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March 12, 2026

C-2026-Employment-001

TO: Regional Center Executive Directors

SUBJECT: Coordinated Career Pathways Pilot – New Enrollment is Closed and Limits for Its Services

This directive provides updated guidance regarding enrollment into the Coordinated Career Pathways (Pathways) pilot.

Senate Bill 188 (Chapter 49, Statutes of 2022) added [Welfare and Institutions Code section 4870.2](#), requiring the Department of Developmental Services (Department) to establish a three-year employment pilot. The Pathways pilot began in June 2024 and is structured as an 18-month service. Pathways is a pilot with limited funding. The 2022 Budget Act appropriated \$8.2 million one-time for Pathways and as of December 2025, approximately \$7 million has been expended with an average monthly spending of approximately \$700,000. Only a small appropriation is remaining. Hour limits on current services support an equitable distribution of any remaining amounts. Without changes to the pilot, spending will exceed available funding, causing more abrupt future disruptions in services.

Effective immediately, regional centers shall not enroll new participants in Pathways. To continue services for current participants, the Department is implementing hourly caps and limiting total participation to a maximum of 12 months from first date of authorization, also effective immediately. Participants who already have exceeded 11 months of participation will have 30 calendar days to transition to another service or activity, such as Supported Employment-Individual Placement, Job Development, and the Paid Internship Program, as determined by their Individual Program Plan team. Extension of up to three additional months may be approved by a regional center's Executive Director only when another employment-related service is not available to start or failure to extend it would severely impede an individual's employment results. Regional centers must issue a Notice of Action to individuals regarding this change, as it reduces a service. Authorized services limits are as follows, beginning with March 2026:

- Career Pathway Navigator: up to 30 hours per month.
- Customized Employment Specialist: up to 50 hours per month.

Current authorizations for March 2026 that exceed those amounts will need to be updated.

Individuals may participate in the Department's evaluation activities on the effectiveness of the Pathways pilot.

The data reporting obligations for this pilot remain in place so it can have a successful evaluation. Quarterly outcome data is being collected and remains essential for evaluating the effectiveness of the pilot. These data will inform the future planning for employment services related to Pathways.

Sincerely,

*Original signed by:*

SONYA FOX  
Branch Chief, Employment Services  
Department of Developmental Services