

Attract, retain, and support employees with disabilities and caregivers

Employers can make a difference

Employers can make a difference by being inclusive of employees with disabilities and employees with caregiving responsibilities. From inclusive hiring practices, to communication, to employee benefits, this checklist can be a guide to see where your company is today, and where you might be able to improve.



Nearly 66 million Americans - 1 in 5 - care for an aging, seriously ill, or disabled family member or friend¹



3 in 4 employers report caregivers being stressed at work as an issue for their company²



Cost to replace a valued employee
150%
of annual salary³

To-do items for employers:



Build a culture of understanding

Help individuals with disabilities and caregivers feel comfortable disclosing their disability or special needs situation.



Include guidance and language for beneficiary planning

Educate employees about potential ramifications to government benefits eligibility.



Review existing employee benefits package

Demonstrate to employees how to make the most of the valuable benefits already offered.



Build inclusive hiring and employment practices

Include accessible workspaces, technology, and participate in the Disability Equality Index at disabilityin.org.



Focus on flexible work schedules and paid family leave

Help employees who are in need of time away from work, but depend on their income to make ends meet, to balance their work and caregiving responsibilities.



Provide support groups for caregivers and employee assistance programs (EAPs)

Help make sure caregivers and employees with disabilities know they aren't alone.



Offer special needs planning resources and financial planning guidance

- Financial wellness programs
- Online tools for document creation and storage, including Letter of Intent and special needs trusts
- Informational resources like voycares.com



Offer benefits that are of specific interest to employees with disabilities and caregivers

- ABLÉ accounts
- Paid caregiver leave
- Care coordination programs

Learn more about these strategies and how to implement them in your organization with our whitepaper: voycares.com/forthebenefitofall

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¹U.S. Department of Health and Human Services. Caregiver Resources & Long-Term Care (2017)

²Findings of an online survey of 510 HR Decision Makers respondents and an online survey of 1,815 employee respondents, both conducted by Voya Cares® in partnership with Lieberman Research Worldwide (LRW) during the period of December 2, 2018 - January 14, 2019

³ Brandon Rignoni and Bailey Nelson, "Many Millennials Are Job-Hoppers – But Not All," Gallup, 8/9/16

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