The impact of cancer on adolescent and young adult survivors’ work-related issues

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Conflict of Interest Disclosure
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Has no real or apparent conflicts of interest to report.
Income

- Identity
- Contribution to society
- Life satisfaction
- Sense of belonging
Fields and Players that Surround Working Survivors

Clinical settings
- Physicians, Nurses, Pharmacists, MSW, OT/PT, Psychologists
- Dietitians, etc.

Communities
- Cancer support groups
- Certified Social Insurance Attorneys
- Public Employment Security Office etc.

Workplaces
- Employers, Supervisors, Colleagues,
  Human Relations Staff, Occupational Health Staff

Patient Survivor

Worker

Administrative Organs

Takahashi, JJCO, 2016
~1 million people newly diagnosed with cancer each year in Japan

1 in 3 people are of normal working age (15–64 years old)

20%–40% of working survivors resign from work because of their diagnosis (Yamagiuchi, 2013; Saito, 2014; Takahashi, 2017)

40% leave their jobs even before they begin treatment (Takahashi, 2017)

24% has been asked about work-related issues by healthcare providers (Takahashi, 2017)

Return to work rate differs according to cancer site (Endo, 2015)

Supervisors who have not worked with cancer survivors are pessimistic about providing supportive environment to return to work (Eguchi, 2017)
Push for Working Survivor-related Policies in Japan

For employers
- 2012: In the Basic Plan to Promote Cancer Control Programs (2nd phase) “support for working survivors” was newly incorporated as an issue requiring particular attention
- 2016: Ministry of Health, Labour and Welfare issued guidelines for business owners and HR personnel to promote support for cancer survivors in the workplace
- 2016: Revised Cancer Control Act requested that business owners make efforts to maintain employment of people with cancer

Activities in hospital settings
- 2013: Collaboration began with licensed social insurance attorneys and career consultants
- 2016: Collaboration began with public employment security office personnel
Cancer incidence in AYA generation (15–39 years old) in Japan: 21,400 per year

**Overall 10-year survival rate**
- Childhood cancer (0–14 years old): over 70%
- AYA cancer (15–29 years old): ~70%

80% of childhood cancer survivors are working (Ishida, 2014)
AYA Cancer Survivors and Work

First-time job seeking
- Poor readiness to work
- Short interval from treatment and job seeking

Returning to work and career development
- Early phase of career development

- Financial toxicities as well as financial dependence
- Delayed progress of academic and professional career development

→ Reduced self esteem, self confidence, and sense of independence

Fardel, 2018; Zebrack, 2012; Kosola, Levin, 2019
Study 1: Systematic Review of Childhood and AYA Cancer Survivors and Work

619 potentially relevant articles identified
MEDLINE (N=220)  PsycINFO (N=218)  CINAHL (N=181)

Duplication excluded (N=467)

Screened based on title and abstract (N=249)

Screened for more detailed assessment of inclusion and exclusion criteria (N=31)

Included in review (N=31)

1) Work-related difficulties
2) Correlative factors
3) Intervention

Up to Nov. 2015

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Figure: Flowchart of study selection process
Study 1: Systematic Review of Childhood and AYA Cancer Survivors and Work

- Out of 31 studies, only 4 focused on AYA
- 20 from North America, 8 from Europe, 3 from Asia
- Difficulties common with adults
  - Lower % of working survivors
  - Increased days of absence
  - Lower income
  - Lower work performance
- Difficulties specific to childhood and AYA identified
  - Higher % of survivors who have never worked
  - Lower % of survivors with professional work
  - Age of starting work was delayed

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Aimed to reveal illness-related difficulties during job-seeking by childhood and AYA cancer survivors and their work-related unmet needs

Semi-structured interviews with 9 survivors (male: 3, female: 6)
Median age at interview: 29 years old (range: 23–29)
• People diagnosed with cancer at 0–22 years old
• Adults (≥20 years old) at time of study
• Those who sought regular employment

Difficulties related to cancer
✓ Dilemma of cancer disclosure
✓ Insensitive reactions
✓ Insufficient information and support for applicants with chronic illnesses
✓ Physical problems

Work-related unmet needs
✓ Improved employer understanding of CAYA cancer
✓ Opportunities to know other survivors’ job-seeking and work experiences
✓ Places where survivors can interact
✓ Information on employers’ views on cancer survivors
✓ Improved recruitment systems
Implications for Research and Practice

- Focus on AYA age group
- Both first-time job seeking and RTW
- More research worldwide
- Sample representatives and credibility issues
- Mixed methods and “mixed team”!
Peer Support Activities for AYA Cancer Survivors in Japan
Peer Support Activities for AYA Cancer Survivors in Japan

Gan Note – an interview program for survivors and by survivors
Peer Support Activities for AYA Cancer Survivors in Japan

Gan Note – an interview web program for survivors and by survivors
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AYA世代って？

思春期から30代までの年代を、「AYA世代」と呼ぶことがありますが、英語のAdolescent and Young Adultの頭文字をとった呼び方です。このサイトは、AYA世代にがんと診断された方向け、くらしのサポートサイトです。

このサイトでは、病気や治療そのものというより、それらがAYA世代が経験者との心、考えし、くらしに与える影響や、対応するときのヒント、人生との向き合い方のアドバイス、そして同様の経験をした「先輩」の体験談を紹介しています。

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