

Second Regular Session  
Seventy-third General Assembly  
STATE OF COLORADO

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LLS NO. 22-0296.01 Shelby Ross x4510

HOUSE BILL

HOUSE SPONSORSHIP

Duran and Jodeh, Froelich, Lontine

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Moreno, Story

**BILL TOPIC:** "Modifications To Colorado Works Program"  
**DEADLINES:** Finalize by: JAN 4, 2022 File by: JAN 7, 2022

A BILL FOR AN ACT

101 **CONCERNING MODIFICATIONS TO THE COLORADO WORKS PROGRAM.**

Bill Summary

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)*

The bill allows the state board of human services (state board) to utilize eligibility criteria from other public assistance or entitlement programs when promulgating rules for redetermining and verifying eligibility for the Colorado works program (works program).

The bill requires the state board to promulgate rules establishing statewide standards and procedures that require counties to offer an extension:

- Beyond the 60-month lifetime maximum for an applicant

*Capital letters or bold & italic numbers indicate new material to be added to existing statute.  
Dashes through the words indicate deletions from existing statute.*

or participant who is a child-only case, the head of a single parent household and has a child under one year of age, is experiencing hardship, or is addressing family or medical needs; and

- From work requirements for an applicant or participant who is the head of a single-parent household and has a child under one year of age, experiencing hardship, or addressing family or medical needs.

The bill requires the department of human services (state department) to annually review and promulgate rules as necessary to update the standard of need to ensure the standard of need is equitable and reflective of the current economic status of the state.

The bill requires the state department to disregard any earned income for the first 12 months an applicant or participant is employed while enrolled in the works program. The bill requires that the state department determine the amount of earned income that must be disregarded after the first 12 months and ensure a gradual step down of the amount of earned income disregarded that is responsive to family circumstances and need.

Current law requires the state department to ensure the amount of a basic cash assistance grant that a participant or applicant receives is equal to or exceeds 102% of the need standard for a participant in a similarly sized household on January 1, 2008. By the 2027-28 state fiscal year, and each state fiscal year thereafter, the bill requires the amount of the basic cash assistance grant to equal or exceed 50% of the federal poverty guidelines established by the federal department of health and human services for a similarly sized household for that fiscal year.

No later than January 1, 2023, the bill requires the state department ~~shall~~ to begin phasing in the increase in basic cash assistance that is equal to or exceeds 50% of the federal poverty guidelines and, no later than November 1, 2022, to submit a report to the joint budget committee on how the increase in basic cash assistance will be phased in.

The bill requires a county department to attempt to contact each participant using each method of communication provided by the participant in order to conduct exit and follow-up interviews upon case closure. The bill expands the purpose of the exit and follow-up interviews to include evaluating the participant's experience with the works program and how well the program met the participant's needs and assisted the participant in meeting the participant's goals.

Beginning January 2023, and each January thereafter, the state department is required to submit a report to the general assembly on the effectiveness of the works program.

Current law requires the state board to promulgate rules that require a percentage reduction in the basic cash assistance grant upon the imposition of a sanction affecting the grant, with the percentage to be

specified in the rules but not to be less than 25%. The bill requires the percentage not to exceed one dollar.

No later than September 30, 2022, the bill requires the state department to develop an outreach and engagement plan to promote access to the works program for eligible persons.

Current law prohibits a person convicted of a drug-related felony offense from being eligible for assistance under the works program unless the person is determined by a county department of human or social services to have taken action toward rehabilitation. The bill removes the requirement that a person take action toward rehabilitation to be eligible for assistance.

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1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1. Legislative declaration.** (1) The general assembly  
3 finds and declares that:

4 (a) "Temporary Assistance for Needy Families" (TANF), known  
5 as the "Colorado Works Program" (works program), provides financial  
6 assistance and work supports to families living far below the federal  
7 poverty level. The works program should promote family safety, stability,  
8 and self-sufficiency by assisting with job preparation and supporting  
9 career goals and employment. As of fiscal year 2021-22, a parent with  
10 two children must make less than \$421 per month in income to qualify for  
11 a basic cash assistance grant under the works program. The COVID-19  
12 pandemic brought unprecedented hardships and changes to both families  
13 and the works program. Even before the COVID-19 pandemic, families  
14 enrolled in the works program were facing the greatest barriers to  
15 financial security and well-being.

16 (b) Families enrolled in the works program are eligible to receive  
17 cash assistance to help meet the family's ongoing basic needs, such as  
18 diapers, food, bus passes, and school supplies. Cash assistance payments  
19 were not adequate at the start of the works program in 1996 and since

1 payments have not adjusted for inflation, cash assistance has eroded even  
2 further and failed to keep up with the cost of living in Colorado. In 1996,  
3 the amount of Colorado's cash assistance was 32.9% of the federal  
4 poverty level, but by 2021 it had fallen 27.8% with the maximum amount  
5 of cash assistance for a parent with two children at \$508 per month.

6 (c) Families can often face a "cliff effect" when the family  
7 receives more income through employment or a raise and then abruptly  
8 has its public assistance reduced or discontinued. Too often families are  
9 left without supports right when they get their feet underneath them.  
10 Reducing the "cliff effect" will help parents stay employed and be given  
11 a smoother off-ramp toward employment, self-sufficiency, and economic  
12 security.

13 (d) Families can be better supported in the works program by  
14 reducing punitive sanctions and overly burdensome work requirements.  
15 While sanctions and work requirements are required by the federal  
16 government, states have some discretion on how to administer those  
17 requirements. Colorado has made some strides in easing these  
18 requirements and can do more to be responsive to families' circumstances  
19 and needs. Racism targeted toward families of color is inherent in the  
20 structure of the works program and reflects inaccurate and racist  
21 stereotypes of families of color, including strict work requirements,  
22 sanctions, and arbitrary time limits. Sanctions, or financial penalties that  
23 are issued when a participant does not meet the work requirements of the  
24 works program, are rooted in structural racism, are disproportionately  
25 applied to families of color, do not achieve the intended outcome of  
26 connecting families to sustainable employment, and increase the  
27 administrative burden on case managers and counties. Moreover, families

1 who receive sanctions face the most significant barriers to employment  
2 and economic security, such as a child being hospitalized, domestic  
3 violence, lack of a vehicle, or less work experience.

4 (e) Colorado receives federal TANF funds each year and the state  
5 is permitted to retain a certain amount of unexpended funds for future use  
6 in the event of an economic downturn or caseload growth. Colorado has  
7 two sets of TANF reserves: A state TANF long-term reserve and a TANF  
8 reserve in each county. Although there was severe economic downturn,  
9 including historic unemployment, during the COVID-19 pandemic, the  
10 amount of money in the reserves actually increased in Colorado. The  
11 fiscal year 2021-22 balance of all county TANF reserves was \$61.2  
12 million and the balance in the state TANF long-term reserve, which has  
13 a mandatory floor of \$33 million, was \$76.2 million. In total, there was  
14 more than \$137 million in TANF reserves in Colorado at the end of the  
15 2020-21 fiscal year.

16 (2) Therefore, the general assembly declares that Colorado must  
17 prioritize strategies and investments to remove barriers to employment  
18 and economic security for families and children experiencing extreme  
19 poverty in the state. Colorado should ensure a basic cash assistance  
20 amount sufficient enough to lift families out of extreme poverty and  
21 ensure that it keeps with the rising cost of living; make improvements in  
22 the way the works program serves families, including reducing the "cliff  
23 effect"; elevate family voices in the works program; and improve  
24 outreach and communication about the works program.

25 **SECTION 2.** In Colorado Revised Statutes, 26-2-705, **amend**  
26 (2)(a) and (2)(e) as follows:

27 **26-2-705. Works program - purposes.** (2) The purposes of the

1 works program are to:

2 (a) Assist participants ~~to terminate their dependence on~~  
3 ~~government benefits~~ TOWARD SELF-SUFFICIENCY, ECONOMIC MOBILITY,  
4 AND FAMILY SAFETY AND STABILITY by promoting job preparation, work,  
5 and marriage;

6 (e) Develop strategies and policies that focus on SUPPORTING  
7 PARTICIPANTS IN THE PARTICIPANTS' EMPLOYMENT AND CAREER GOALS,  
8 REMOVING BARRIERS TO EMPLOYMENT FOR PARTICIPANTS, AND ensuring  
9 that ~~participants are in work activities as soon as possible so that~~ the state  
10 is able to meet ~~or exceed~~ work participation rates specified in the federal  
11 law; and

12 **SECTION 3.** In Colorado Revised Statutes, 26-2-706, **amend** (3)  
13 and (4) as follows:

14 **26-2-706. Target populations.** (3) A person convicted of a  
15 drug-related felony offense under the laws of this state, any other state,  
16 or the federal government on or after June 3, 1997, ~~shall not be~~ IS eligible  
17 for assistance under the works program. ~~unless such person is determined~~  
18 ~~by the county department to have taken action toward rehabilitation such~~  
19 ~~as, but not limited to, participation in a drug treatment program.~~

20 (4) The state board shall promulgate rules to simplify the  
21 requirements relating to determination and verification of eligibility  
22 criteria. ELIGIBILITY CRITERIA FROM OTHER PUBLIC ASSISTANCE OR  
23 ENTITLEMENT PROGRAMS MAY BE USED WHEN REDETERMINING AND  
24 VERIFYING ELIGIBILITY. REDETERMINATION AND VERIFICATION TIMELINES  
25 MUST ALIGN WITH OTHER PUBLIC ASSISTANCE OR ENTITLEMENT  
26 PROGRAMS. ~~Nothing in this subsection (4) shall authorize~~ AUTHORIZES the  
27 state board to amend or delete eligibility criteria for participation in the

1 works program that the board is not otherwise authorized to amend or  
2 delete.

3 **SECTION 4.** In Colorado Revised Statutes, 26-2-706.5, **add** (4)  
4 as follows:

5 **26-2-706.5. Restrictions on length of participation - rules.**

6 (4) THE STATE BOARD SHALL PROMULGATE RULES:

7 (a) ESTABLISHING STATEWIDE STANDARDS AND PROCEDURES THAT  
8 REQUIRE COUNTIES TO OFFER EXTENSIONS BEYOND THE SIXTY-MONTH  
9 LIFETIME MAXIMUM FOR AN APPLICANT OR PARTICIPANT WHO IS:

10 (I) A CHILD-ONLY CASE;

11 (II) THE HEAD OF A SINGLE PARENT HOUSEHOLD UNIT AND HAS A  
12 CHILD UNDER ONE YEAR OF AGE;

13 (III) EXPERIENCING HARDSHIP, AS DEFINED IN RULES  
14 PROMULGATED BY THE STATE BOARD; OR

15 (IV) ADDRESSING FAMILY OR MEDICAL NEEDS, INCLUDING THE  
16 ARRIVAL OF A NEW CHILD, MILITARY FAMILY NEEDS, OR A PERSONAL OR  
17 FAMILY MEMBER'S SERIOUS HEALTH CONDITION, INCLUDING THE EFFECTS  
18 OF DOMESTIC VIOLENCE OR SEXUAL ASSAULT; AND

19 (b) TO ADDRESS HOW THE STATE WILL MONITOR EXTENSIONS IN  
20 RELATION TO REQUIREMENTS UNDER THE FEDERAL LAW.

21 **SECTION 5.** In Colorado Revised Statutes, 26-2-708, **add** (5.3)  
22 as follows:

23 **26-2-708. Assistance - assessment - individual responsibility**  
24 **contract - waivers for domestic violence - rules.** (5.3) (a) THE STATE  
25 BOARD SHALL PROMULGATE RULES:

26 (I) ESTABLISHING STATEWIDE STANDARDS AND PROCEDURES THAT  
27 REQUIRE COUNTIES TO OFFER AN EXEMPTION TO AN APPLICANT OR

1 PARTICIPANT FROM WORK REQUIREMENTS WHO IS:

2 (A) THE HEAD OF A SINGLE-PARENT HOUSEHOLD UNIT AND HAS A  
3 CHILD UNDER ONE YEAR OF AGE;

4 (B) EXPERIENCING HARDSHIP, AS DEFINED IN RULES PROMULGATED  
5 BY THE STATE BOARD; OR

6 (C) ADDRESSING FAMILY OR MEDICAL NEEDS, INCLUDING THE  
7 ARRIVAL OF A NEW CHILD, MILITARY FAMILY NEEDS, OR A PERSONAL OR  
8 FAMILY MEMBER'S SERIOUS HEALTH CONDITION, INCLUDING THE EFFECTS  
9 OF DOMESTIC VIOLENCE OR SEXUAL ASSAULT; AND

10 (II) ENSURING EQUAL ACCESS TO TANF SERVICES FOR THOSE  
11 EXEMPTED WHO WISH TO PARTICIPATE ON A VOLUNTARY BASIS.

12 (b) WHEN PROMULGATING RULES PURSUANT TO THIS SUBSECTION  
13 (5.3), THE STATE BOARD SHALL ENSURE COMPLIANCE WITH THE FEDERAL  
14 LAW IN RELATION TO THE CALCULATION OF THE STATE'S WORK  
15 PARTICIPATION RATES SPECIFIED IN THE FEDERAL LAW.

16 **SECTION 6.** In Colorado Revised Statutes, 26-2-709, **amend**  
17 (1)(a)(III), (1)(b), and (1.3) as follows:

18 **26-2-709. Benefits - cash assistance - programs - rules - repeal.**

19 (1) **Standard of need - basic cash assistance grant.** (a) The state  
20 department shall promulgate rules determining the standard of need for  
21 eligibility for a basic cash assistance grant, whether an applicant or  
22 participant meets the standard of need, and the amount of the basic cash  
23 assistance grant. THE STATE DEPARTMENT SHALL ANNUALLY REVIEW AND  
24 PROMULGATE RULES AS NECESSARY TO UPDATE THE STANDARD OF NEED  
25 TO ENSURE THE STANDARD OF NEED IS EQUITABLE AND REFLECTS THE  
26 CURRENT ECONOMIC SITUATIONS IN THE STATE. In addition to any other  
27 rules necessary for the implementation of this part 7, the state



1 department's rules shall:

2 (III) Establish the calculation for determining the amount of an  
3 eligible applicant's or participant's basic cash assistance grant, which  
4 calculation ~~shall~~ MUST include an earned income disregard ~~which shall be~~  
5 THAT IS applied to the gross countable earned income of an applicant or  
6 participant who is employed. The earned income disregard ~~shall~~ MUST  
7 promote work and self-sufficiency and shall benefit the applicant or  
8 participant by reducing the unintended economic consequences of  
9 becoming employed. ANY EARNED INCOME MUST BE DISREGARDED FOR  
10 THE FIRST TWELVE MONTHS AN APPLICANT OR PARTICIPANT IS EMPLOYED  
11 WHILE ENROLLED IN THE WORKS PROGRAM. THE STATE DEPARTMENT  
12 SHALL DETERMINE THE AMOUNT OF EARNED INCOME THAT MUST BE  
13 DISREGARDED AFTER THE FIRST TWELVE MONTHS AND SHALL ENSURE A  
14 GRADUAL STEP DOWN OF THE AMOUNT OF EARNED INCOME DISREGARDED  
15 THAT IS RESPONSIVE TO FAMILY CIRCUMSTANCES AND NEED. The rules  
16 promulgated by the state department pursuant to this ~~subparagraph (HH)~~  
17 ~~shall~~ SUBSECTION (1)(a)(III) MUST not establish an earned income  
18 disregard that results in an applicant or participant having fewer financial  
19 resources available to ~~him or her~~ THE APPLICANT OR PARTICIPANT than a  
20 similarly situated applicant or participant would have had under the  
21 earned income disregard pursuant to section 26-2-709 as it existed on July  
22 1, 2009; and

23 (b) (I) In establishing the calculation for determining the amount  
24 of an eligible applicant's or participant's basic cash assistance grant, the  
25 state department shall ensure that the amount of the basic cash assistance  
26 grant that a participant or applicant receives BY THE 2027-28 STATE  
27 FISCAL YEAR, AND EACH STATE FISCAL YEAR THEREAFTER, is equal to or

1 exceeds ~~one hundred two percent of the need standard for a participant in~~  
2 ~~a similarly sized household on January 1, 2008. The state department is~~  
3 ~~encouraged to establish a calculation for determining the amount of a~~  
4 ~~basic cash assistance grant that results in a basic cash assistance grant that~~  
5 ~~is equal to or exceeds one hundred twelve percent of the need standard for~~  
6 ~~a participant in~~ FIFTY PERCENT OF THE FEDERAL POVERTY GUIDELINES  
7 ESTABLISHED BY THE FEDERAL DEPARTMENT OF HEALTH AND HUMAN  
8 SERVICES FOR a similarly sized household ~~on January 1, 2008~~ FOR THAT  
9 FISCAL YEAR.

10 (II) ANY MONEY THE STATE RECEIVES FROM THE FEDERAL  
11 GOVERNMENT, INCLUDING FUNDS AVAILABLE SPECIFICALLY FOR OR IN  
12 TANF RESERVES, MUST BE USED FIRST FOR THE IMPLEMENTATION OF THIS  
13 SUBSECTION (1)(b).

14 (III) (A) NO LATER THAN JANUARY 1, 2023, THE STATE  
15 DEPARTMENT SHALL BEGIN PHASING IN THE INCREASE TO THE BASIC CASH  
16 ASSISTANCE GRANT THAT IS EQUAL TO OR EXCEEDS FIFTY PERCENT OF THE  
17 FEDERAL POVERTY GUIDELINES, AS DESCRIBED IN SUBSECTION (1)(b)(I) OF  
18 THIS SECTION.

19 (B) NO LATER THAN NOVEMBER 1, 2022, THE STATE DEPARTMENT  
20 SHALL SUBMIT A REPORT TO THE JOINT BUDGET COMMITTEE ON HOW THE  
21 INCREASE IN THE BASIC CASH ASSISTANCE GRANT WILL BE PHASED IN. AT  
22 A MINIMUM, THE REPORT MUST IDENTIFY THE FUNDING SOURCES FOR THE  
23 INCREASE, INCLUDING FEDERAL FUNDS, THE TANF BLOCK GRANTS, THE  
24 COLORADO LONG-TERM WORKS RESERVE, A COUNTY'S TANF RESERVE  
25 ACCOUNT, AND STATE GENERAL FUND MONEY; AND INCORPORATE  
26 FEEDBACK FROM A DIVERSE SET OF INDIVIDUALS AND ORGANIZATIONS,  
27 INCLUDING COUNTIES, NONPROFIT ORGANIZATIONS, AND FORMER AND

1 CURRENT WORKS PROGRAM RECIPIENTS.

2 (C) THIS SUBSECTION (1)(b)(III) IS REPEALED, EFFECTIVE JULY 1,  
3 2028.

4 (1.3) **Redetermination of eligibility for persons receiving cash**  
5 **assistance.** The STATE BOARD SHALL PROMULGATE RULES THAT REQUIRE  
6 county ~~department shall~~ DEPARTMENTS TO perform ~~an annual~~ A  
7 redetermination of eligibility for all assistance units receiving cash  
8 assistance. ELIGIBILITY CRITERIA FROM OTHER PUBLIC ASSISTANCE OR  
9 ENTITLEMENT PROGRAMS MAY BE USED WHEN REDETERMINING  
10 ELIGIBILITY. REDETERMINATION TIMELINES MUST ALIGN WITH OTHER  
11 PUBLIC ASSISTANCE OR ENTITLEMENT PROGRAMS.

12 **SECTION 7.** In Colorado Revised Statutes, **amend** 26-2-709.5  
13 as follows:

14 **26-2-709.5. Exit interviews and follow-up interviews of**  
15 **participants.** (1) In order to follow the legislative intent declared in  
16 section 26-2-702 (1)(a), a county department ~~is strongly encouraged to~~  
17 SHALL ATTEMPT TO CONTACT EACH PARTICIPANT USING EACH METHOD OF  
18 COMMUNICATION PROVIDED BY THE PARTICIPANT IN ORDER TO conduct  
19 exit and follow-up interviews upon case closure, either in person or by  
20 telephone, ~~with all participants of the Colorado works program,~~ including  
21 participants who are or have been receiving short-term assistance  
22 payments pursuant to section 26-2-706.6. The interviews shall be for the  
23 purpose of: ~~providing:~~

24 (a) EVALUATING THE PARTICIPANT'S EXPERIENCE WITH THE WORKS  
25 PROGRAM;

26 (b) EVALUATING HOW WELL THE PROGRAM MET THE PARTICIPANT'S  
27 NEEDS AND ASSISTED THE PARTICIPANT IN MEETING THE PARTICIPANT'S

1 GOALS; AND

2 (c) Providing information to the participant and offering  
3 assistance with applications for or continuance of assistance under  
4 medicaid, food stamps, the Colorado child care assistance program, the  
5 earned income tax credit, or other programs such as welfare-to-work or  
6 other county benefits or services.

7 ~~(2) Repealed.~~

8 (2) BEGINNING JANUARY 2023, AND EACH JANUARY THEREAFTER,  
9 THE STATE DEPARTMENT SHALL SUBMIT A REPORT TO THE HOUSE OF  
10 REPRESENTATIVES PUBLIC AND BEHAVIORAL HEALTH AND HUMAN  
11 SERVICES COMMITTEE AND THE SENATE HEALTH AND HUMAN SERVICES  
12 COMMITTEE, OR THEIR SUCCESSOR COMMITTEES, AS PART OF ITS "STATE  
13 MEASUREMENT FOR ACCOUNTABLE, RESPONSIVE, AND TRANSPARENT  
14 (SMART) GOVERNMENT ACT" PRESENTATION REQUIRED BY SECTION  
15 2-7-203, ON THE EFFECTIVENESS OF THE COLORADO WORKS PROGRAM.  
16 THE STATE DEPARTMENT MAY REQUEST A COUNTY DEPARTMENT TO  
17 PROVIDE ANY INFORMATION AND DATA THAT MAY BE NECESSARY TO  
18 DEVELOP THE REPORT. ANY DATA USED MUST PROTECT PERSONAL  
19 IDENTIFYING INFORMATION OF THE PARTICIPANTS AND THE PARTICIPANTS'  
20 FAMILY MEMBERS. AT A MINIMUM, THE REPORT MUST INCLUDE:

21 (a) THE TOTAL NUMBER OF PARTICIPANTS ENROLLED IN THE  
22 WORKS PROGRAM IN THE PREVIOUS FISCAL YEAR, DISAGGREGATED BY  
23 CASE TYPE, RACE, AND ETHNICITY;

24 (b) THE TOTAL NUMBER OF PARTICIPANTS WHO EXITED AND  
25 RE-ENROLLED IN THE WORKS PROGRAM ONE OR MORE TIMES IN THE  
26 PREVIOUS FISCAL YEAR, DISAGGREGATED BY CASE TYPE, RACE, AND  
27 ETHNICITY;

1 (c) THE TOTAL NUMBER OF INSTANCES A PARTICIPANT EXITED AND  
2 RE-ENROLLED IN THE WORKS PROGRAM ONE OR MORE TIMES IN THE  
3 PREVIOUS FISCAL YEAR, DISAGGREGATED BY CASE TYPE, RACE, AND  
4 ETHNICITY;

5 (d) THE TOTAL NUMBER OF MONTHS EACH PARTICIPANT REMAINED  
6 ENROLLED IN THE WORKS PROGRAM IN THE PREVIOUS FISCAL YEAR,  
7 DISAGGREGATED BY CASE TYPE, RACE, AND ETHNICITY; AND

8 (e) DATA GATHERED THROUGH SURVEYS AND EXIT INTERVIEWS  
9 WITH PARTICIPANTS IN THE COLORADO WORKS PROGRAM REGARDING  
10 PARTICIPANTS' EXPERIENCE WITH THE PROGRAM, BELIEFS ABOUT THE  
11 GOALS OF THE PROGRAM, PERCEPTIONS OF HOW PARTICIPATION IN THE  
12 PROGRAM CONTRIBUTED TO THE FAMILY GOALS, REASONS FOR LEAVING  
13 THE PROGRAM, AND CURRENT EMPLOYMENT STATUS AND WAGE RATE.

14 **SECTION 8.** In Colorado Revised Statutes, 26-2-711, **amend**  
15 (1)(a) introductory portion, (1)(a)(II), and (1)(a)(III) as follows:

16 **26-2-711. Works program - sanctions against participants -**  
17 **rules.** (1) (a) The state board shall promulgate rules for the imposition of  
18 sanctions affecting the basic cash assistance grant as described in section  
19 26-2-709 (1). The rules ~~shall~~ MUST require:

20 (II) A ~~percentage~~ reduction in the basic CASH assistance grant  
21 upon the first imposition of a sanction affecting ~~such~~ A basic CASH  
22 assistance grant, with the percentage to be specified in the rules but not  
23 ~~less than twenty-five percent~~ TO EXCEED ONE DOLLAR;

24 (III) Specific reductions in the basic CASH assistance grant for  
25 second and subsequent sanctions affecting the basic CASH assistance  
26 grant;

27 **SECTION 9.** In Colorado Revised Statutes, **add** 26-2-725 as

1 follows:

2 **26-2-725. Outreach and engagement plan - family voice**

3 **participation.** (1) NO LATER THAN SEPTEMBER 30, 2022, THE STATE  
4 DEPARTMENT SHALL DEVELOP AN OUTREACH AND ENGAGEMENT PLAN TO  
5 PROMOTE ACCESS TO THE COLORADO WORKS PROGRAM FOR ELIGIBLE  
6 PERSONS.

7 (2) THE STATE DEPARTMENT SHALL PARTNER WITH COUNTIES AND  
8 NONPROFIT ORGANIZATIONS WHEN DEVELOPING AND IMPLEMENTING THE  
9 OUTREACH AND ENGAGEMENT PLAN AND SHALL INCORPORATE FEEDBACK  
10 FROM CURRENT AND FORMER PARTICIPANTS TO ENSURE PARTICIPANTS ARE  
11 INFLUENTIAL STAKEHOLDERS IN THE PROCESS.

12 (3) AT A MINIMUM, THE OUTREACH AND ENGAGEMENT PLAN MUST  
13 INCLUDE SPECIFIC STRATEGIES FOR:

14 (a) OUTREACH TO MONOLINGUAL, NON-ENGLISH SPEAKING  
15 COMMUNITIES AND FAMILIES, INCLUDING A LINGUISTICALLY DIVERSE  
16 WEBSITE AND TRANSLATION OF OTHER MATERIALS THAT INCLUDE  
17 INFORMATION ABOUT THE WORKS PROGRAM IN THE SEVEN MOST COMMON  
18 LANGUAGES SPOKEN IN EACH COUNTY OF THE STATE;

19 (b) OUTREACH THROUGH TELEVISION AND SOCIAL MEDIA;

20 (c) DEVELOPING CULTURALLY APPROPRIATE MESSAGING;

21 (d) SHARING INFORMATION ABOUT THE SERVICES AND SUPPORTS  
22 AVAILABLE AND A PARTICIPANTS' RIGHTS AND RESPONSIBILITIES UNDER  
23 THE WORKS PROGRAM;

24 (e) HOW TO APPEAL IF REDETERMINATION IS DENIED;

25 (f) CONFIDENTIALITY PROTECTIONS FOR APPLICANTS AND  
26 PARTICIPANTS; AND

27 (g) OUTREACH IN A VARIETY OF SETTINGS, INCLUDING BUT NOT

1 LIMITED TO SCHOOLS, CHILD CARE CENTERS, FOOD BANKS, LIBRARIES,  
2 FEDERALLY QUALIFIED HEALTH CENTERS, HOME VISITING PROGRAMS,  
3 MOBILE HOME PARKS, HEAD START AND EARLY HEAD START CENTERS, AND  
4 MOBILE SITES.

5 (4) THE STATE DEPARTMENT SHALL:

6 (a) REQUIRE THAT COUNTY STAFF WORKING WITH APPLICANTS AND  
7 PARTICIPANTS RECEIVE COMPREHENSIVE TRAINING REGARDING THE  
8 WORKS PROGRAM. THE TRAINING MUST INCLUDE CONSISTENCY IN  
9 COMMUNICATING INFORMATION ABOUT CHILD CARE ACCESS AND  
10 ASSISTANCE, THE ALIGNMENT OF A PARTICIPANT'S WORK REQUIREMENTS  
11 WITH CHILD CARE ACCESS AND FAMILY MEDICAL NEEDS, THE FULL SCOPE  
12 OF OPTIONS FOR THE PARTICIPANT TO MEET WORK AND EDUCATION  
13 REQUIREMENTS IN ALIGNMENT WITH THE PARTICIPANT'S GOALS, AND THE  
14 AVAILABILITY OF SUPPORT SERVICES FOR FAMILIES.

15 (b) REQUIRE COUNTIES TO ASSIGN EACH PARTICIPANT A CASE  
16 WORKER;

17 (c) DEVELOP TOOLKITS, MANUALS, AND OTHER MATERIALS FOR  
18 COUNTY STAFF, APPLICANTS, AND PARTICIPANTS THAT INCLUDE  
19 INFORMATION ABOUT CHILD CARE ACCESS AND ASSISTANCE, THE  
20 ALIGNMENT OF A PARTICIPANT'S WORK REQUIREMENTS WITH CHILD CARE  
21 ACCESS, THE FULL SCOPE OF OPTIONS FOR THE PARTICIPANT TO MEET  
22 WORK AND EDUCATION REQUIREMENTS IN ALIGNMENT WITH THE  
23 PARTICIPANT'S GOALS, AND THE AVAILABILITY OF SUPPORT SERVICES FOR  
24 FAMILIES;

25 (d) PARTNER WITH COUNTIES, NONPROFIT ORGANIZATIONS, AND  
26 PARTICIPANTS TO DEVELOP CULTURALLY APPROPRIATE MESSAGING AND  
27 ENSURE THAT APPLICANTS AND PARTICIPANTS HAVE ACCESS TO

1 SUFFICIENT SUPPORTS AND COMMUNICATION IN THE SEVEN MOST COMMON  
2 LANGUAGES SPOKEN IN EACH COUNTY OF THE STATE;

3 (e) ENSURE ADEQUATE AND MEANINGFUL REPRESENTATION BY,  
4 FEEDBACK FROM, OR ENGAGEMENT WITH; CURRENT AND FORMER  
5 PARTICIPANTS WHEN MAKING DECISIONS AND RECOMMENDATIONS  
6 REGARDING THE WORKS PROGRAM, INCLUDING DURING ANY RULE-MAKING  
7 OR REGULATORY PROCESS AND ANY ALLOCATION OR POLICY ADVISORY  
8 COMMITTEES. TO THE EXTENT POSSIBLE, THE STATE DEPARTMENT SHALL  
9 ENSURE THAT PARTICIPANTS INVOLVED PURSUANT TO THIS SUBSECTION  
10 (4)(e) ARE DIVERSE WITH REGARD TO RACE, ETHNICITY, AGE, ABILITY,  
11 SEXUAL ORIENTATION, GENDER IDENTITY, AND GEOGRAPHY AND THAT  
12 PARTICIPANT FEEDBACK HAS A GENUINE OPPORTUNITY TO INFLUENCE  
13 SUBSTANTIAL CHANGES TO THE WORKS PROGRAM. THE STATE  
14 DEPARTMENT MAY UTILIZE ANY ESTABLISHED COUNCILS AT THE STATE  
15 AND LOCAL LEVEL THAT HAVE CURRENT AND FORMER PARTICIPANTS  
16 REPRESENTED OR APPOINTED TO COMPLY WITH THE REQUIREMENTS OF  
17 THIS SUBSECTION (4)(e). TO THE EXTENT POSSIBLE, THE STATE  
18 DEPARTMENT SHALL CONSIDER REIMBURSING PARTICIPANTS INVOLVED  
19 PURSUANT TO THIS SUBSECTION (4)(e) FOR TRAVEL EXPENSES AND  
20 ATTENDANT AND DEPENDENT CARE.

21 **SECTION 10. Safety clause.** The general assembly hereby finds,  
22 determines, and declares that this act is necessary for the immediate  
23 preservation of the public peace, health, or safety.