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State/Territory Name: Colorado

State Plan Amendment (SPA) #: 24-0046

This file contains the following documents in the order listed:

- 1) Approval Letter
- 2) CMS Form 179
- 3) Approved SPA Pages

DEPARTMENT OF HEALTH & HUMAN SERVICES
Centers for Medicare & Medicaid Services
601 E. 12th St., Room 355
Kansas City, Missouri 64106



Medicaid and CHIP Operations Group

May 13, 2025

Adela Flores-Brennan
Medicaid Director Colorado
Department of Health Care Policy and Financing
303 E. 17th Avenue, Suite 1100
Denver, CO 80203-1818

Re: Colorado State Plan Amendment (SPA) 24-0046

Dear Director Flores-Brennan:

The Centers for Medicare & Medicaid Services (CMS) reviewed your Medicaid State Plan Amendment (SPA) submitted under transmittal number (TN) 24-0046. This amendment proposes to update the community health worker and community health representative provider qualification language and establish hard limitations on services under the preventative benefit.

We conducted our review of your submittal according to statutory requirements in Social Security Act, Section 1905(a)(13)(c). This letter informs you that Colorado's Medicaid SPA TN 24-0046 was approved on May 12, 2025, with an effective date of January 1, 2026.

Enclosed are copies of Form CMS-179 and approved SPA pages to be incorporated into the Colorado State Plan.

If you have any questions, please contact Ronna Bach at Ronna.Bach1@cms.hhs.gov.

Sincerely,

Shantrina Roberts, Acting Director
Division of Program Operations

Enclosures

cc: Erica Schaler, HCPF
Jessica Farnen, HCPF

Instructions on Back

STATE PLAN UNDER TITLE XIX OF THE SOCIAL SECURITY ACT
MEDICAL ASSISTANCE PROGRAM

STATE OF COLORADO

Supplement to Attachment 3.1-A

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LIMITATIONS TO CARE AND SERVICES-PREVENTIVE SERVICES

4. Community Health Workers

Effective January 1, 2026, Health First Colorado members are eligible to receive Community Health Worker (CHW) services. Community Health Worker services are preventive health services, as defined in 42 CFR 440.130(c), to prevent disease, disability, and other health conditions or their progression; to prolong life; and promote physical and behavioral health and efficiency. Community Health Worker services must be recommended by a physician or other licensed practitioner of the healing arts acting within their scope of authorized practice under State law. CHWs are trusted members of their community who help address chronic conditions, preventive health care needs, and health-related social needs.

a. Covered Services

CHW covered services include:

1. Health System Navigation and Resource Coordination: Includes helping to engage, re-engage, or ensure member-led follow up in primary care, routine preventive care, adherence to treatment plans, and/or self-management of chronic conditions, including assisting beneficiaries to access covered services and other community resources necessary to promote health, address health care barriers and health related social needs.
2. Health Promotion and Health Coaching: Provides information and training to members that enables them to make positive contributions to their health status. Health Promotion and Coaching includes screening for health-related social needs, setting goals and creating an action plan, and providing information and/or coaching.
3. Health Education and Training: Train and/or increase the member's awareness of methods and measures that have been proven effective in avoiding illness and/or lessening its effects. The content of education must be consistent with established or recognized healthcare standards.

b. Provider Qualifications

TN No. 24-0046
Supersedes TN No. 24-0025

Approval Date 5/12/2025
Effective Date 1/1/2026

Community Health Worker services may be provided by the following types of qualified individuals:

1. Community Health Workers are required to obtain credentialing through the Colorado Department of Public Health and Environment (CDPHE). Credentialing includes mastery of the following core competencies: community assessment, engagement and capacity building, individual assessment and advocacy, effective communication, cultural responsiveness and mediation, education to promote healthy behavior change, care coordination, use of public health concepts and approaches, and professional skills and conduct. To receive a Community Health Worker credential and be placed on the CDPHE Community Health Worker Registry, an individual must:

- i. Participate in a CDPHE-recognized Community Health Worker Training program, and
- ii. Complete and pass the state Community Health Worker Assessment.

OR

- iii. Have 2,000 hours experience (one year of Full-time Equivalency of Community Health Worker experience) within the past five years;
 - a. Requirements for work experience documentation include:
 1. Complete documentation showing examples of work experience aligning with each of Colorado's Core Community Health Worker Competencies as defined by CDPHE;
 2. Signature or attestation from at least one supervisor on this documentation;
 3. Signature attesting to meet National CHW Ethical Standards.
- iv. Complete and pass the state Community Health Worker Assessment.

OR

If credentialed in another state that has reciprocity with Colorado, CDPHE will recognize the credentials without having to complete the assessment.

2. Community Health Representatives (CHRs) are to obtain credentials suitable to their tribal CHR requirements. Authority for the CHR program can be found in the Indian Health Care Improvement Act at 25 U.S.C. §1616. To receive a Community Health Representative credential, an individual must:

- i. Be placed on the Community Health Worker registry. Community Health Representatives in tribal communities will be placed on the Community Health Worker registry, based on their current training; and
- ii. Complete the application to be on Colorado's Community Health Worker registry. Current and future CHRs will complete the application to be on Colorado's Community Health Worker registry via the appropriate online platform. Relevant CHR training will need to be uploaded. CDPHE will review. Upon approval, individuals will be listed on the registry.

c. Limitations

One unit is equal to 30 minutes. Medicaid members are eligible for no more than 4 units of CHW services per day and 16 units per month.