

Career Counselling Offers for Childhood Cancer Survivors

A Desk Research in 13 European Countries

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1. Introduction to Career Counselling for Childhood Cancer Survivors

Whilst unemployment in general has increased in Europe, these increases have been disproportionately high amongst young people. And there is a group of young people threatened by exclusion from the labour market and society at large which is often neglected: people who have survived childhood cancer and are trying to find their way back to life, work and education.

The treatment of childhood cancer is one of oncology's great success stories. What is often forgotten is that the intense effort to care for and cure a child with cancer does not end with survival. More than two-thirds of childhood cancer survivors experience late effects (Childhood cancer survivorship: Improving Care and Quality of Life: 2003). Once the cancer treatment is complete even more challenges await for cancer survivors. Trying to find their way back into society, job and school after leaving the hospital successfully is a long journey which very often also means to abandon original career plans due to the disease and its late and long term effects.

Within this transition Childhood cancer survivors often feel abandoned after treatment as many survivors feel that support from the clinic stops with the completion of the treatment (Scullion 2010).

What is lacking are individual counselling programmes for young people, who have survived cancer (childhood cancer survivors) to help them find a career perspective which is realistic, takes into account the health restrictions, but – most importantly - also builds on and enhances existing strengths and competences.

Research shows that increased risks of unemployment were observed within all cancer diagnoses (Pediatric Blood Cancer 2008). Furthermore, long-term survivors of childhood cancer also have higher risk factors for poor educational attainment, less than optimal employment status, and interpersonal relationship issues. Cancers and treatments that result in impairment to the CNS (central nervous system), particularly brain tumors, or that impact sensory functioning, such as hearing loss, are associated with greater risk for undesirable social outcomes, as are emotional health problems and physical disability (CCSS 2009). Research also shows that psychological distress in Adolescent and Young Adult Survivors concerns every fifth Cancer Survivor. The results indicate a greater need for monitoring and follow-up care related to psychological health in childhood cancer survivors (Min Ah Kim, Jaehee Yi: 2013).

With Create your Future a comprehensive career counselling programme for Childhood cancer survivors is being developed that takes into account the special needs, stresses and strains of the

target group with the goal of establishing individual ways for a successful integration into society, education and work. Furthermore a training curriculum for adult educators, who will perform the career counselling, will be developed. This Career Counselling programme will be accompanied by a comprehensive quality assurance system.

In order to gain as much information on Career Counselling and other service offers for Childhood cancer survivors as possible this Desk Research Report has been conducted in 13 European partner countries: *Spain, Portugal, Greece, Bulgaria, Romania, Serbia, England, Austria, Sweden, Finland, Germany, Swiss and the Netherlands.*

In the first part of this Desk Research Childhood cancer survivors barriers to a successful (re)integration into society, education and the labour market will be analysed in order to being able to develop the Career Counselling offer based on the needs of the target group. In the second part the paper analyses available (Career) Counselling offers for Childhood cancer survivors in the mentioned European Countries by collecting and describing best practices and services for Childhood cancer survivors as well as relevant educational programs, national and local policy standards supporting Childhood cancer survivors.

2. Employment Status of Childhood cancer survivors

Even years after primary cancer treatment, late term effects such as psychosocial, physical and neurocognitive dysfunction may arise. International evidence suggests that 33% of cancer survivors were unemployed and that cancer survivors were 1.4 times more likely to be unemployed than people who have not had cancer (DeBoer et al. 2006, p7). Since not much research on the unemployment of childhood cancer survivors has been done, the numbers of the unemployment rate vary. Thus, for example the pediatric unemployment rate amongst survivors is 5.6 % (Pediatric Blood Cancer 2008).

Results of the metaanalysis from DeBoer show that survivors of CNS cancers are especially at risk of unemployment. Nervous system cancers are likely to interfere with perception, cognition, or movement, which were critical functions for most jobs. Earlier studies in adult cancer patients have shown that nervous system cancers and head and neck cancers have been associated with lower than average rates of return to work (DeBoer et al. 2006, p8).

Also a study from Langeveld (2003) shows that the percentage of employed survivors was significantly lower (53 percent) compared with the comparison group (83 percent). However, more survivors indicated that they were students or homemakers. Among the employed groups, male survivors were less likely to be employed full-time (85% versus 92%). Especially in male survivors more disability was reported than in the comparison group. Although the numbers

were small, the disabilities reported by the survivors included visual handicaps, problems with mobility (amputation/endoprosthesis, scoliosis, hemiplegia), neuropsychological problems (learning difficulties, epilepsy, psychiatric therapy), and extreme fatigue. Survivors also experienced some form of job discrimination as a result of their health history (Langeveld, 2003, p 217f).

According to a US study (2011), which evaluated more than 5,800 adults aged 25 years and older who had survived childhood cancers, children who survive cancer are at greater risk of being unemployed when they reach adulthood. The study suggests that the long-term effects of treatment include economic hardship (Kirchoff et.al: 2011).

For their study the researchers were trying to determine how the subjects' physical, mental and neurocognitive function impacted their employment status. Poor physical health was associated with an almost eightfold higher risk of health-related unemployment compared to survivors with normal physical health. Male survivors with somatization and memory problems were approximately 50% more likely to report this outcome, whereas task efficiency limitations were significant for both sexes. Employed female survivors with task efficiency, emotional regulation, and memory limitations were 13% to 20% less likely to work in professional or managerial occupations than unaffected females (Kirchoff et.al: 2011).

Late term effects – especially poor physical health - of the cancer treatment therefore may cause much of the unemployment risk among childhood cancer survivors. Whereas both male and female survivors with neurocognitive deficits—primarily in task efficiencies—are at risk for unemployment, employed female survivors with neurocognitive deficits may face poor occupational outcomes more often than males (Kirchoff et.al: 2011).

A study in Switzerland shows that childhood cancer survivors, although they often encountered schooling problems during childhood and finished education with some delay, tend to catch up and finally achieve an education similar to that achieved in the general population. The exception was CNS tumour survivors and children who developed a relapse. However, sociocultural factors remained very strong predictors of final educational achievement even in this vulnerable group. A considerable proportion of survivors had repeated a school year (30 %), or had attended a special school (7 %). However, our results suggest that continued educational support eventually may result in educational achievement similar to that achieved in the general population. In Switzerland, previous research had indicated an increased risk of poor educational outcomes for individuals of certain nationalities, particularly nationals from recent immigration countries, such as southeast Europe (eg. Slavic countries) or Portugal (1990s) and, to a lesser degree, nationals from earlier immigration countries: namely, Italy and Spain (1970s). [...] Within Switzerland,

significantly more French-speaking or Italian-speaking individuals achieved a university degree, and fewer women than men achieved university degrees” (Kuehni, Claudia, 2012, p1446).

“Hospital-based and outpatient education support provided by pediatric oncology clinics and the local school systems seem to work reasonably well, and intensified efforts to reduce the toxicity of therapy and intensify educational support particularly may help survivors with CNS involvement or relapse. In addition, special attention should be given to socioculturally and economically vulnerable patients (eg. Girls, immigration background, foreign nationalities, low parental education).” (Kuehni Claudia, 2012, p1448)

Due to the different diagnoses, treatments, diagnosis ages, and late effects, all of which can affect education, employment and the transition to adulthood, childhood cancer survivors are a very heterogeneous population with a variety of employment needs. Survivors of childhood cancer therefore need follow-up care and enhanced medical surveillance. This does not only include medical care but also support to ease the transition to normal life, education and unemployment without which Childhood cancer survivors are at greater risk of school dropout and unemployment.

3. Childhood cancer survivors’ Barriers after Treatment

Once cancer treatment is over, many childhood cancer survivors feel that although they are happy it is over, they also wonder about what comes next. Fortunately, childhood cancer patients receive a lot of support during the illness, but after treatment there are new questions and concerns to address. As late term effects may arise even years after treatment, survivors may encounter social exclusion and problems in finding or maintaining employment or education. This chapter therefore demonstrates the different obstacles and challenges childhood cancer survivors encounter on the way to a successful (re)integration into society, education and the labour market. The results are based on literature research as well as information gathered directly from organisations working with childhood cancer survivors across Europe.

3.1. Social Integration and Social Inclusion

Survival and cure rates for childhood cancers in Europe have greatly improved over the past 40 years. For children diagnosed in 2000–07 five-year survival was 77.9% (Gatta et al. 2014: p5). This development is an important medical success story. However being cured from cancer does not mean being healthy or fit for work or education.

Cancer and its treatment sometimes have a serious impact on people's ability to resume their normal life. Surgical procedures often create considerable defects accompanied by dysfunction and even disfigurement, and radiation therapy can cause significant morbidity and unique tissue management problems. Speech, motor and cognitive functioning can all be adversely affected (Elomaa et al. 1999). Additionally, cancer as a life-threatening disease increases people's stress level, and they may need more social support (Taskila 2007: p. 15).

Recent studies suggest that long-term childhood cancer survivors may be at increased risk for poor social outcomes as a result of their cancer treatment. Out of 30 childhood cancer survivors 19 experienced social isolation over time as survivors grew through childhood, adolescence and young adulthood (Howard et al. 2014).

In Austria and Sweden many survivors report to feel a void after the successful treatment of cancer as the transition from a hard struggle supported by a very caring team of nurses, doctors, psychologists, families and other patients in the clinic to a surrounding where this – if necessary, daily – safety net is gone. Survivors report that life after cancer treatment does not equal going back to the life you had before because the social environment might have changed i.e. friends might have abandoned the friendship because they did not know how to react to the cancer diagnosis or how to deal with the changed look of the survivor. Due to the experience of cancer and its treatment survivors may also develop into a different direction than their peers. All these experiences may lead to social exclusion or isolation.

In Switzerland Childhood cancer survivors experience social stigma after treatment to the extent that the social integration after childhood cancer treatment is difficult, especially when there are visible physical or mental late effects such as changed physical appearance. Survivors, who are aware of their deficits, appear less self-confident. This may be due to the late effects such as being less stress able physically and psychically, being fatigue and feeling less attractive. Looking at the social services in Switzerland, health insurance funds do have reservations when people had cancer during childhood or adolescents. Childhood cancer survivors have fewer chances to get an additional insurance or life insurance.

In Bulgaria Childhood cancer survivors experience social stigma, barriers due to their self-perception and the social perception of the late effects of the treatment as well as difficulties in receiving social services and services in general. All these problems are due to limited or lack of adequate psychological help. In Spain and Austria survivors reported social stigma especially for noticeable physical disabilities, such as amputations or hemiplegia.

Survivors from the Netherlands report that, fortunately cancer isn't taboo anymore in the Netherlands. Childhood cancer survivors receive a lot of attention in the media. However, there is a clear distinction between older and younger survivors in the Netherlands (although there are some exceptions). On the one hand there are many survivors, who are proud to be named a survivor; on the other hand there are survivors who have difficulties identifying themselves as a cancer survivor and therefore experience difficulties with the social integration after treatment. A lot of survivors are struggling with the fact that they haven't learned to speak about their past. However there is hope that VOX, the survivors group within the Netherlands, gives them a space to share their experiences and learn from other.

Regarding the social perception of the effects of treatment survivors, both young and old, often feel lonely and not understood by others. They want understanding for their chronic fatigue and other long term effects. The barriers regarding social services and services in general are depending on many factors: the diagnosis, the extent to which there are late effects. Most survivors have no troubles with their insurances, but there are survivors who need an intermediary company to get a life insurance or a mortgage.

In Spain survivors also report that social integration is specifically difficult if the survivor suffers from visible physical long term effects. Almost 30 percent of childhood cancer survivors in Spain suffer some kind of physical long term effect. This does not only affect the social exclusion but also their self-perception leading to insecurity and therefore the need of emotional support.

This research shows that the extent and form of social exclusion varies amongst survivors but knowledge of when social isolation begins and how it evolves over time for different survivors is an important consideration for the development of interventions that prevent or mitigate this challenge.

3.2. Integration into the Education System

Many Childhood cancer survivors look forward to returning to work or education after finishing cancer treatment. Living a normal life, partaking in normal activities in the outside world is something most cancer survivors look forward to after cancer treatment. However, the transition from being a cancer patient to successfully reintegrating into the life they had before cancer or integrating into a new life offside clinics and doctors is comprised of many challenges. This desk research shows that survivors face challenges on their return to school or educational centre and in the continuation of their training process.

Children or adolescents with a cerebral tumour might experience limitations in themselves which they did not have or even knew before the disease. This may lead to a great uncertainty and frustration. Long term or late effects such as weakness of memory, lack of concentration or fatigue may result in the fact that tasks or assignments in school, which used to be easily manageable before the disease now are being perceived as challenging, exhausting and stressful. (Leiss et al. 2013: p5). Cognitive deficiencies might also affect survivors academic performance, which often involves difficulties in finalising their studies and be able to access the job they wish to achieve.

It is undoubtable that such situations are not easily manageable for either the affected person nor the teacher or trainer. The teacher and trainer might also be overwhelmed and without a clear concept or idea how to handle this situation and how to support the survivor appropriately. For teachers or trainers it would therefore be necessary to handle these situations with patience and to encourage the strengths of these children and adolescents. Unfortunately teachers and trainers where often do not show understanding when the pupil cannot bring the same performance than before the disease.

In Switzerland, Austria and Spain many pupils and their parents therefore describe the return to school or other educational settings as being difficult: the lessons in school are going on as normal and former childhood cancer patients feel overwhelmed with the physical and psychic pressure to perform. The situation gets worsened when pupils start bullying cancer survivors due to their disease or their late effects. Suddenly survivors are back to the life they wanted but do not and cannot fit in anymore. After having beaten cancer the challenge of (re)integration into school or other forms of education starts. Due to late effects initial career plans might have to be abandoned and new perspectives have to found.

In Switzerland no support such as private lessons from the state or health insurance is available. Sometimes small adjustments such as more time to complete exams or adapted materials if there is a lack of visual capacity could compensate the problems faced by many survivors. In Spain survivors however report that teachers sometimes even react with disinterest in providing these adjustments. Due to these experiences the Austrian Childhood Cancer Association published a brochure called "FIT for school" (original title: FIT für die Schule) for teachers and trainers describing possible ways on how to react and deal with the problems and challenges faced by survivors. The brochure includes concrete tips and suggestions regarding possible support in the case of fatigue, lack of concentration, impaired hearing, visual impairment, restrictions of organizational skills, language difficulties and other long term and late effects (http://www.kinderkrebshilfe.at/MDB/pdf/26_FIT_für_die_Schule_WEB_27August2013.pdf).

In Switzerland disability insurance apprenticeships are offered to people at least 18 years old. No solution for adolescents younger than this, who cannot be integrated in the first labour market is available. In Austria integrated vocational training is offered to

- those who graduated from special needs school
- Youth without secondary school qualification or a negative secondary school qualification
- People with disabilities according to the law for disabled
- People, who out of other reasons cannot be successfully placed in education or employment by the Austrian labour market service

The advantage of such integrated vocational trainings are the support by a vocational training assistant and that an apprenticeship can either be extended by one year or sub-qualifications can be defined and completed in order not to having the pressure of completing the whole training or education (<https://www.help.gv.at/Portal.Node/hlpd/public/content/183/Seite.1830000.html>).

Greek childhood cancer survivors did not report increased difficulties in school, student life, or vocational career. Nevertheless, it should be mentioned that 26,2% of survivors considered the experience of the disease responsible for changing their educational plans and 35% for altering their vocational aspirations. For them, this was due either to 'reduced abilities' (63 %) or to change in the 'way of thinking' (17,1%). Moreover, significantly lower percentage of survivors reported having 'high professional expectations and ambitions' (49,5 versus 65,2% of controls) (Servitzoglou, 2008, p.33).

In Spain Childhood Cancer Associations report that closer cooperation between the family and the school is needed when a pupil is diagnosed with cancer in order to make the coming back to school easier. This is even more important the longer the pupil is absent from school.

In the Netherlands Childhood cancer survivors very often are not able to fit the speed that is demanded in schools. In some schools survivors do get the extra support they need to continue with their education such as adjusted schedules, extra time for making exams or ego therapeutic adjustments. To avoid difficulties the childhood cancer organisation VOKK finds it important to contact the school and inform teachers and classmates about childhood cancer and possible support for survivors.

Bulgaria draws a different picture then the countries listed above. The Association "Children with Onco-hematological Diseases" report that when enrolling a child with cancer in a school, or bring him or her back after treatment parents experience a refusal of enrolment and of documents by the principal. Principals argue that they think this school is not appropriate for the child and that parents should enrol their child at a different school. This is not based on any legal action and simply the decisions of the school. As a reaction parents usually try to enroll their child at a

different school one principal agrees and allows the school participation of said child. According to the Association “Children with Onco-hematological Diseases” this refusal of school enrollments by principals is not uncommon. Rarely, some parents also seek the support of the Ministry of education for. Therefore Childhood cancer survivors experience many difficulties regarding their return to school or other educational settings as well as in the continuation of their training process.

3.3. Integration into the Labour Market

Working can provide opportunities to reconnect with colleagues and friends; focus on something other than cancer and most importantly start settling back into a regular routine and lifestyle. However many survivors report obstacles:

- in the process of job search
- in the process of return to the job or school they had to leave
- in the process of job integration

In Spain, Bulgaria, the Netherlands and Austria survivors reported difficulties with the integration into job market. In Spain survivors experience difficulties in finding a job adequate to their capacities, in the case of disabilities. More than two-thirds of Childhood cancer survivors experience late effects (Childhood cancer survivorship: Improving Care and Quality of Life: 2003), and this affects their job integration. This is even more evident when unemployment rates have caused a strong competition in jobs and lack of social support resources.

In Spain organisations working with Childhood cancer survivors report that childhood cancer survivors, whose disabilities are small, often refuse to make use of specific services for disabled people. There is the perception that once the battle with cancer is over, the problem is gone and there is no need for integration, minimising the need for integration measures, in education and for the job market. Regarding employment, no measures to tackle specific issues derived after cancer treatment exist, where late or long term effects are not considered, and no adaptation is made for the position of the survivor with late or long term effects. Thus, there is an obvious lack of specific job counselling and support programs in Spain.

Experiences from the Career Counselling Offer “Jugend & Zukunft” in Austria show, that Childhood cancer survivors with disabilities have difficulties finding a job adequate to their capacities and possibilities. Survivors report feeling left alone and left with many questions regarding the job process and employment such as *“Should I mention my cancer disease and treatment in the job process?, Should I apply for a pass for disabled and what are my benefits?,*

What should I do if I don't know if I can perform fulltime due to my lack of concentration? How should I handle my long term effects in the job process even if they do not affect my performance to work? In the process of job search many survivors therefore may lack self-confidence or fear negative replies to their applications due to their cancer history. Returning to the school or job they had before their cancer diagnosis may result in fear of not being able to handle the workload due to long term effects such as concentration ability or memory loss; this is especially the case for children or adolescents who suffered from brain tumour.

Unfortunately survivors have also reported cases of bullying by colleagues at the workplace or education due to their long terms effects such as hearing impairment or other physical disabilities. Due to a lack of information and know-how employers may also uncertain which easing support such as more breaks they may offer to Childhood cancer survivors. In Switzerland survivors report that they feel as if employers miss tolerance as absence of work due to the disease has been criticized by employers.

Survivors wish to be integrated in the first labour market is very strong, especially if they have worked very hard to finish their education. Once working fulltime some survivors may realise that due to health related problems a fulltime job is not feasible. However, only working part time means not enough salary to cover the monthly costs. This is a dilemma for which the state does not feel responsible for and no service offers are available.

A survey from VOKK (2014), a Childhood cancer organisations in the Netherlands shows that some survivors are forced to accept a job that is below their level of education, which also effects their self-esteem as disenchantment and frustration might arise. Other survivors must change their career plans, give up the job they had before and very often have to give up their dream jobs due to the cancer and the late term effects. Studies on Childhood cancer survivors show that survivors, compared to their controls appear to be in the lower income categories, as well as lower occupational positions (Tea 1989, Nagarajan et al. 2003).

In Bulgaria Childhood cancer survivors experience many difficulties in trying to integrate into the labour market. As such survivors report that employers avoid employing people with cancer or cancer survivors. Due to the protective labour policy (explained in chapter 6) about dismissal for people with cancer or survivor employers often avoid employing them in the first place. Employers may also fear that by employing cancer survivors they could be absent for long periods because of medical problems. From this fear workplace related discrimination may arise. Sometimes the long-term treatment and after-effects are detrimental for the good professional training. “

In Spain work employment opportunities are currently limited due to the high unemployment rate of 26 percent in 2013. Unemployment rate for youth under 25 years was almost twice as high rating 55,5 percent (OECD 2014). Due to these developments reintegration into the labour market after childhood cancer is even more difficult. For survivors who return to the job they had to leave due to the cancer no measures to tackle specific issues deriving from the cancer treatment are available. There are no measures to tackle with specific issues derived after cancer treatment, where sequels are not considered, and no adaptation is made for the position of the survivor with.

4. Service offers for Childhood cancer survivors

The medical treatment for cancer patients is improving, for example the cancer death rates in the UK have fallen by around a fifth over the last thirty years and by 10% over the last decade (Cancer Research UK, 2014). This medical success story does not equal an easy transition into daily and normal life. Being cancer free very often does not mean being fit for formal education or the job market. This is the reality that the general public and the health staff often close their eyes to. As a fatal result this target group is not being addressed and therefore, individual support is lacking for childhood cancer survivors.

Therefore Create your Future develops an individual career counselling programme for a target group that has so far been left behind - childhood cancer survivors. The programme will be based on the experiences from the project "Jugend und Zukunft" in Austria (see chapter 4.6) and also assures the development of a train the trainer curriculum to equip adult educators with the required skills in order to perform qualitative career counselling for the target group (childhood cancer survivors). Create your Future follows a demand-oriented and individual approach, looking not only at the occupational integration of childhood cancer survivors but looking at it in its entirety by realizing that occupational integration of this target group has to go hand in hand with psycho-social reintegration.

The current study aims at describing the offers on Career Counselling for Childhood cancer survivors in European Countries in order to support the development of training curriculum for trainers giving career counselling to Childhood cancer survivors.

This chapter documents best practices and tools, collects relevant educational programs and existing standards relating to career counselling for Childhood cancer survivors, that are considered relevant to the development of the Create Your Future Career Counselling programme.

This desk research shows that no Career Counselling Programme or other offers for childhood cancer survivors regarding education or employment exist in Portugal, Greece, Sweden, Finland, the United Kingdom, Bulgaria, Serbia and Switzerland.

4.1. United Kingdom

The National Cancer Survivorship Initiative, in their Vision Document from 2010 report, that currently cancer survivors do not receive the support they need. They also quote the Picker survey of over 2,000 cancer survivors, which found that 43% of participants would have liked more information and advice regarding employment and education, 75% did not have, or did not know if they had, a care plan.

CCPA (the Childhood Cancer Parents Alliance) is a national representative voice in the United Kingdom. Working with local, regional, national and international agencies, the organisation promotes awareness, support, research and advocacy that focus fully on the best interests of children, teenagers, young adults and their families.

CCPA offers interesting therapeutic breaks, but they are all oriented to recreational activities and not on job orientation (<http://ccpa.org.uk/information/therapeutic-breaks/>).

Many national NGOs like CLIC Sargent , George Easton Memorial Trust , Teenage Cancer Trust concentrate on emotional support, but not on job orientation. The emphasis on emotional support is clearly visible, since in the devoted website sections it is the only support offer mentioned: <http://www.clicsargent.org.uk/content/when-treatment-ends>

4.2. Rumania

Name of the service offer: Little People Association - Psychosocial support services for children and teenagers with cancer and young survivors

Location (Country, City): Romania and Republic of Moldova (6 cities and 10 paediatric oncology wards: Cluj-Napoca, Iasi, Timisoara, Bucuresti, Targu-Mures, Chisinau)

Goal: The mission of the association is to improve the quality of life for children and teenagers with cancer by providing psychosocial support services throughout hospitalization and after treatment. The patient is at the core of our activities. Every activity, camp or project is centred on the patient and his family.

Services offered: The association develops a series of high quality services in the area of paediatric oncology both in Romania and the Republic of Moldova. Such services include daily psychosocial support programs for patients, complex events for young cancer survivors, professionalism in coordinating volunteers, material support for hospital wards through renovation projects of playrooms, donation of medical equipment and purchase of medicine, care and constant involvement from a dedicated team.

Duration (limited or not?): We provide daily psychosocial services in paediatric oncology wards and annual events for young cancer survivors since 2002.

Costs (are services free of charge?): The delivery of our services implies no costs for patients and their families.

Webpage: www.thelittlepeople.ro

Contact: info@thelittlepeople.ro / 004 0754 066 440

The service is specifically targeting Childhood cancer survivors.

4.3. Germany

Name of the service offer: “Berufliche Beratung - Jugend & Zukunft (JuZu)” (Career counselling- Youth & Future)

Location (Country, City): Germany, Munich

Goal: Our goal is to advice and support teenagers and adolescents/young adults in the transition period from school to career or new orientation process in case of an accomplished education or after a drop out. Adolescents and young adults who have suffered or are suffering a cancerous disease face quite frankly difficulties to find a suitable apprentice position or a job for this matter. Kona started 2006 a project called „ Youth & Future“ –Professional advising and guidance for young people with a cancer disease.

Services offered:

In general information and Guidance to the following topics:

- Pass for severely disabled / handicapped person
- Compensation for disadvantages at school
- Compensation for disadvantage/ Hardship application for Students
- Professional path support with the Federal Employment Agency and the German Pension Insurance Fund
- Medical and vocational rehabilitation/integration
- Bridging time through a voluntary or a social time out

Individual / One to one coaching

- Job application support - (application portfolio, recruitment test, interview training...)

- Continuous support until an apprentice place or position is found or the professional path is fully clarified.
- Taking over the coordination lead, if more subject-matter knowledge /professionalism is involved.
- Personal assistance to appointments with the Federal Employment Agency and the German Pension Insurance Fund
- Offering guidance with searching and placement of an apprentice position (especially around the city of Munich and suburbs area)
- Small group seminars for apprentice position seekers
- Information events for interested adolescents and their parents and professional / expert audience - advisers

According to the circumstances of the case and on the type and the severity, extent, intensity and the time frame of the treatment is the process of an apprentice or job placement is a very individual initial situation. Youth & Future main focus is to support and guide T&YA's with their choice of an apprentice position and/or profession keeping in mind the applicants possible late effects and possible limitations not to a barrier. Factors like how long is the primary disease back - was the person affected back then an infant or a toddler attending kindergarden or school education. Has the patient already started an apprentice are being factors of consideration. Which late effects of the illness or the treatment does the survivor face. Up to which extent is the psychological and physical resilience actually limited - which consequences have those fact at the stage of the first step towards the occupational/professional life. In any case - the initial position and demand so differentiated and it requires a very individual approach. Youth & Futures initial goal is to help to gain an overview over the numerous qualified jobs and opportunities – i.e. studies and professional promotions of Federal Employment Agency and the German Pension Insurance Fund. Consultation and guidance for children and T&YA's who have been undergoing an oncological/ hematological treatment. Adolescents in the transition process between school – job and apprenticeship of a professional realignment. Our goal is that everybody should have the opportunity and chance to find a suitable place in the work environment in order to archive and offer maximum sovereignty and quality of life.

Duration: not limited

Costs (are services free of charge?): FREE

Webpage: <http://www.krebskindernachsorge.de/ausbildung-beruf/index.php>

Contact:

Dieter Wöhrle

Tel. 089/ 30748919

e-mail: juzu@krebskindernachsorge.de

The service is specifically targeting Childhood cancer survivors.

Name of the service offer: Freiburg "Vorsorgesprechstunde" (English: Preventive Consultation hour)

<http://www.uniklinik-freiburg.de/paed-haematologie/was-wir-tun/vorsorgesprechstunde.html>. These preventive consultation hours take place in the clinic of Freiburg. Professionals such as psychologists, social workers and career consultants offer support regarding medical questions, employment and career as well as all challenges regarding daily life of the patients.

The service is specifically targeting Childhood cancer survivors.

4.4. Austria

Name of the service offer: Jugend & Zukunft (English: Youth & Future)

Location (Country, City): throughout Austria

Goal: the goal is to enhance the independence and self-organisation of Childhood cancer survivors, to build on their resources and to expand them, to reduce obstacle to (re)integration into the job market, education and society.

Services offered:

Childhood cancer survivors are provided with individual support with the goal of opening up new career, to gain new hope and motivation, enhance competencies for integration in the labour market, pathways to further education and training were identified and realistic career perspectives were developed. The support may take place in:

- individual coaching and counselling sessions (one on one)
- in visits to authorities such as the unemployment agencies,
- in peer-group sessions for Childhood cancer survivors

Within “Jugend & Zukunft” the following topics may be addressed:

- detecting and reducing existing obstacles for the (re)integration into employment, education and social life
- goal definition regarding the professional and personal life
- gaining a daily structure
- Creating cover letter and motivational letter
- Preparing for job interviews
- if need be, an improvement in living situations
- promotion of financial autonomy
- providing information on the ass for the disabled and the law on disabled employees
- supporting individual skills development

Duration (limited or not?): No, the duration

Costs (are services free of charge?): Free of charge for the participants

Webpage: <http://www.kinderkrebshilfe.at/ich-suche-hilfe/jugend-und-zukunft>

Anita Kienesberger, CEO Austrian Childhood Cancer Association
oesterreichische@kinderkrebshilfe.at

The service is specifically targeting Childhood cancer survivors.

4.5. Netherlands

The service offer presented below “Emma at Work” is not specifically targeting Childhood cancer survivors, but is addressing people with a chronic illness or physical disability. Since Childhood Cancer is considered a chronic condition from a scientific point of view (Schmidt, Thyen: 2008) it also includes Childhood cancer survivors and not only people with disabilities and got therefore included in this chapter.

Name of the service offer: Emma at Work - Employment agency for young people with a chronic illness or physical disability

Location (Country, City): Emma-at-work Headquarters (not provided by the AMC) is located in Amsterdam, on the premises of the AMC and the building of the University of Amsterdam. All Dutch academic children's hospitals have pledged their support and cooperation to Emma at Work, and that allows the activities of Emma at Work to further expand in the future. The second academic children's hospital that houses a location of Emma at Work is the Wilhelmina Children UMC Utrecht. Additionally Emma at Work has a office in Rotterdam and is active in the region Haarlem.

Goal: Aim is to get work experience and to improve chances of an independent life

Services offered:

Emma at Work is a non-profit employment agency for people with a chronic illness or physical disability and mediates these young people a summer job, part time or permanent workplace. This special agency is for chronically ill youths 15 – 25 years.

Emma at Work will help to find an appropriate time job, summer job, flexible job or permanent job and has a network of varied and interesting companies.

When you register online you will be invited to Emma at Work for an interview with one of our consultants. Following this intake determining which path is best for you. After that start a joint search for your workplace.

In 2013, more than 150 young people were helped to a suitable workplace.

Emma at Work provides guidance during the application process, for example by helping with writing a cover letter or by practicing interviews. Emma at Work is with each young person along with finding a good route to the future and if necessary refer Emma at Work to the appropriate authorities. The result can for example be that the youngster is going back to school or to be better prepared for active participation in the labour market. Emma at Work advises also the employer in respect of the employment of a young person with a disability and the consultant will also take place after the match has contacted the employer and there where necessary

support in counselling. The youth of Emma at Work independently but just like any other new employee guidance and exposure time required.

Costs (are services free of charge?): Emma at Work gets no subsidies and is therefore largely dependent on donations. Emma at Work will include support from the VSB Fund, the Rabobank Foundation, Doen Foundation, Start Foundation, Institute Gak and Port of Amsterdam. In addition, various other donors and sponsors support the Emma at Work activities.

Webpage: www.emma-at-work.nl

Contact: info@emma-at-work.nl



Address

Emma at Work
Tafelbergweg 51
Location A3.03
1105 BD Amsterdam
020-5664773

This service is offered to young people in general and not specifically to Childhood cancer survivors.

4.6. Spain

Name of the service offer: Asociación Galbán de Familias de niños con cáncer

Location (Country, City): Principado de Asturias

Goal: Improve quality of life of children and youngsters with cancer and their families.

Services offered: Psychological, social, emotional, educational and leisure support.

Duration (limited or not?): Up to 25 year olds

Costs (are services free of charge?): Free of charge

Webpage: www.asociaciongalban.org

Contact: asociaciongalban@yahoo.es

The service is specifically targeting Childhood cancer survivors.

Name of the service offer: Evaluación y seguimiento de secuelas neurocognitivas (Evaluation and Follow-up of neurocognitive long term effects)

Location (Country, City): La Fe Hospital, Valencia (Spain)

Goal: To know the needs from cancer survivors with this type of late and long term effects

Services offered: Evaluation, information and counselling to families

Duration (limited or not?): limited

Costs (are services free of charge?): free

Contact: Amparo Jiménez (ASPANION)

The service is specifically targeting Childhood cancer survivors.

5. Curricula and educational programs for trainers

Part of the Create your Future Program will be a course specifically targeting trainers working with childhood cancer survivors. In order to develop this training the goal of this section was to describe courses, seminars and trainings on career counselling for childhood cancer survivors that already exist. However, this desk research shows that no specific educational offers for trainers working with childhood cancer survivors exist.

The trainers in the Austrian project “Jugend & Zukunft” receive professional input on cancer types and late and long term effects from neuropsychologists working with childhood cancer survivors. In the Netherlands the trainers of Emma-at-Work works with various professional volunteers who have expertise as consultant. This makes it possible for the consultants themselves to optimally focus on the placement of young people in companies.

On top of this, many Childhood Cancer Associations in European Countries (Austria, Romania, the Netherlands) offer workshops and training for Childhood cancer survivors within different fields such as photography, writing or advocacy. Within annual camps survivors also receive the opportunity in getting to know their own needs. Survivors may partake in group dynamic offers in order to enhance their social competence. Creative plays and practises such as making music or molding shall activate the fantasy.

6. European and National Standards for Childhood cancer survivors

In none of the countries of the desk research unemployment policies addressing childhood cancer survivors exist. Bulgaria is the only country addressing Childhood cancer survivors in a national regulation regarding the educational system:

The policy refers to enrolment process for High schools, Professional schools and Universities admission. In Bulgaria students enrol these educational institutions after special exams, but Childhood cancer survivors can enrol without exam.

DOCUMENT / POLICY 1: Regulation act 11 for enrolment students in public schools**Scope:** National**Content:** Students with oncohematological diseases and survivors can enrol high schools and professional schools without exam.Universities have their own policy each, but all of them have facilitated procedures for enrollment

Additionally, cancer patients and survivors rely on income taxes and state fees and are protected from dismissal from workplace. The employers must comply with administrative procedure and request authorization from Labour Inspection Services. Without this permission employers cannot dismiss employee with cancer or survivor.

DOCUMENT / POLICY 2: Labour Code**Scope:** National**Content:** People with cancer and survivors are protected from dismissal and employers must have special permission form Labour Inspection Services if they decide to dismiss such an employee

DOCUMENT / POLICY 3: Low for taxis for personal income**Scope:** National**Content:** People with cancer and survivors have relief on income tax and state fees

In Spain due to the absence of such some associations were created, to fill in this gap for example the program “Volando Solos”, which was created by Asociación Galbán in Asturias, providing funding and counselling to help Childhood cancer survivors go to university, get their driving licenses, computer equipment, etc. Also, young people with cancer have the right to have their disability diagnosed, but there are no inclusion policies focusing on this population.

In the Netherlands the WAJONG “Invalidity Insurance Act for Young Disabled Persons” exists, which enables young people who are (partially) unable to work because of a chronic disease or disability to apply for benefits under the scheme for young disabled persons:

- At least 25 % occupationally disabled
- Before the 17th birthday
- Or during study (before the 30th birthday if being a student for at least six months in the year prior to the occupational disability)

In Greece childhood cancer or adolescents cancer survivors at the age of 18 may apply for certification from the National Health Department which confirms treatment of cancer and assures a disability of 50 percent. With this paper survivors may obtain a special card from National Unemployment Department, in order to have access in special programmes for

unemployed people and have “priority” access to jobs of Public Sectors (5 % percentage of any tract of Public Sector).

Also in Austria no policies specifically addressing Childhood cancer survivors or patients exist. Similar to offers in other countries, Childhood cancer survivors may apply for a pass for the disabled at the Ministry of Labour, Social Affairs and Consumer Protection (BMASK); with which their holders receive certain benefits such as tax benefits. If the disability was classified as being above 50%, people have the possibility of being employed under the law on disabled employees. The advantages for the employee are the following:

- Benefits and special services for the occupational integration
- Increased protection from the termination of employment.
- Some collective agreements may allow a few additional days for leave of absence
- Tax benefits

7. Conclusions

Childhood cancer survivors are at greater risk of being unemployed when they reach adulthood (Kirchoff et.al: 2011). International evidence suggests that 33% of cancer survivors were unemployed and that cancer survivors were 1.4 times more likely to be unemployed than people who have not had cancer (DeBoer et al. 2006, p7). Studies also suggest that a large proportion of those survivors, who are employed appear to be in the lower income categories as well as lower occupational positions (Teta 1989 / Nagarajan et al. 2003 / Taskila 2007).

Due to the surgical procedures and radiation or chemotherapy considerable defects accompanied by dysfunction and even disfigurement, significant morbidity and unique tissue management problems may arise. Speech, motor and cognitive functioning can all be adversely affected (Elomaa et al. 1999). In addition to this late and long term side effects, cancer as a life-threatening disease increases people’s stress level, and they may need more social support (Taskila 2007: p. 15). This is not only the case for the period of the treatment but also after treatment is successfully completed. After treatment new questions arise and the wish to participate in everyday life activities is ubiquitous. However, cancer and its treatment may have a serious impact on people’s ability to resume their normal life (Taskila 2007: p. 15).

This desk research shows that survivors have difficulties with

- social integration
- (re)integration in the educational system
- (re)integration into the labour market

Recent studies suggest that long-term childhood cancer survivors may be at increased risk for poor social outcomes as a result of their cancer treatment. Out of 30 childhood cancer survivors 19 experienced social isolation over time as survivors grew through childhood, adolescence and young adulthood (Howard et al. 2014). Childhood cancer survivors from Switzerland, Spain, Sweden, Austria and the Netherlands report experiences with social exclusion and isolation. Regarding the social perception of the effects of treatment survivors, both young and older survivors, often feel lonely and not understood by others.

Regarding the (re)integration into education or the labour market children or adolescents with a cerebral tumour might experience limitations in themselves which they did not have or even knew before the disease. This may lead to a great uncertainty and frustration. Long term or late effects such as weakness of memory, lack of concentration or fatigue may result in the fact that tasks or assignments in school, which used to be easily manageable before the disease now are being perceived as challenging, exhausting and stressful (Leiss et al. 2013: p5). Cognitive deficiencies might also affect survivors academic performance, which often involves difficulties in finalising their studies and be able to access the job they wish to achieve.

Sometimes even little things may support survivors in continuing their education or work. For example a seat in the front row for visually impaired persons or an individual seat for survivors with a lack of concentration. In the workplace little room office with only a few people per office may support the survivor in their ability of concentration. The basis of this is the willingness of teachers, trainers and employers to support the survivor and also information for teachers and employers on what support mechanisms can be applied.

Evidence suggests that 43% of survivors would have liked more information and advice, 75% did not have, or did not know if they had, a care plan (Sheldon and Sizmur, 2009). This desk research shows that no Career Counselling Programme or other offers for childhood cancer survivors regarding education or employment exist in Portugal, Greece, Sweden, Finland, the United Kingdom, Serbia and Switzerland. Only Austria, Germany, Spain, the Netherlands and Bulgaria offer Career Counselling to childhood cancer survivors, whereby these programmes differ greatly in their service, Jugend & Zukunft (Youth & Future) in Germany and Austria being the most comprehensive programmes. However, only in Austria a Career Counselling programme for childhood cancer survivors is offered throughout the country, in Germany the offer is only available in Bavaria.

Create your Future wants to fill this gap after the treatment and meet the childhood cancer survivors needs by developing a Career Counselling for childhood cancer survivors taking into account the individual late and long term effects of each survivor and to develop and create individual career paths and new perspectives. To assure high quality of this Career Counselling

Programme for childhood cancer survivors a training course for adult educators to perform Career Counselling for childhood cancer survivors will be created as well as a quality assurance system. This offer shall meet the needs of childhood cancer survivors regarding the transition from the clinic to daily life, education and work.

Even though in many European countries cancer is not a taboo topic any more people are still not aware of the nature of the cancer and its consequences. Assumptions are being made such as cancer survivors being less skilled or capable performing good in the working sphere. To raise more awareness and to reduce employers possible fear of employing childhood cancer survivor Create your Future develops a brochure for employers describing possible late and long term affects as well as possible support mechanisms at the workplace.

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9. Appendix – Other Service Offers not specifically targeting Childhood cancer survivors

This chapter presents a list of services for young people or people with disabilities regarding education or employment as well as service offers for childhood cancer survivors not focusing on education or employment. This list is without any claim to completeness. These services have not been collected for all 13 European countries.

The webpage of Childhood Cancer International (formerly ICCCP) lists a number national organisations providing support to Childhood Cancer Survivors:

<http://icccpo.org/index.cfm?fuseaction=category&category=16&subcategory=20>

Service offers for childhood cancer survivors not focusing on education or employment in the United Kingdom

Name of the service offer: The Macmillan Online Community “16-24 and living with cancer”

Location (Country, City): web-based

http://community.macmillan.org.uk/cancer_experiences/16-24_and_living_with_cancer/default.aspx

Goal: mutual support between the youngsters.

Services offered: Survivors support currently treated, survivors could also support each other.

The service is specifically targeting Childhood cancer survivors.

CLIC Sargent UK will also launch an Online Community online space for 16 to 24-year-olds who have, or have had, cancer in January 2015 <http://www.clicsargent.org.uk/content/join-clic-sargents-online-community>

Service offers not specifically targeting childhood cancer survivors in Serbia

Name of the service offer: “Regionalni centar za talente Beograd II”

Location (Country, City): Serbia, Belgrade

Goal: Tasks and objectives of this program is introducing young people in the processes of scientific research from all disciplines.

Services offered: Identifying gifted and talented students, education in various fields of science, competitions, job orientation / career counselling.

Duration (limited or not?): Limited (duration depends on the program)

Costs (are services free of charge?): free of charge

Webpage: www.centarzatalente.com

Contact:

Adresa: Ustanička 64 , VI sprat, 11000 Beograd, Srbija

Telefon: +381 11 243-13-13

E-mail: talenti10@open.telekom.rs

This service is offered to young people in general and not specifically for Childhood cancer survivors.

Service offers not specifically targeting childhood cancer survivors in Spain

Name of the service offer: CECAP Toledo

Location (Country, City): Ronda de Buenavista 29, Toledo (Spain)

Goal: Provide preparation (both socially and job-oriented) to people with disabilities (people with different capacities)

Services offered: training, counselling, support to individuals

Duration (limited or not?): No

Costs (are services free of charge?): Free

Webpage: www.cecaptopledo.es

Contact: cecaptopledo@gmail.com 925 220266

This service is offered to people with disabilities and not specifically to Childhood cancer survivors.

Name of the service offered: CRMF Albacete

Location (Country, City): c/ Jesús del Gran Poder, 1 02006 Albacete

Goal: Recovery of people with physical disabilities, facilitating social and labour integration to people with physical disabilities due to accident, illness and others.

Services offered: training, physical therapy, psychological support, counselling, lodging

Duration (limited or not?): No

Costs (are services free of charge?): Yes

Webpage: www.crmfalbacete.es

Contact: info@crmfalbacete.es 967 216 501

This service is offered to people with disabilities and not specifically to Childhood cancer survivors.

Name of the service offer: Servicio de Evaluación del Discapacitado

Location (Country, City): Valencia (Spain)

Goal: Diagnose the effects caused by illness and/or treatment

Services offered: evaluation, diagnosis, information and support fo families

Duration (limited or not?): limited

Costs (are services free of charge?): free

Webpage: <http://www.bsocial.gva.es/web/discapitados/reconocimiento-del-grado-de-discapacitada89>

Contact: Social Services of Valencia Regional Government

This service is offered to people with disabilities and not specifically to Childhood cancer survivors.

Name of the service offer: Gabinete psicopedagógico municipal

Location (Country, City): Each city council, Valencia (Spain)

Goal: Provide counselling in education matters

Services offered: Provide curricular capacities analysis, counselling and information on public resources.

Duration (limited or not?): limited

Costs (are services free of charge?): yes

Contact: Comunitat Valenciana (Regional Government of Valencia)

This service is offered to people with disabilities and not specifically to Childhood cancer survivors.

Name of the service offer: Servicio de información al estudiante con discapacidad

Location (Country, City): University of Valencia

Goal: Information and counselling in higher education matters

Services offered: information, resources and counselling

Duration (limited or not?): No limited

Costs (are services free of charge?): free

Webpage: <http://www.uv.es/uvweb/estudiants-UV/es/asesoramiento-orientacion/atencion-discapacidad-1285852858549.html>

This service is offered to people with disabilities and not specifically to Childhood cancer survivors.

United Kingdom

Name of the service offer: Disabled Students Helpline**Location (Country, City):** all over England**Goal:** This line provides advice to disabled students who are studying in England.**Services offered:**

Advise and support for disabled people who are studying or wish to study at any level on full-time or part-time education or training courses if the course is in England and they are over 16

Offer for:

- disabled students or
- parents and/or carers of disabled students or
- professionals working with disabled students

Costs (are services free of charge?): FREE**Webpage:** <http://www.disabilityrightsuk.org/how-we-can-help/helplines/disabled-students-helpline>

Is the service special for ccs or a general service offer for disabled young people/people with handicap in the country? No

Name of the service offer: Education Factsheets**Location (Country, City):** web based**Goal:** The education related factsheets include information on further education, higher education, adult education, personal care, adjustments for disabled students and your rights under the Equality Act.**Services offered:**

- [Work related Factsheets and publications](#)

The factsheets and publications cover a wide range of topics related to work and careers including:

- [Access to Work factsheet](#) - Access to work provides practical advice and support to help you overcome work-related obstacles. It can also give you grants towards extra employment costs.
- [Doing Careers Differently](#) - A guide written by and for disabled people on how to progress in your career.
- [Doing Work Differently](#) - Getting and keeping a job while managing a disability or health condition.
- [Into Apprenticeships](#) - Into Apprenticeships deals with common questions such as how to find an apprenticeship, whether the training will be accessible and what support is available in the workplace. It can be [purchased from the shop](#).

Costs (are services free of charge?): FREE to 3,99 £**Webpage:** <http://www.disabilityrightsuk.org/how-we-can-help/benefits-information/factsheets/education-factsheets>

Is the service special for ccs or a general service offer for disabled young people/people with handicap in the country? NO

Name of the service offer: Macmillan Helpline support 0808 808 00 00

Location (Country, City): all over England

Services offered: On the support line a qualified team is able to offer support – financial support, help with benefits, emotional support, counselling – in drop-in centres all over England. F2f sessions. Family members can also access the support.

Costs (are services free of charge?): FREE

Webpage: Additionally, special section in the website is devoted to survivors. Very detailed description of possible late-effects is given.

<http://www.macmillan.org.uk/Cancerinformation/teensandyoungadults/Lifeaftercancertreatment/Lifeaftercancertreatment.aspx>

Is the service special for ccs or a general service offer for disabled young people/people with handicap in the country? No

Name of the service offer: Scope Helpline for people with disabilities

Service offered: The helpline is information and advice service – no job counselling. They direct them to the National Career Service. Do not go in-depth, more a coordination whom they could call for their specific inquiry.

Costs (are services free of charge?): FREE

Webpage: <https://www.scope.org.uk/>

Is the service special for ccs or a general service offer for disabled young people/people with handicap in the country? No

Name of the Service: National Career Service

Services offered:

- Six face-2-face sessions are offered to any person.
- Help to choose or change career
- Skills tests, course search, job search advice
- Personalised help from careers advisers
- Interview hints and tips available in the website

Costs: FREE

Webpage:

<https://nationalcareersservice.direct.gov.uk/Pages/Home.aspx>

Is the service special for ccs or a general service offer for disabled young people/people with handicap in the country? No

Name of the Service: Skills Health Check (offered by the National Career Services UK)

Services offered:

The Skills Health Check Tools are a set of online questionnaires with a report. They are designed to give information about the skills, interests and motivations in the workplace. The tools help to think about the kinds of jobs that might be best for a person in future. The online tool creates a detailed report with recommendations, which could then be discussed with a career counsellor.

Costs: FREE

Webpage:

<https://nationalcareersservice.direct.gov.uk/tools/skillshealthcheck/Pages/default.aspx#>

Is the service special for ccs or a general service offer for disabled young people/people with handicap in the country? No

And more broad career support, not specified for CCS available here*:**

Acas

In England, Scotland and Wales, Acas provides advice on employment matters including workplace rights, contracts, redundancies, discrimination and harassment via their website and confidential phone helpline. Their advisors can also help you to resolve employment-related disputes.

Web: <http://www.acas.org.uk>

Careers Wales

Careers Wales provides website and phone helplines for people in Wales looking for more information about their work and study options.

Web: <http://www.careerswales.com>

National Apprenticeship Service

The National Apprenticeship Service website has information about undertaking an apprenticeship in England and links through to a searchable database of vacancies.

Web: <http://www.apprenticeships.org.uk>

National Union of Students (NUS)

The NUS aims to be the national voice of students in further education through campaigning for students' rights across the UK. Their website has a wealth of information about settling into student life and making the most of your time in further education.

Web: <http://www.nus.org.uk>

My World of Work

My World of Work is a website that contains information about choosing a career, finding a job, and training options available for Scottish young people. My World of Work is run by Skills Development Scotland.

Web: <http://myworldofwork.co.uk>

The Prince's Trust

The Prince's Trust is a youth charity that works with 13 to 30-year-olds from across the UK who have struggled at school, have been in care, are long-term unemployed or have been in trouble with the law. They give practical and financial support to allow young people to develop skills for the workplace.

Web: <http://www.princes-trust.org.uk>

Rathbone

Rathbone is a voluntary youth sector organisation which helps young people across the UK back into further education, training and employment. In England, they run apprenticeship programmes for 16 to 24 year-olds.

Web: <http://www.rathboneuk.org>

Shaw Trust

Shaw Trust is a national charity that helps people prepare for work, find jobs and live more independently. Their employment advisers can help with job searches and also provide financial advice and in-work support.

Web: <http://www.shaw-trust.org.uk/individuals>

The Big Choice

The Big Choice is a recruitment website aimed at UK 16 to 27-year-olds, with information for graduates, school and college leavers, and those looking for part-time or temporary work.

Web: <http://www.thebigchoice.com>

YMCA Training

YMCA Training offers a range of apprenticeships and training programmes to young people and adults throughout England to help them develop personal, vocational and work-related skills.

Web: <http://www.ymcatraining.org.uk>

***Summary retrieved from: <http://www.clipsargent.org.uk/content/work-and-further-education>

London Apprenticeship Project

<http://www.disabilityrightsuk.org/how-we-can-help/careers/london-apprenticeship-project>