

# Supporting employees with caregiving responsibilities



**Voya Cares helps employers meet employees where they are — and guides them to where they want to be.**

Since she was 14, Mary never shied away from the responsibility of caring for her younger brother Mark, who was diagnosed with autism when he was four. Today, Mary is an adult who has worked for the same company for more than 20 years, and her coworkers and supervisor do not know about her caregiving responsibilities.

Mary, however, represents the the approximately 48 million individuals in the Unites States who provide unpaid care.<sup>1</sup>

Similar to many other caregivers, Mary's reluctance to discuss her caregiving role at work — whether due to fear of stereotypes or social stigmas — leads her employer to believe education and resources around financial planning for individuals with disabilities and caregivers are not relevant.

In addition to the day-to-day caregiving tasks that Mary accomplishes, she also is concerned about the future: specifically, the complexities of planning a lifetime of continuous care for her brother, Mark.



**65% of employees with disabilities and special needs are concerned that the money they have or will save won't last.<sup>2</sup>**



**1 in 5 caregivers do not tell their employers they are caregivers.<sup>2</sup>**



**Today's caregivers provide about 24 hours of care each week.<sup>3</sup>**



## Let's have a conversation

Do you know how many of your employees are part of the disability community? As an employer, it's critical to help employees plan for retirement — including your employees who may have disabilities or are caregivers. Voya Cares is helping people with disabilities and caregivers plan for the future they envision. As a part of Voya Cares, we'll share our own findings and best practices on creating a more supportive, inclusive and diverse environment, which may be a valuable asset in improving employee recruitment, retention and engagement.

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## Every person is unique — so are their needs

Voya Cares is designed to help employers understand and meet the unique future planning needs of employees with disabilities and caregivers. Voya Cares offers employers and employees:



Helpful information for each lifetime planning phase.



Consultations on inclusion best practices including benefits like ABLE accounts.



Educational workshops covering complex planning issues, such as coordinating with government benefits.



1. Skufca, Laura, and Chuck Rainville. Caregiving Out-of-Pocket Costs Study. 29 June 2021, [www.aarp.org/content/dam/aarp/research/surveys\\_statistics/ltc/2021/family-caregivers-cost-survey-2021.doi.10.26419-2Fres.00473.001.pdf](https://www.aarp.org/content/dam/aarp/research/surveys_statistics/ltc/2021/family-caregivers-cost-survey-2021.doi.10.26419-2Fres.00473.001.pdf), <https://doi.org/10.26419/res.00473.001>.

2. "For the Benefit of All: How Organizations Win When They Recognize and Support Caregivers and Employees with Disabilities", Voya Financial, May 2019.

3. Dealing With Caregiver Stress & Burnout: A Guide, US News and World Report, March 22, 2023 <https://www.usnews.com/news/health-news/articles/2023-03-22/dealing-with-caregiver-stress-burnout-a-guide>

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