



# CAREER QUARTERLY

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# Virginia's Economy at a Glance

Data Series	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024
<b>Labor Force Data</b>						
Civilian Labor Force <sup>(1)</sup>	(R)4,577.2	(R)4,579.7	4,588.4	4,591.5	4,588.7	(P)4,584.4
Employment <sup>(1)</sup>	(R)4,437.0	(R)4,440.3	4,448.6	4,451.8	4,454.6	(P)4,455.1
Unemployment <sup>(1)</sup>	(R)140.2	(R)139.4	139.8	139.7	134.2	(P)129.3
Unemployment Rate <sup>(2)</sup>	(R)3.1	(R)3.0	3.0	3.0	2.9	(P)2.8
<b>Nonfarm Wage and Salary Employment</b>						
Total Nonfarm <sup>(3)</sup>	4,187.3	4,191.3	4,199.3	4,211.8	4,230.0	(P)4,233.4
12-month % change	1.7	1.8	1.4	1.5	1.8	(P)1.8
Mining and Logging <sup>(3)</sup>	7.3	7.2	7.2	7.3	7.2	(P)7.3
12-month % change	0.0	-1.4	-2.7	0.0	-1.4	(P)0.0
Construction <sup>(3)</sup>	217.9	218.2	218.9	220.0	222.0	(P)222.2
12-month % change	2.4	2.4	1.9	2.6	3.4	(P)3.8
Manufacturing <sup>(3)</sup>	246.6	247.5	248.7	248.2	249.7	(P)250.8
12-month % change	0.4	1.0	1.0	0.7	1.6	(P)2.1
Trade, Transportation, and Utilities <sup>(3)</sup>	674.5	672.2	670.4	673.8	677.2	(P)678.9
12-month % change	0.9	0.4	-0.3	0.3	0.7	(P)0.9
Information <sup>(3)</sup>	69.3	69.7	69.4	69.5	69.7	(P)70.1
12-month % change	-2.4	-1.6	-2.7	-2.0	-1.7	(P)-1.3
Financial Activities <sup>(3)</sup>	222.2	222.6	222.4	221.0	221.1	(P)221.6
12-month % change	1.2	1.5	0.8	0.2	0.0	(P)0.4
Professional & Business Services <sup>(3)</sup>	801.6	802.8	808.1	815.2	817.9	(P)819.7
12-month % change	-0.9	-0.6	-0.3	0.4	0.8	(P)1.1
Education & Health Services <sup>(3)</sup>	589.8	594.1	596.3	598.8	599.6	(P)602.1
12-month % change	4.4	4.9	4.2	4.3	4.1	(P)4.4
Leisure & Hospitality <sup>(3)</sup>	416.6	418.8	416.0	414.2	415.3	(P)412.7
12-month % change	4.3	4.5	3.1	1.7	2.1	(P)1.1
Other Services <sup>(3)</sup>	201.3	201.2	200.9	200.3	201.5	(P)202.8
12-month % change	3.5	3.0	2.3	1.6	1.9	(P)2.3
Government <sup>(3)</sup>	740.2	737.0	741.0	743.5	748.8	(P)745.2
12-month % change	2.3	2.0	2.3	1.9	2.5	(P)2.0

## Footnotes

(1) Number of persons, in thousands, seasonally adjusted.

(2) In percent, seasonally adjusted.

(3) Number of jobs, in thousands, seasonally adjusted.

(P) Preliminary

(r) Revised

Source: U.S. Bureau of Labor Statistics

## Labor Market Research

# Projected Employment Growth for Community and Social Service Occupations, 2022–32



As Americans confront health and social problems, community and social service occupations are there to help. Trends, such as increased need for elderly care, mental health services, treatment of substance use disorders, and public health and preventative care, are contributing to strong demand for jobs associated with healthcare and social assistance throughout the next decade. But not all jobs associated with these trends provide medical care. Jobs in the community and social service occupational group, which include therapy, counseling, social work, and community outreach, are also expected to see strong employment demand because of these health-related trends. This occupational group is expected to see fast employment growth of 7.8 percent over the next 10 years. (See table 1). This projected employment growth for the community and social service occupational group is nearly 3 times faster than the all-occupation average (2.8 percent) and ranks 4th out of all 22 occupational groups.

### As the U.S. population ages, jobs helping the elderly increase

The continued aging of the population will increase the need for jobs that provide services for the elderly. By 2032, 25.2 percent of the population is projected to be age 65 or older, up from 21.5 percent in 2022.<sup>1</sup> Moreover, the 75 and older age group is projected to reach a share of 11.8 percent of the population, an all-time high for this group.<sup>2</sup> As older age groups have greater health and personal care needs, demand for these occupations are also expected to grow. This translates to growth for many healthcare practitioner and support occupations. Community and social service occupations are also expected to see resulting employment demand. Among these are healthcare social workers, who are projected to grow 9.6 percent from 2022–32. These workers help individuals with health issues understand their diagnoses and provide advice on adjustments to lifestyle or housing. This is often particularly important for older clients who may be evaluating options for assisted living—either at home or in a facility. Social and human service assistants are similarly projected to see fast growth of 8.6 percent. These workers often assist healthcare social workers in their care for the elderly, coordinating community services such as meals, adult day care, and transportation services. Even though healthcare social workers and social and human service assistants also attend to other groups (including those with disabilities, veterans, and children and families), the elderly population is a key customer base for these services. Therefore, strong employment growth for these workers is expected over the next decade, as the aging population supports demand for these services.

### Workers needed to help treat opioid epidemic and substance use disorder

Demand for community and social service occupations is also expected to increase due to substance use disorders becoming a larger issue. In particular, opioid addiction is a concern, as addiction and overdose death rates increased rapidly in the 2010s and have remained elevated since.<sup>3</sup> In turn, demand for treatment services has increased: as of 2021, approximately 2.5 million people in the United States had opioid use disorder, and 36 percent of those were receiving treatment.<sup>4</sup> This demand for treatment translates to employment demand for substance abuse, behavioral disorder, and mental health counselors, which is projected to



Table 1. Projected employment change of community and social service occupations, 2022–32

2022 National Employment Matrix title	2022 National Employment Matrix code	Employment, 2022	Employment, 2032	Employment change, numeric, 2022–32	Employment change, percent, 2022–32
Total, all occupations	00-0000	164,482.6	169,148.1	4,665.5	2.8
Community and social service occupations	21-0000	2,936.5	3,164.2	227.7	7.8
Substance abuse, behavioral disorder, and mental health counselors	21-1018	388.2	459.6	71.5	18.4
Marriage and family therapists	21-1013	71.2	81.8	10.6	14.9
Community health workers	21-1094	67.2	76.6	9.4	14.1
Mental health and substance abuse social workers	21-1023	113.5	125.5	12.0	10.6
Healthcare social workers	21-1022	191.4	209.8	18.4	9.6
Social and human service assistants	21-1093	415.1	450.6	35.6	8.6
Health education specialists	21-1091	60.4	64.8	4.4	7.2
Educational, guidance, and career counselors and advisors	21-1012	342.4	360.8	18.4	5.4
Child, family, and school social workers	21-1021	355.3	374.3	18.9	5.3

Note: Employment numbers in thousands.  
Source: U.S. Bureau of Labor Statistics.

be one of the fastest growing occupations from 2022–32, at 18.4 percent. These counselors help clients recover from substance use disorders by recommending treatment plans and strategies for behavior modification. In addition to initial treatment, patients often stay in counseling for several years to support continued recovery and prevent relapse, which may contribute to ongoing demand for these workers.<sup>5</sup>

Mental health and substance abuse social workers are also projected for strong employment growth of 10.6 percent from 2022–32. These workers also help those seeking recovery from addiction, including by facilitating support and 12-step groups. Public policy is also expected to support demand for these workers, as states such as Kentucky and New York are expanding funding for substance abuse treatment service providers.<sup>6</sup> In addition to opioids, the National Center for Drug Abuse Statistics estimates that 1 in 10 Americans over the age of 12 have alcohol use disorder (AUD).<sup>7</sup> Of these, 1.4 million people received treatment for AUD in the past year, according to the 2021 National Survey on Drug Use and Health.<sup>8</sup> As individuals continue to seek treatment for substance abuse disorders, employment demand for these counselors and social workers who provide treatment and facilitate support for recovery will continue to grow.

### As more people seek mental healthcare, more therapists, counselors, and social workers will be needed

A general demand for counseling and therapy services is also expected to contribute to strong growth for this occupational group. The destigmatization of mental healthcare is expected to lead to more people seeking these services. According to a 2004 American Psychological Association (APA) survey, 30 percent of respondents were concerned about other people finding out if they had sought mental health treatment.<sup>9</sup> By 2019, by contrast, 87 percent of respondents agreed with the statement that “having a mental health disorder is nothing to be ashamed of.”<sup>10</sup> Alongside this shift in attitudes, more individuals sought mental health treatment itself: from 2004 to 2022 the percentage of adults reported having visited a “therapist, psychiatrist, or other mental health professional within the past year,” rose from 13 percent to 23 percent.<sup>11</sup> Particularly, marriage and family therapists are projected to see employment growth of 14.9 percent from 2022–32. There also appears to be a generational shift in attitudes toward mental health treatment. According to the APA, 37 percent of Generation Z and 35 percent of millennials reported having received treatment from a mental health professional, which is higher than any of the older generations.<sup>12</sup> As Generation Z, who is more inclined to seek therapy, ages into typical marriage and family-building years, demand for marriage and family therapists is likely to continue growing. The availability of remote therapy sessions increases access to these services

and will likely further support the higher demand. According to a 2021 survey of mental health professionals, over 90 percent reported that they planned to permanently continue to offer remote sessions in some capacity.<sup>13</sup>



Mental health challenges among school-aged children are also expected to support demand for these occupations. A 2022 APA survey reveals that adolescents (ages 13–17) saw the greatest annual increase in those seeking psychological therapy services among all age groups.<sup>14</sup> Higher demand for child support services will increase the need for child, family, and school social workers, which are projected to grow 5.3 percent from 2022–32. These workers develop plans and strategies to improve students' academic performance and social development and help protect vulnerable children in need of assistance. Support for school-aged children is also expected to drive demand for educational, guidance, and career counselors and advisors, which are projected to grow 5.4 percent from

2022–32. According to a 2022 survey from the National Center for Education Statistics, 70 percent of public schools “reported an increase in the percentage of their students seeking mental health services at school since the start of the COVID-19 pandemic.”<sup>15</sup> Educational counselors help children overcome social or behavioral challenges and prepare for college or work life and are likely to see sustained employment demand.

### Increasing emphasis on public health and preventative care leads to demand for jobs

During the COVID-19 pandemic, there was increased concern for public health issues, contributing to, demand for community and social service occupations. Population health management and disease prevention are expected to drive demand for health education specialists, who are projected to see employment growth of 7.2 percent from 2022–32. These workers develop programs, materials, and events to teach people about health topics. For example, they may aim to increase community knowledge of ways to combat the spread of contagious diseases. By influencing population-wide behaviors, these workers can reduce the need for costlier healthcare treatments. These workers are therefore in high demand for their ability to generate cost savings to health systems.<sup>16</sup>

Community health workers also assist in population-level preventative health initiatives. These workers have distinctive knowledge of the specific communities in which they work, which allows for more effective communication between public health officials and individuals.<sup>17</sup> For instance, these workers may be more familiar with specific concerns or skepticism regarding certain public health interventions, which can help tailor both public health policy and its associated messaging. The COVID-19 pandemic increased the need for these workers, as they were integral to relaying information such as where to access COVID-19 testing.<sup>18</sup> Community health workers are projected to grow 14.1 percent from 2022–32, much faster than the average for all occupations (2.8 percent).

### Conclusion

The increased need for elderly care, mental health services, treatment of substance use disorders, and public health and preventative care are all expected to contribute to strong employment demand for community and social service occupations throughout the next decade. Some of the fastest growing occupations in this group include substance abuse, behavioral disorder, and mental health counselors; marriage and family therapists; and community health workers, which are all projected to grow much faster than the average for all occupations from 2022–32.

#### Notes:

1 “Population” refers to the civilian noninstitutional population, age 16 and older. See <https://www.bls.gov/cps/definitions.htm#population>.

2 “Civilian noninstitutional population by age, sex, race, and ethnicity,” U.S. Bureau of Labor Statistics, <https://www.bls.gov/emp/tables/civilian-noninstitutional-population.htm>.

3 "Understanding the Opioid Overdose Epidemic," Centers for Disease Control and Prevention, August 8, 2023, <https://www.cdc.gov/opioids/basics/epidemic.html>.

4 "Only 1 in 5 U.S. adults with opioid use disorder received medications to treat it in 2021," National Institute on Drug Abuse, August 7, 2023, <https://nida.nih.gov/news-events/news-releases/2023/08/only-1-in-5-us-adults-with-opioid-use-disorder-received-medications-to-treat-it-in-2021>.

5 "Staying on the Road to Recovery," National Institutes of Health, August 24, 2023, <https://heal.nih.gov/news/stories/road-to-recovery-oud>.

6 Krista Buckel, "Attorney General Cameron Announces Over \$8 Million in Grants to Fight the Opioid Epidemic in the Commonwealth," Commonwealth of Kentucky, April 27, 2023, <https://www.kentucky.gov/Pages/Activity-stream.aspx?n=AttorneyGeneral&prId=1367>; "New York investing millions in substance abuse treatment programs," Spectrum News, July 31, 2023, <https://spectrumlocalnews.com/nys/buffalo/health/2023/07/31/new-york-investing-millions-in-substance-abuse-treatment-programs>.

7 "Alcohol Abuse Statistics," National Center for Drug Abuse Statistics, <https://drugabusestatistics.org/alcohol-abuse-statistics/>.

8 "Alcohol Treatment in the United States: Age Groups and Demographic Characteristics," National Institute on Alcohol Abuse and Alcoholism, 2023, <https://www.niaaa.nih.gov/alcohols-effects-health/alcohol-topics/alcohol-facts-and-statistics/alcohol-treatment-united-states-age-groups-and-demographic-characteristics>.

9 "Survey says: More Americans are seeking mental health treatment," American Psychological Association, July/August 2004, <https://www.apa.org/monitor/julaug04/survey>.

10 "Survey: Americans Becoming More Open About Mental Health," American Psychological Association, May 1, 2019, <https://www.apa.org/news/press/releases/2019/05/mental-health-survey>.

11 Megan Brenan, "Americans' Reported Mental Health at New Low; More Seek Help," Gallup, December 21, 2022, <https://news.gallup.com/poll/467303/americans-reported-mental-health-new-low-seek-help.aspx>.

12 The birth year ranges for the generations as defined by the cited survey are 1997–2003 for Gen Z and 1979–96 for millennials; Sophie Bethune, "Gen Z more likely to report mental health concerns," American Psychological Association, January 2019, <https://www.apa.org/monitor/2019/01/gen-z>.

13 David Scharff, "The Data Are In: Telehealth Is Here to Stay, Psychology Today," November 10, 2021, <https://www.psychologytoday.com/us/blog/psychoanalytic-exploration/202111/the-data-are-in-telehealth-is-here-stay>.

14 "Psychologists struggle to meet demand amid mental health crisis," American Psychological Association, November 2022, <https://www.apa.org/pubs/reports/practitioner/2022-covid-psychologist-workload>.

15 "Roughly Half of Public Schools Report That They Can Effectively Provide Mental Health Services to All Students in Need," National Center for Education Statistics, May 31, 2022, [https://nces.ed.gov/whatsnew/press\\_releases/05\\_31\\_2022\\_2.asp](https://nces.ed.gov/whatsnew/press_releases/05_31_2022_2.asp).

16 "The Role of Health Education Specialists in a Post-Health Reform Environment," American Public Health Association, November 3, 2015, <https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2016/01/27/13/58/role-of-health-education-specialists>.

17 "Role of Community Health Workers," National Heart, Lung, and Blood Institute, December 16, 2020, <https://www.nhlbi.nih.gov/education/heart-truth/CHW/Role>.

18 "To Strengthen The Public Health Response To COVID-19, We Need Community Health Workers," U.S. Department of Labor, Health Affairs, May 6, 2020, <https://www.healthaffairs.org/content/forefront/strengthen-public-health-response-covid-19-we-need-community-health-workers>.

Source: Michael Rieley, "Projected employment growth for community and social service occupations, 2022–32," *Beyond the Numbers: Employment & Unemployment*, vol. 13, no. 1 (U.S. Bureau of Labor Statistics, February 2024), <https://www.bls.gov/opub/btn/volume-13/projected-employment-growth-for-community-and-social-service.htm>





## Job Searching



## 8 Things To Consider Before Changing Jobs

Here are eight things to think about before you decide to change jobs:

### Personal Career Goals

Your personal career goals represent your aspirations at work—this could be what you want your daily routine to look like or your hopes for your career trajectory. To help reach your career goals, the work you're doing should align with your desires. You might want to stay in your current job, if keeping it could lead to the next step in your desired career path.

### Professional Development Opportunities At Work

Companies often offer training sessions, courses, and webinars to help their employees grow their interpersonal and technical ability. They also typically conduct reviews and offer personalized feedback to further supplement that growth.

Professional development and regular feedback reflect a company's ability to support and invest in their employees. If you aren't receiving helpful training or constructive feedback, it may take longer for you to reach your professional potential and you might feel under supported.

## Upward Mobility At Work

Upward mobility at work refers to the ability for employees to rise from one position to another. Movements should be vertical, and provide more benefits—which can include an advanced job title, higher salary, greater insurance or retirement benefits, or a more flexible schedule.

If there are multiple senior roles or leadership opportunities at your job, then the potential for upward mobility is high. If the position you hold isn't giving you fulfillment, then working for a company with limited opportunities for leadership or advancement might not be the right fit for you.

## Work-Life Balance

Work-life balance represents the amount of time and energy a person spends on work and work-related tasks compared to the time and energy they can spend in their personal life. 40 hours of work per week is typical of full-time jobs.

If someone's total commute is less than an hour per workday, then each week they have a little over 120 hours for rest, leisure and fulfilling personal obligations. If you are experiencing long hours or long commuting times, your work-life balance may suffer.

## Recruiting Offers

Professional recruiting is a big industry. You may find that people are contacting you with job offers in your field. Receiving recruiting offers can tempt you to leave your job, especially if the offer includes a new title or better compensation.

Getting multiple offers from recruiters likely means that you possess desirable skills, qualities or credentials. If you like your place of employment, you might want to consider speaking with someone at work about how to move up in rank or how to earn higher pay.

## Work Environment

Ideally, your work environment should promote emotional well-being and professional growth. A positive workplace can encourage high work performance, friendly relationships and collaboration. The overall culture at work should be inclusive, supportive and team-oriented. When a work environment is less than ideal, it can leave people feeling left out or undervalued.

## Employee Turnover

Employee turnover is the rate at which people leave the company. It represents a loss of talent in a workplace, and it can result from resignations, layoffs, terminations or retirements. Turnover rates vary by industry and region, but there are averages.

According to the U.S. Bureau of Labor and Statistics, 2.2% of people quit their jobs per month, and 1.4% of people experience layoffs or terminations. A higher-than-average turnover rate can be an indicator of an unstable workplace.

## Job Satisfaction

Job satisfaction represents a person's overall contentment and fulfillment at work. Personal satisfaction varies from person to person, but there are some universal ideals. Job satisfaction is divided into two parts, which are intrinsic satisfaction and extrinsic satisfaction.

Intrinsic job satisfaction is a person's fulfillment with the type of work they are doing. Extrinsic job satisfaction is reliant on work conditions, interpersonal relationships and compensation. A lack in one or both of these elements suggests a need for change.

Source: <https://www.indeed.com/career-advice/starting-new-job/how-to-decide-to-change-jobs>



# The Impact of Double Majors During Economic Downturns

Summary written by: Eleni X. Karageorge

Are college graduates with two majors less likely to suffer disruptions to earnings than those with a single major? In “Do double majors face less risk? An analysis of human capital diversification” (National Bureau of Economic Research, Working Paper 32095, January 2024), authors Andrew S. Hanks, Shengjun Jiang, Xuechao Qian, Bo Wang, and Bruce A. Weinberg find that double majors had a substantial protection against negative earning shocks (pay cuts or job losses) compared with those who had a single major. According to the researchers, students who attained a double major in college have more financial resilience during economic downturns and experience a 56 percent reduction in the impact of income fluctuations compared with those with a single major.



The researchers suggest that while single majors may feel the full brunt of wage declines, those with double majors are better protected. The study also highlights differences between students who choose majors in unrelated fields and those who major in two related fields (such as two social sciences). For those with majors in unrelated fields, protection against earnings shocks was nearly 64 percent, while those with related majors only saw a 36 percent reduction compared with single majors.

The authors also examined data from the American Community Survey conducted by the U.S. Census Bureau. In the dataset, with data from 2009 to 2019, 10 percent of the 145,826 participants had double majors. Among all double majors in the surveyed group, 70 percent chose unrelated fields. According to the authors, the advantage for double majors appears to be that they have more diverse skills and knowledge sets.

Diversification becomes evident in several ways in the findings. For example, double majors are less likely to work in occupations that are closely related to their majors. Similarly, they are more likely to work in jobs that require a diverse set of skills and knowledge. The researchers suggest that people who have a broader range of knowledge and skills are more valuable to employers. Diversifying skills and knowledge make double majors more adaptable and more appealing to employers. This versatility can make them more resilient to shifts in the labor market.

The authors found that the primary benefit of holding a double major is not necessarily higher earnings, but rather a stronger safeguard against income loss. Further analysis using the National Survey of College Graduates data reinforced these findings by suggesting that the advantages of a double major extend beyond the inherent talents or interests of people who opt for a double major.

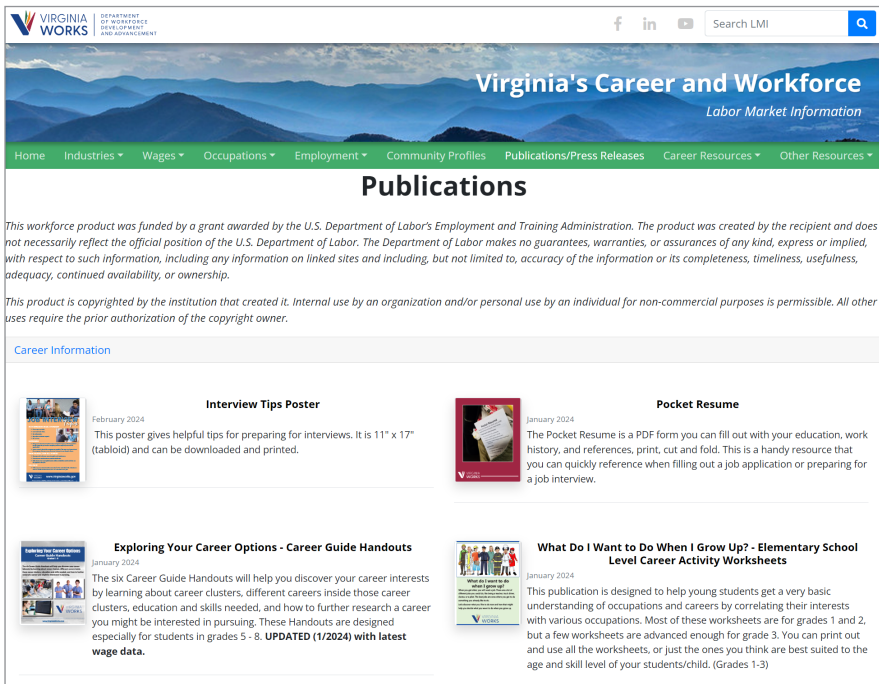
Finally, Hanks, Jiang, Qian, Wang, and Weinberg suggest that universities can aid students in broadening their skill sets by promoting cross-departmental collaboration and offering career guidance that emphasizes the importance of a diverse academic background. They stress that acquiring a wide range of skills and knowledge can be a valuable strategy for navigating the uncertainties of the job market.

<https://www.bls.gov/opub/mlr/2024/beyond-bls/the-impact-of-double-majors-during-economic-downturns.htm>

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	<p><b>Virginia Employment Indicators - Quarterly</b> December 2023 A Quarterly publication illustrating and analyzing key economic indicators including employment, unemployment, and production workers' hours and earnings.</p>		<p><b>Career Quarterly Newsletter</b> November 2023 The <i>Career Quarterly Newsletter</i> provides articles about occupational activity in Virginia, career planning, job seeker advice, and more.</p>
	<p><b>Statewide Economic Analysis Report - Program Year 2022 - 2023</b> October 2023 The <b>Statewide Economic Analysis (SEA) Report</b> is an annual product from the Virginia Employment Commission. It explores trends in several economic indicators including labor force demographics, GDP and populations. The report provides information and analysis at both the state and local workforce development areas.</p>		<p><b>Virginia Occupational Career Resource Guide - 3rd Edition</b> August 2023 <b>UPDATED 3rd EDITION</b> The Virginia Occupational Career Resource Guide is produced by the Virginia Employment Commission to assist students and any other persons who are looking for information to aid them in researching and finding a new career. Information is provided on a variety of career choices, how to plan for a career, education needed to qualify for various jobs, how to apply and interview for jobs, and much more. (The 3rd edition has been updated to include the 2021-2031 occupational projections and the latest wage data from May 2021.)</p>

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