

EMPLOYMENT WORKGROUP: COORDINATED CAREER PATHWAYS SPECIAL SESSION

April 14, 2026



WELCOME





Interpretación en español: haga clic en el globo blanco en la parte inferior de la pantalla con la etiqueta "Interpretation." Después haga clic en "Spanish" y seleccione "Mute original audio."



ASL interpreters have been "Spotlighted" and Zoom's live closed captioning is active



This meeting is being recorded



Materials will be available online at [Stakeholder Events : CA Department of Developmental Services](#)



Submit written comment via email to: WorkServices@dds.ca.gov

ZOOM TIPS



Chat is available for Panelists and Attendees

Panelists can raise your hand when you want to speak

All participants can type questions/comments in the Q&A for everyone to see and/or upvote

Leave the webinar at the end of the meeting



- For attendees, your video and microphone will not be available
- You will only see/hear workgroup members, DDS staff and presenters on screen
- Features will vary based on the version of Zoom and device you are using
- Some Zoom features are not available for telephone-only participants

PROVIDING COMMENTS – PANELISTS & ATTENDEES

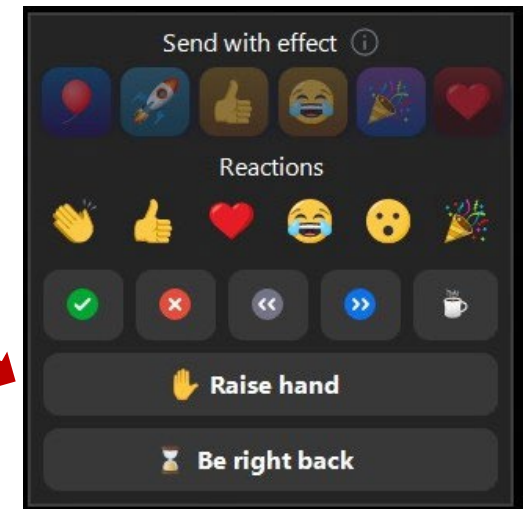
Panelists: Please use the “Chat” or “Raise Hand” to comment



Panelists Only: Unmute mic only when it's your turn to speak & Turn webcam on/off

You may need to click on the “React” icon where you can “Raise Hand”

- Please say your name before you start your comment or question
- Speak slowly to assist the interpreters



Attendees: You will only have access to the Q&A and Chat features

- Overview of Pathways Pilot and Utilization
- Review of Recent Correspondance and What It Means
- What's Next for Pathways
- Questions and Answers
- Closing Comments



INTRODUCTIONS



Yang Lee
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Services



Michael Luna
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Stephanie Crist
Assistant Chief,
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Support
Section



Rebecca Parnianchi
Assistant Chief,
Employment
Engagement
Section

OVERVIEW OF PATHWAYS PILOT

Legislation

In October 2022, Senate Bill 188 added Section 4870.2 to the Welfare and Institutions Code. This statute requires the Department of Developmental Services to create a three-year pilot program. The pilot would focus on helping people with developmental disabilities find competitive, integrated jobs, continue their education after high school, and build career skills as they leave work activity programs or finish secondary school.

[California Code, WIC 4870.2.](#)



DEVELOPMENT AND ROLLOUT OF PATHWAYS

October 2022: Community input through Employment Workgroup to develop 3-year pilot

- A time limited service that includes Career Pathway Navigator and Customized Employment Specialist
- Includes the development of a Person-Centered Career Plan and optional customized employment
- Eligibility limited to those exiting school or a subminimum wage setting
- Not a full-time service
- As a pilot, Pathways is not part of entitlement services

June 2024: Officially launched and began capacity building

June 2025: Individual participation began

December 2025: 85% of allocated funds are spent

[Coordinated Career Pathways Services](#)



ONE-TIME APPROPRIATION

- DDS received one-time funding of \$8.2 million for Pathways
- Ongoing funding for the program requires a new appropriation from the Legislature
- DDS is currently collecting data on the effectiveness of Pathways



EXPENDITURES - A GLANCE AT THE PRESENT AND FUTURE

- As of December 2025, claims reached 85% of total allocation.
- On target for 244% over allocation.
- Modifications must be made to prevent significant overspending.



UTILIZATION REVIEW

Subcode	Caseload	Average Monthly Hours	Total Claims	Average Monthly Claim per Person
NAV ¹	376	31	\$5.9M	\$16k
CES ²	117	49	\$2.0M	\$17k
Anomalies ³	51	82	\$2.9M	\$58k

¹ "NAV" means Career Pathway Navigator.

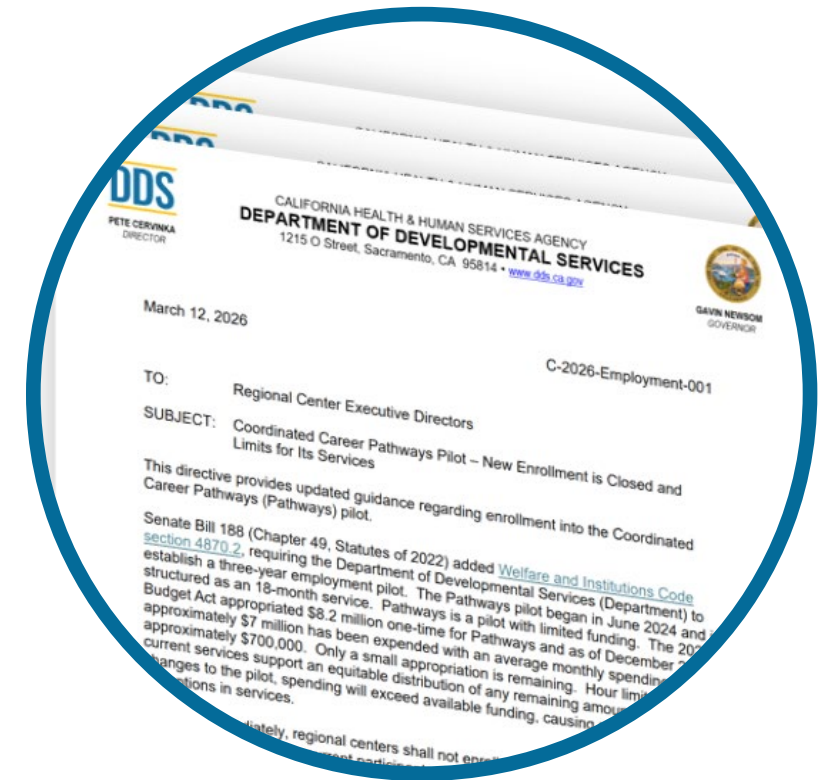
² "CES" means Customized Employment Specialist.

³ "Anomalies" means any individual that had one or more months where 100+ hours were billed toward Pathways.

REVIEWING RECENT CORRESPONDENCE

Effective March 12, 2026

- Pathways is closed to new enrollments
- Service length reduced from 18 months to 12 months total
- Individuals who already exceeded 11 months will have 30 calendar days to transition to another service
- 3-month extension may be approved by regional center Executive Director
- Career Pathway Navigator maximum: 30 hours per month
- Customized Employment Specialist maximum: 50 hours per month



[C-2026-Employment-001 Coordinated Career Pathways Pilot – New Enrollment is Closed and Limits for Its Services](#)

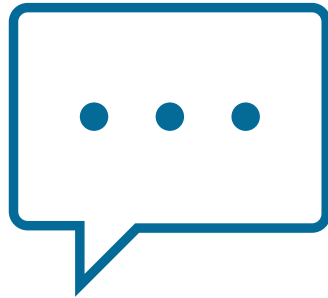
WHAT'S NEXT FOR PATHWAYS

- Providers are still required to submit quarterly data to DDS
- Evaluate service requirements and determine service limits
- Data collected during the pilot will inform any future actions



QUESTIONS, COMMENTS, AND FEEDBACK





Closing Comments

Reach us at

EmploymentPilot@dds.ca.gov