



# Community Health Workers (CHW) & Community Health Representatives (CHR)

The Colorado Legislature passed Senate Bill 23-002 in May 2023 to add community health worker (CHW) services as a Health First Colorado (Colorado’s Medicaid program) benefit starting July 1, 2025.

## Description & Background

CHW/CHR services are preventive health services and are defined to prevent disease, disability, and other health conditions or their progression; to prolong life; and promote physical and behavioral health and efficiency. CHW/CHR 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/CHRs are trusted members of their community who help address chronic conditions, preventive health care needs, and health-related social needs. In Colorado, the term “community health worker” is meant to be an umbrella term and recognizes that though the titles that workers go by may vary (ex. health navigators, community outreach workers, promotoras, etc.), the duties that they perform are similar.

## Training and Credentialing

Pathway	Description
<b>Colorado Training Pathway</b>	<ul style="list-style-type: none"> <li>Participate and successfully complete a CDPHE-recognized Community Health Worker Training Program</li> <li>Complete and pass the state Community Health Worker Assessment</li> </ul>
<b>Work Experience Pathway</b>	<ul style="list-style-type: none"> <li>Must have 2,000 hours (~one full year of Full Time Equivalency of Community Health Worker experience) within the past 5 years; up to 50% of hours (1,000 hours) can be volunteer work               <ul style="list-style-type: none"> <li>Documentation will be required</li> </ul> </li> </ul>
<b>Community Health Representative Pathway</b>	<ul style="list-style-type: none"> <li>Community Health Representatives (CHRs) in tribal communities will be placed on the registry, based on their current training</li> <li>Current and future CHRs will complete the application to be on Colorado’s CHW Registry via Certemy. Relevant CHR training will need to be uploaded. CDPHE will review. Upon approval, individuals will be listed on the Registry.</li> </ul>



<b>Reciprocity Pathway</b>	<ul style="list-style-type: none"> <li>• If credentialed in another state that has reciprocity* with Colorado, CDPHE will recognize that without having to complete the assessment.</li> <li>• *Note: CDPHE will be conducting outreach with other states to determine if the credentialing in that state is sufficient to meet Colorado’s Competencies for reciprocity will be released as they are added. At this time, CDPHE does not have reciprocity with any states.</li> </ul>
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**HCPF Provider Eligibility:** To be eligible to receive reimbursement from HCPF, CHWs/CHRs must be on the CDPHE-Community Health Worker Registry. Additionally, community-based organizations will be eligible to enroll with HCPF as providers as long as they have met the above requirements.

### Eligible Services

Covered CHW/CHR services include:

- **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.
- **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.
- **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.

### Proposed Procedure Codes

Procedure Code	Description
<b>Self-Management Education (98960- 98962)</b>	Used to report educational and training services to an individual or group of members for the purpose of teaching the member or caregivers how to self-manage their condition or disorder.
<b>Preventive Medicine Counseling (Vaccine Hesitancy)</b>	Health First Colorado covers vaccine counseling visits in which healthcare providers talk to families



(G0310-G0315)	about the importance of vaccination in adults and children.
<b>Screening, Brief Intervention and Referral to Treatment (SBIRT) Program</b> (99408, 99409, H0049)	SBIRT is designed to prevent members from developing a substance use disorder, for early detection of a suspected substance use disorder, or refer members for treatment.
<b>Social Determinants of Health (SDOH) Risk Assessment</b> (G0136)	Administration of a standardized, evidence-based SDOH assessment to identify a member's SDOH needs or identified social risk factors influencing the diagnosis and treatment of medical conditions. The risk assessment tool can assess needs like housing insecurity, food insecurity, transportation needs, and/or utility difficulty.

## Equity Lens

Current research demonstrates that CHW/CHR services improve health-care outcomes and promote health equity. In a rural school district in Texas, Health Educators provided Asthma and general health education to elementary school children and saw an improvement in asthma knowledge, self-management, and self-efficacy for managing symptoms and using an inhaler. Additionally, CHWs/CHRs play a vital role in providing culturally competent care that tailors a patient's beliefs, values, and social environment to the care that they are receiving from the health system. CHWs/CHRs often accomplish this by incorporating cultural and/or faith-based beliefs or norms into interventions. Examples included providing services in the member's preferred language or having organizations employ CHWs/CHRs who are from the same geographic, linguistic, or racial and ethnic community. HCPF is committed to supporting CHWs/CHRs in their work to improve access to health care and advancing health equity.

## Other Information

- [HCPF CHW/CHR webpage](#): Main page for HCPF CHW related content. Resources for agencies and previous newsletters can be found on this page.
- [CDPHE CHW Workforce Development webpage](#): Main page for workforce development, training information, and assessment information.
- [Newsletter sign up](#): If you are interested in receiving information and updates regarding implementation of the new CHW/CHR Medicaid benefit, please fill out this form. If you are unable to fill out the form, please contact [HCPF\\_CHW\\_Benefit@state.co.us](mailto:HCPF_CHW_Benefit@state.co.us).

## Questions?

For questions, please contact [HCPF\\_CHW\\_Benefit@state.co.us](mailto:HCPF_CHW_Benefit@state.co.us).

