course or training by a not-for-profit, public institution, or Gateway to Work partner.

• Job Skills Training

Training or education directed toward gaining a specific skill in order to obtain employment, or to advance or adapt to the changing demands of a participant's current employment.

• Vocational Education or Training

Skills training and certification programs for which no credit hours are assigned or educational programs that are directly related to the preparation of individuals for employment in current or emerging occupations requiring training.

• English as a Second Language Education

Attending an English as a second language education program taught by a licensed or certified professional.

Community Service

• Community Service/Public Service

Members perform work that directly benefits the community as a program of a public or nonprofit organization.

• Volunteer Work

Work that is done without pay to help people in a community.

• Gateway to Work Community Work Experience

A program offered by a Gateway to Work partner that provide members an opportunity to acquire general skills, knowledge, and work habits necessary to obtain employment.

Other

• Caregiving Services

Member is responsible for the care of a non-dependent relative or other person with a chronic, disabling health condition, including caregiving for a relative using FMLA.

• Homeschooling

Non-accredited and non-public education provided by a parent to their own child or children in the home setting. Homeschooling must meet all applicable legal requirements in IC 20-33-2.

• Pokagon Band of Potawatomi Pathways Program

Members of the Pokagon Band of Potawatomi who participate in the tribe's comprehensive Pathways program.

• Qualifying Activity as Necessary Based on Individual Review

Activities completed by a member that do not readily fit within an existing Qualifying Activity definition but are deemed sufficient upon individual review.