

Disabled Veterans and employers: moving from surviving to thriving

Significant gaps exist between employers' perceptions of how they support disabled Veterans and how disabled Veterans' feel their needs are being met.

8.39 million

Veterans are employed¹

Nearly 1/3

Of Veterans age 21–64 reported having a disability²

Reported that the transition from service was “difficult”

22%

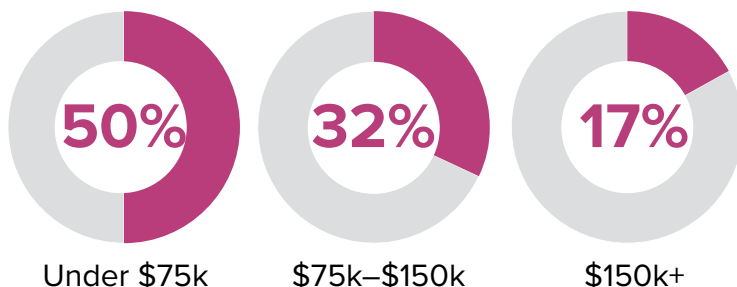
Veterans without a disability

42%

Disabled Veterans

Disabled Veterans report low confidence about financial futures

Household income of disabled veterans

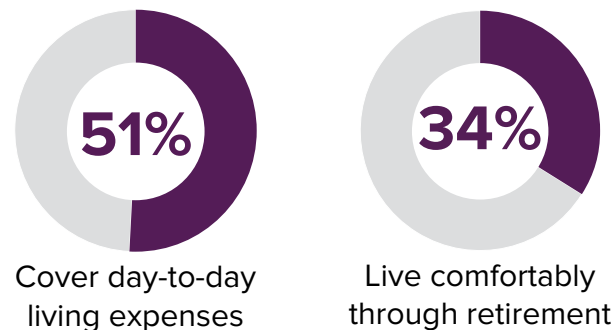


Under \$75k

\$75k–\$150k

\$150k+

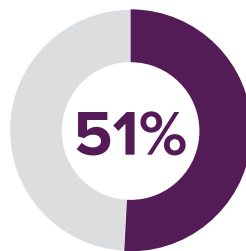
% Confidence



Cover day-to-day living expenses

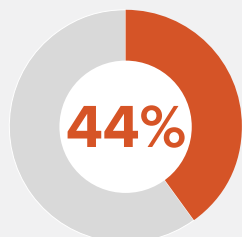
Live comfortably through retirement

Little savings puts retirement readiness in question



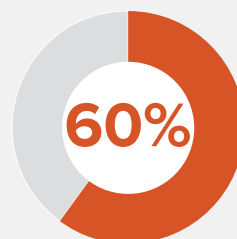
have saved less than \$50,000 for retirement.

Access to mental health support is critical



Veterans with only mental health disabilities who chose not to disclose their disability.

Veterans who have mental health disabilities and have mental health supports offered by employers who actually use those benefits.



Caregivers serve an essential role, yet struggle even more with finances

6.5 million

Adults are unpaid caregivers for veterans in America.³

86%

Of caregivers say caregiving has impacted their work or education in some way.

30%

Report feeling under-employed.

1. March 8, 2024, Veteran Unemployment Rates, U.S. Department of Labor, <https://www.dol.gov/agencies/vets/latest-numbers>.

2. Employment Data for Veterans With Disabilities. ADA National Network. Accessed April 2024. <https://adata.org/factsheet/employment-data-veterans-disabilities>.

3. "Caregivers of Veterans Spend \$11,500 on Average Each Year on Expenses, New Data Shows." Military.com, <https://www.military.com/daily-news/2023/11/14/care-givers-of-veterans-spend-11500-average-each-year-expenses-new-data-shows.html> and U.S. Department of Veterans Affairs, Health Research, Caregivers and Family Support, https://www.hsrdr.research.va.gov/research_topics/caregiving.cfm

Methodology

Voya Cares®, in collaboration with Easterseals, commissioned Edge Research to conduct a national survey among disabled Veterans (n=728) and nondisabled Veterans (n=301), caregivers of disabled Veterans (n=305), and employers (N=511). Edge Research fielded the survey from December 2023 to January 2024. To learn more about these audiences, 24 qualitative in-depth interviews were conducted virtually in January and February 2024. Interviews included eight representatives from each audience, including Veterans with disabilities, caregivers who provide at least 10 hours of care per week, and employers with at least 250 employees and that employ five or more Veterans with disabilities, at least some of whom were hired within the last 5 years.

6 ways employers can support disabled Veterans and their caregivers in their workforce

Take these critical actions to make a meaningful difference in the lives of disabled Veterans and their caregivers.

01

Actively support disabled Veterans past recruitment and hiring by building welcoming and supportive resources.

02

Design your benefits package with disabled Veterans in mind.

03

Provide education around mental healthcare and coverage. Although many employers have robust coverage, your employees may not know it.

04

Cultivate a culture that is safe and inclusive for disabled Veterans (and their caregivers) to disclose their situations and their needs.

05

Investigate how Veterans Affairs (VA) benefits can complement employer benefits offerings — and communicate this to your employees.

06

Find ways to support caregiver employees through flexible work opportunities.

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



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