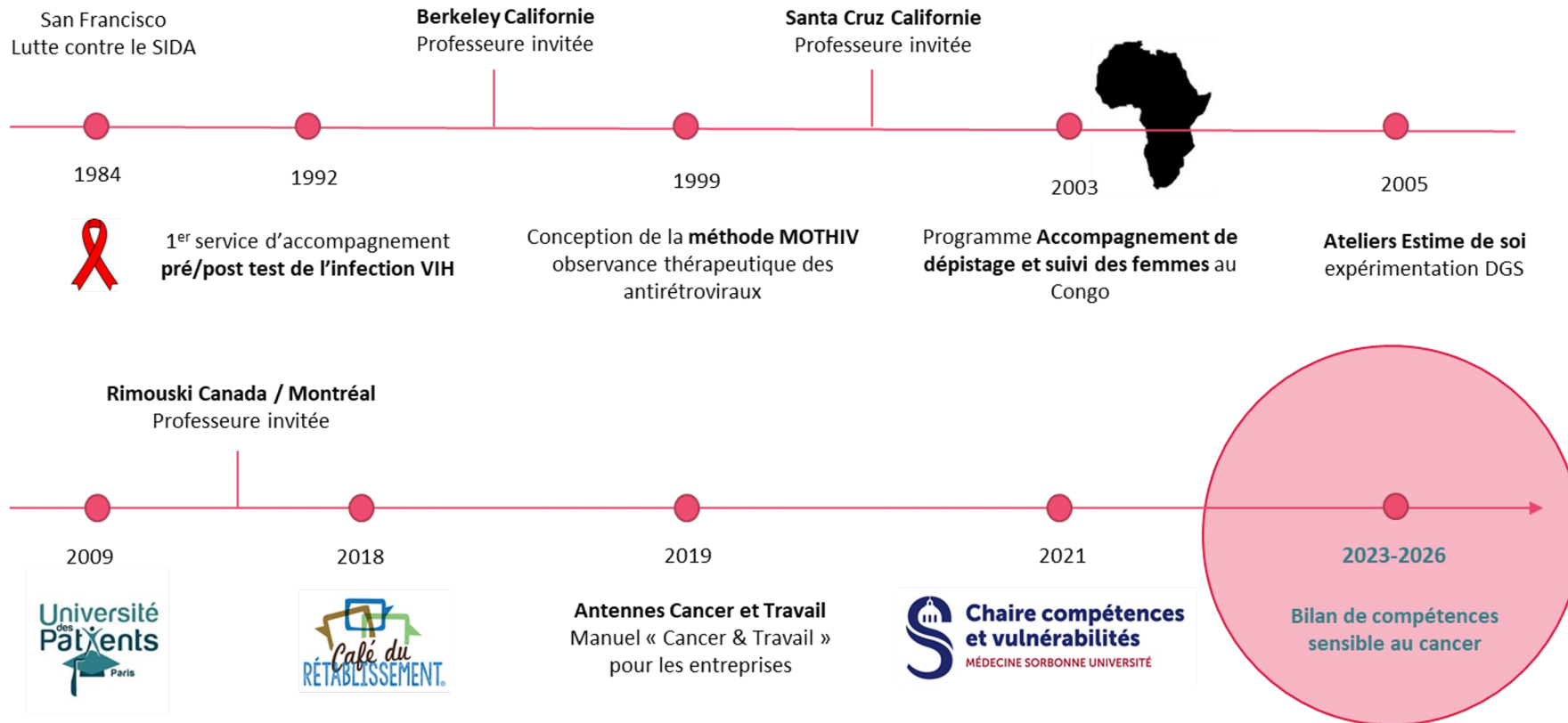


A skills assessment center sensitive to health challenges, starting with cancer

Career counseling centers for cancer survivors

by Professor Catherine Tourette-Turgis, holder of the Chair competencies and vulnerabilities, founder of the University of Patients Sorbonne

About Catherine Tourette-Turgis



150
publications

13
books or manuals

17
book chapters



PARTIE II - LE COUNSELING 979

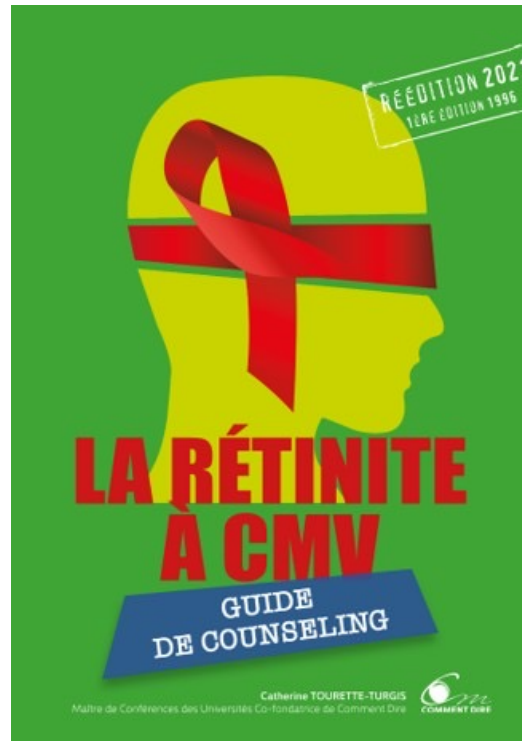
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Counseling comme mode d'accompagnement
au sein d'un réseau d'entreprise
Les postulats du counseling
Les attitudes de base pour pouvoir pratiquer le counseling
Le rôle de l'écoute
L'impact du counseling
Le rôle du conseiller
Le regard du professionnel
Attitude de non jugement

11 - Les techniques de base à utiliser dans les entretiens de counseling
La question ouverte : "C'est quoi ? A qui sert cela ?"
La reformulation : "C'est quoi ? A qui sert cela ?"
La validation : "C'est quoi ? A qui sert cela ?"
La rétroaction : "C'est quoi ? A qui sert cela ?"
La synthèse ou le résumé : "C'est quoi ? A qui sert cela ?"
La technique du silence : "C'est quoi ? A qui sert cela ?"

12 - Les stratégies de bases d'intervention en counseling
Aide à la prise de décision
Aide à la résolution de problèmes
Gestion de crise

PITRE 6 1011
Essentiels de la conduite d'un entretien de counseling
Accueillir la première personne
Quadrer une séance de counseling à plusieurs
Se mettre en écoute à plusieurs
Conduire un entretien d'écoute active
Faciliter la présentation de sa situation
et la formulation de sa demande par la personne
Choisir avec la personne la stratégie de counseling

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Évaluer ce qui a trait au counseling proprement dit
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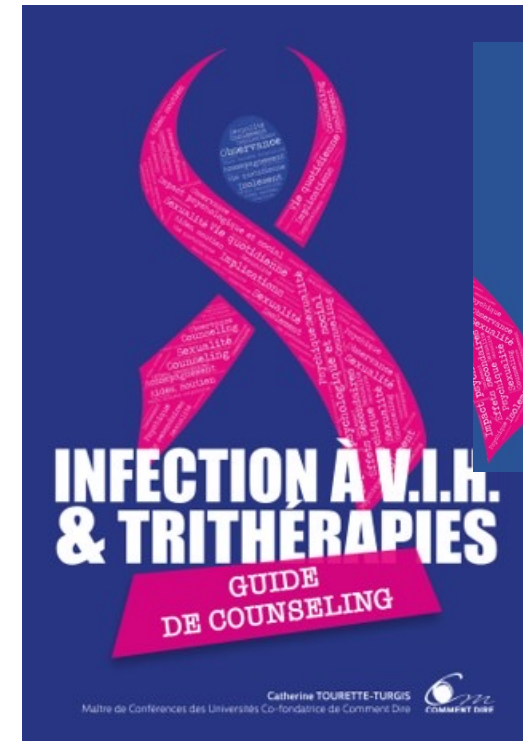
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Recovery & cancer survivorship issues

Cancer, survivorship: a new worldwide challenge

- Approximately **100 million people** have a personal history of cancer and are thus considered to be cancer survivors. ⁽¹⁾
- Today, thanks to new therapies and due to advances in oncology research, there are **more cancer survivors** than people who die from cancer.
- **Half of cancers affect people of working age** ⁽²⁾, survivorship is also a challenge for working environment and companies.
- The professional dimension is recognized as a dimension that contributes to the person's recovery, but which requires support ⁽³⁾

(1) Global Burden of Disease 2019 Cancer Collaboration; Kocarnik JM, Compton K, et al: Cancer incidence, mortality, years of life lost, years lived with disability, an disability-adjusted life years for 29 cancer groups from 2010 to 2019: A systematic analysis for the Global Burden of Disease Study 2019. *JAMA Oncol*, 8;420-444, 2022

(2) de Boer, A.G., Torp, S., Popa, A. *and al.* (2020). Long-term work retention after treatment for cancer: a systematic review and meta-analysis. *J Cancer Surviv* **14**, 135-150

(3) Tourette-Turgis, C. Rebillon, M., (2023). *Manual of Counseling for Peer Support Partners Cancer & Work*, Comment dire, p. 110

Supporting cancer recovery: a win-win situation for employees and the employers

Ensuring a successful return to work, or maintaining work under good conditions for an employer, means :

- **Reducing costs** associated with replacement and management time required for these tasks
- **Helping managers to accompany** their teams more effectively
- Building a relationship of **trust and loyalty** with employees
- Increasing **the reputation of the employer** as a good one

Tourette-Turgis, C. Rebillon, M., (2023). *Manual of Counseling for Peer Support Partners Cancer & Work*, Comment dire, p. 43

Impact of cancer

Cancer today: a worldwide challenge

Improvements in medical care are enabling patients with cancer to **live longer** and to **increase their ability to work** during and following treatment ⁽¹⁾ ⁽²⁾

This trend brings with it new issues regarding survivors' employment-related needs.

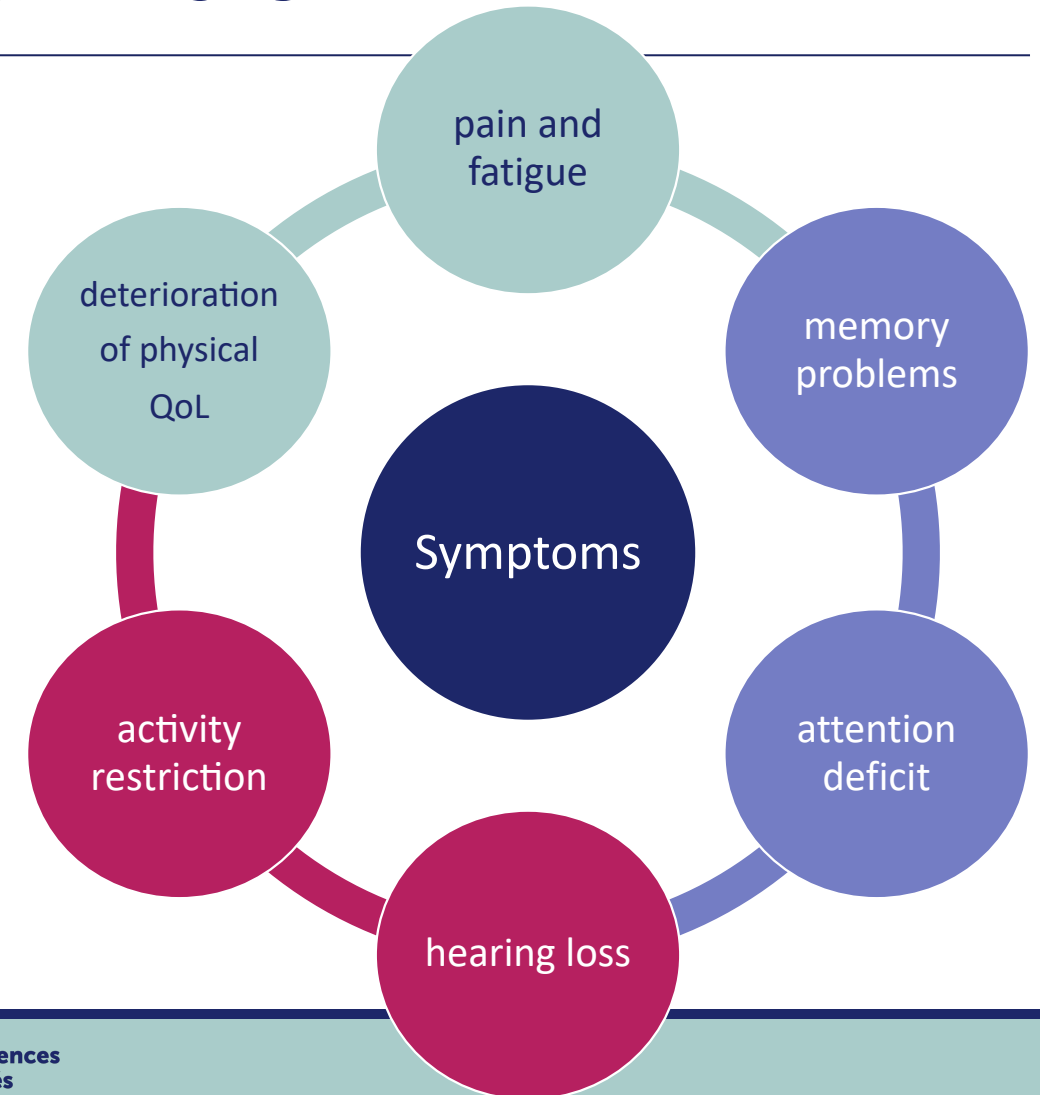
(1) Pryce J, Munir F, Haslam C. (2007). Cancer survivorship and work: symptoms, supervisor response, co-worker disclosure and work adjustment. *J Occup Rehabil*; 17(1):83–92

(2) Stone DS, Ganz PA, Pavlish C, Robbins WA. (2017) Young adult cancer survivors and work: a systematic review. *J Cancer Surviv*. Dec;11(6):765-781

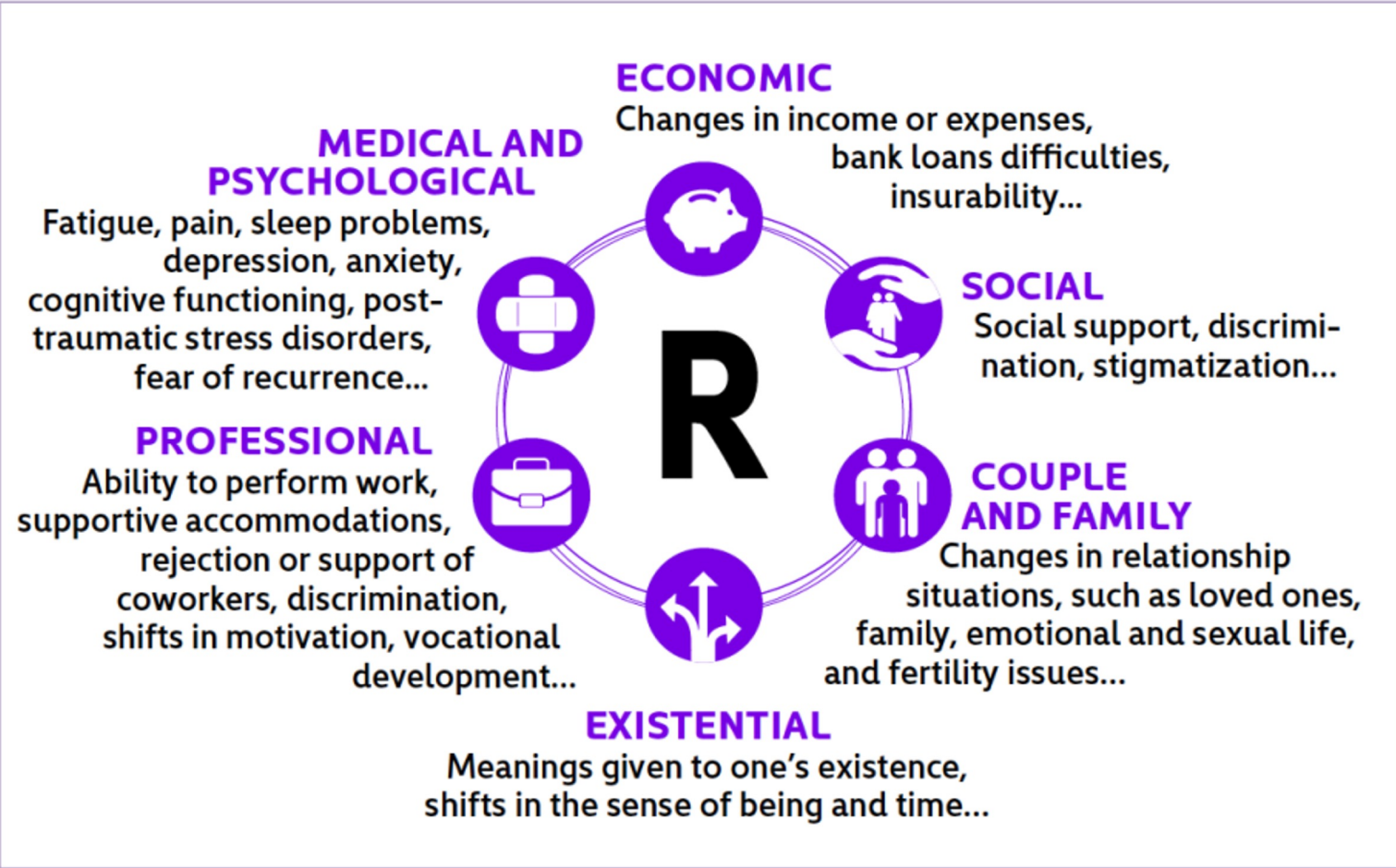
Cancer-related symptoms influencing work outcomes among cancer survivors

- pain and fatigue ⁽¹⁾
- memory problems and attention deficit ⁽²⁾
- hearing loss ⁽³⁾
- activity restriction and deterioration of physical quality of life ⁽⁴⁾

- (1) Al Maqbali M, and al. (2021) Prevalence of Fatigue in Patients With Cancer: A Systematic Review and Meta-Analysis. *J Pain Symptom Manage.* Jan;61(1):167-189.
- (2) McDougall GJ Jr, and al. (2014) Memory and cancer: a review of the literature. *Arch Psychiatr Nurs.* Jun;28(3):180-6.
- (3) Miaskowski C, and al. (2018) Impact of chemotherapy-induced neurotoxicities on adult cancer survivors' symptom burden and quality of life. *J Cancer Surviv.* 2018 Apr;12(2):234-245.
- (4) Tan CJ, and al. (2022) Investigating how cancer-related symptoms influence work outcomes among cancer survivors: a systematic review. *J Cancer Surviv.* Oct;16(5):1065-1078.



Cancer recovery intervention model based on 6 dimensions



Tourette-Turgis, C. Rebillon, M., (2023). *Manual of Counseling for Peer Support Partners Cancer & Work*, Comment Dire, p. 27.

Target groups of our career counseling initiative

- young adults suffering from sarcoma, often on fixed-term contracts
- women and breast cancer patients
- salaried adults aged around 55 at risk of forced early retirement
- men and women with colorectal and lung cancer
- self-employed men and women

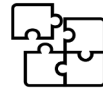
How to meet unmet needs

- Women constitute the demographic **most affected** by cancer and its impact on work.
- In oncology services, studies have shown that the topic of work is **less frequently addressed with women** than with men.
- Women are **caught between three demands**: taking care of themselves, taking care of their children, and taking care of their career.

5 different work packages

1

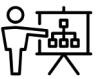
Which kind of counseling



How to combine counseling, cancer counseling and career counseling ?

2

Training career counselors



How to train career counselors wanting to work in oncology services, in companies ?

3

Raising awareness among oncology



on the benefits of introducing the professional dimension at the right moments in cancer care pathways

4

How to Improve RTW practices within work places



How to train employers and improve RTW companies' procedures

5

Evaluation



on the feasibility, acceptability and relevance of this experimentation

How to train career counselors to work with cancer survivors

What is the optimal approach: to enhance the training of career counselors by incorporating an additional component into their general education, to establish a dedicated training program, or to introduce an additional specialized certification within their educational framework?

Alternatively, should one consider the training of cancer-experienced individuals (expert patients) who are already facilitating the return to work, by providing them with some training in career counseling through the establishment of a certificate or diploma program?

Lessons learned

The Sanofi experience has demonstrated that the most effective model involves deploying affinity groups within companies where employees affected by cancer or their caregivers provide peer support to other employees. When coupled with peer support counseling training, this approach yields favorable outcomes.

Our experience with HIV/AIDS counseling illustrates that counseling can serve as a crucial front-line resource in combating isolation, stigma, and distress, provided that the chosen counseling approach is person-centered and situation-focused, and that counselors do not solely burden the individual with problem-solving responsibilities.

The project highlights

combining 3 expertises

oncology / career guidance / cancer experience

a co-constructed system

theoretically sound methods and tools, revised in real time
with all those concerned and stakeholders

a field experiment

100 skills assessments carried out during the trial phase

institutions of excellence

Sorbonne Université, Conservatoire National des Arts et Métiers (Cnam),
Université des Patient·es Sorbonne

a system that can be transferred

free access for the dissemination of innovative practices



They are supporting us



To stay in touch

Our website

<https://universitedespatients-sorbonne.fr/>

My blog

<https://www.touretteturgis.com/>

My email

catherine.tourette-turgis@sorbonne-universite.fr