

COLORADO & THE WORK NUMBER FACT SHEET

The Work Number Background

- The Work Number is a real-time, automated verification service that enables the secure transfer of current payroll information between employers and verifiers, such as the Colorado Departments of Human Services (CHDS) and Health Care Policy & Financing (HCPF), to support eligibility determinations for human services benefit programs.
- The Work Number delivers current employment and income data provided by employers, which helps increase operational efficiency and reduce improper payments. Access to this database of current payroll information augments existing government data sources accessed by CDHS, HCPF, and the Counties.
- The Work Number receives over 144 million active employment records from over 2.5 million employers nationwide every pay period.
- In the Mountain West, The Work Number is integrated into centralized benefits management systems in Arizona, Utah and New Mexico for programs such as Medicaid, the Supplemental Nutrition Assistance Program (SNAP) and Temporary Assistance for Needy Families (TANF). Among SNAP county administered states, Colorado would be the first in the nation to integrate The Work Number into a centralized benefits management system for human services benefits programs.

The Work Number in Colorado

- The Work Number includes nearly 60,000 employers in Colorado. This represents approximately 60% of individuals employed in Colorado when comparing the volume of active records on The Work Number to the Bureau of Labor Statistics employed population in Colorado.

The Work Number, CDHS & the Counties

- Today, 43 of the state's 64 counties currently use The Work Number via a web portal for the purposes of determining eligibility programs such as SNAP and TANF. The web portal access requires caseworkers to conduct manual data inquiries for each individual case.
- Integrating The Work Number into CBMS will further increase operation efficiencies for program administration by eliminating manual data inquiries and entry by caseworkers, while also enabling statewide use of the service.
- Last year, CDHS received \$590,000 as part of a federal SNAP grant from the USDA Food & Nutrition Service (FNS) to support use of The Work Number to verify earned income as part of the Colorado Counties household eligibility determination process during federal Fiscal Year 2022 (October 1, 2021 – September 30, 2022).

The Work Number & HCPF

- HCPF integrated The Work Number into CBMS specifically for Medicaid-only programs to alleviate caseloads, reduce ineligible benefit enrollments, simplify the determination process, and decrease operational expenses. This integration was successfully completed in June 2021. It is anticipated that the learnings from the integration project with HCPF will support an efficient integration project timeline for human services benefit programs.
- HCPF integrated a limited-version of The Work Number to compliment free access to the database available to states from the federal government for Medicaid-only programs via the Centers for Medicare & Medicaid Services (CMS) Federal Data Services Hub (FDSH). In order to automate use of The Work Number for human services benefit programs, additional integration work must be completed specific to the rules and needs of programs outside of Medicaid.