

Employer checklist to better understand the needs of Veterans with disabilities and their caregivers

Consider the following steps to fully support employees who are Veterans with disabilities and caregivers.



Build an inclusive community where

- ☐ Disabled Veterans feel comfortable to self-identify and access accommodations.
- ☐ Unconscious bias training is provided to hiring managers and employees.
- ☐ Mentoring programs assist veterans with disabilities transition and adapt to the company culture.



Include disabled Veterans in your benefits package design by considering

- ☐ Flexible hours, remote work options and leave management programs.
- ☐ Retirement savings plan auto enrollment, matching contributions and auto escalation for onboarding employees to bridge the gap in retirement savings.
- ☐ Education on maximizing Health Savings Accounts (HSAs) and Flexible Spending Accounts (FSAs).
- ☐ Supplemental benefits, including life and health insurance and emergency savings plans — and communication around best-use cases.
- ☐ Tools and resources to help with the integration of employer benefits and U.S. Department of Veterans Affairs benefits (VA)



Provide education around mental healthcare and coverage with

- ☐ Training and materials for managers to help them engage in open dialogue about mental health to help destigmatize this growing health concern.
- ☐ Access to mental health support for disabled Veterans and their caregivers.



Investigate how to leverage government and nonprofit resources so

- ☐ Disabled veterans and their caregivers can maximize VA benefits.
- ☐ Employees can complement VA benefits with existing employer offerings.
- ☐ Your company can collaborate with local organizations that specialize in Veteran support.



Find ways to support caregiver employees through flexible work opportunities with

- ☐ Training and materials for managers to help them create an inclusive culture for caregivers.
- ☐ Flexible hours remote work options and leave management.
- ☐ Concierge caregiving solutions.
- ☐ Disability financial planning resources for caregivers to help cover day-to-day costs and plan for the future.
- ☐ Peer support for caregivers to share experiences and learn from one another through voluntary employee resource groups.
- ☐ Supplemental benefits for spouses and dependents.

Scan code to access the [full research paper](#) and visit VoyaCares.com/DisabledVets to learn more.



For plan sponsor use only. Not for use with participants. Products and services offered through the Voya® family of companies.
CN3512963_0426

