Overall, DDD referrals to VR have continued to be low in this quarter of 2020, compared to referrals in the same quarter of 2019. This is likely due to the pandemic. While there were the same number of referrals in October of 2020 as there were in 2019 (28), there were significantly less referrals in November and December of 2020 (16 in November, and 29 in December), compared to the same months in 2019 (49 in November, and 52 in December).

Mutual members continued to be placed in competitive integrated employment. There were between 23-26 members working each month in this quarter. Average hourly earnings each month ranged from $12 per hour in November to a high of $13.79 in October. Members worked the most hours per week in October, averaging 29 hours per week, while the average hours worked decreased in November and December to 18.7 and 18.3 hours, respectively.

**HIGHLIGHTS**

**OCTOBER**
- VR began drafting content for a future web page that will highlight the VR and DDD collaboration.
- DDD hired a new Employment Support Specialist: Teresa Simpson for District South.

**NOVEMBER**
- VR & DDD participated in the Virtual Autism Conference and presented on the DDD/VR collaboration.
- VR held the quarterly meeting for VR staff who specialize in serving DDD members, providing updates and collaboration with DDD to best serve DDD members.
- DDD hired two new Employment Support Specialists: Jake Llata for District North, and Michele Robinson for District West.

**DECEMBER**
- DDD & VR partnered with the Sonoran University Center for Excellence in Developmental Disabilities to develop a tool for employment professionals, families, and people with disabilities to use in preparation for employment.
- DDD & VR partnered with the Department of Child Safety and other stakeholders to discuss best practices for coordinating services for DDD members in the foster care system.
- Fiona Donohoe became the new Statewide Developmental Disabilities Coordinator for VR.

**PARTNERSHIPS & ALLIANCES**

VR & DDD participate in work groups and collaborate with a number of organizations including:
- Arizona Employment First
- Arizona Developmental Disabilities Planning Council (ADDPC)
- Arizona Health Care Cost Containment System (AHCCCS)
- Association of People Supporting Employment First (APSE)
- Workforce Innovation Technical Assistance Center (WINTAC)
- Pima County Community of Practice on Transition