



CANCER+
CAREERS

BE THE
BOSS
OVER CANCER

2024 Highlights

2024 OVERVIEW

Cancer and Careers provides support and real-time solutions for the cancer community's employment needs.

- 543,000+ individuals visited cancerandcareers.org & cancerandcareers.org/español.
- Distributed more than 65,000 publications in English and Spanish.
- Granted \$10,000 in emergency cash assistance to survivors facing financial crises.
- Produced 32 virtual events, including National & Regional Conferences and Work & Cancer Webinars.
- Gifted 79 laptops to patients and survivors being held back by unreliable technology.
- Presented at 19 programs for partner organizations across the U.S.
- Hosted two virtual In-Service Trainings for Healthcare Professionals reaching 103 oncology professionals and advocates in 35 states.
- Created Early Career Channels on Cancer and Careers Website serving as a hub of targeted resources and support for young adults managing work and job search.
- Supported 56 individuals by providing personalized one-on-one assistance.
- Fielded a new survey to understand the experiences people face balancing work and cancer.
- Reviewed resumes for 239 job-seeking survivors.

FINANCIAL ASSISTANCE GRANTS



FINANCIAL ASSISTANCE GRANTS

[CANCERANDCAREERS.ORG/RESOURCE/FINANCIAL-ASSISTANCE-GRANTS](https://cancerandcareers.org/resource/financial-assistance-grants)

**APPLY
NOW >**

For a fourth year, Cancer and Careers offered our Financial Assistance Grants program, bringing \$10,000 in emergency support to cancer patients and survivors during their most critical time of need.

106 survivors applied for the 2024 grant program, with 50 people receiving the support they needed to alleviate some of their everyday stress.

“ This may seem like a small amount of money to some people. However, when you have had a life changing event and have lost your income everything matters. Down to the penny... Sometimes we have to split a meal in half in order to have food for the next day. We may have to go without some things we may want (as simple as a soda) because we just don't have enough. This grant is a blessing to me and has given me a new sense of hope. Thank you for your generosity and support. It is greatly appreciated.”

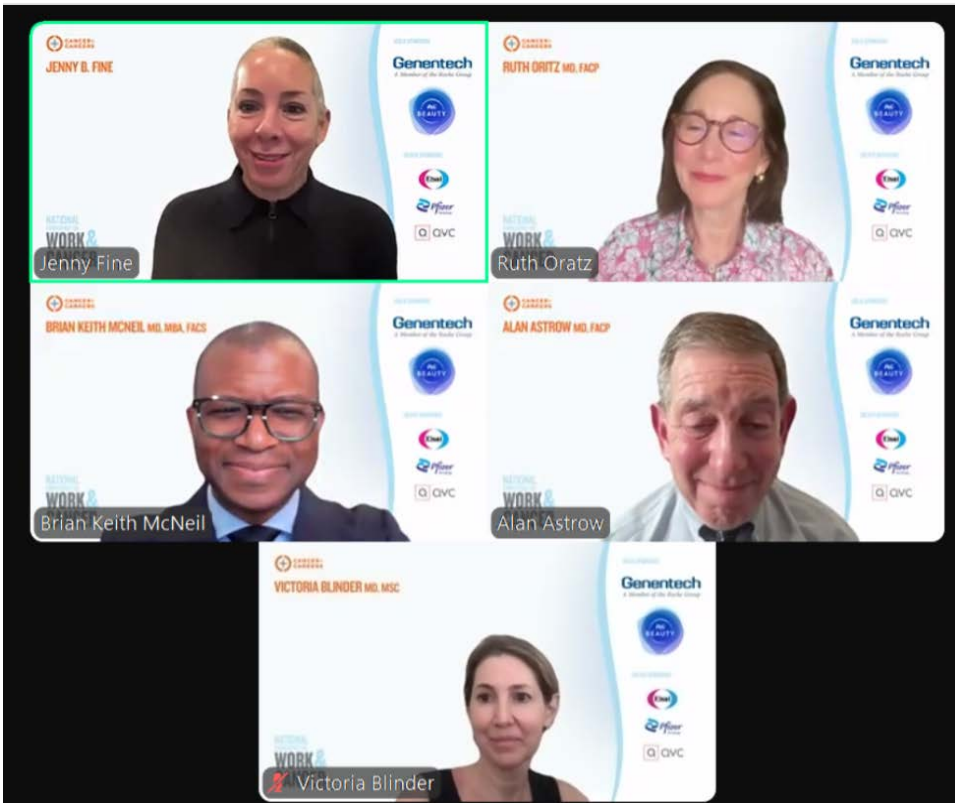
- 2024 Financial Assistance Grant Recipient

NATIONAL CONFERENCE

Now fourteen years strong, the National Conference on Work and Cancer continues to tackle fundamental issues of health, employment and everyday life.

2024 STATS

- 771 attendees from 47 states/territories and 8 countries
- 1,698 registrants
- Patients, survivors, caregivers and healthcare providers
- Full day of virtual programming, 100% free of charge
- 12 expert speakers
- 45 community partners
- Accredited by 5 licensing boards for nurses, social workers and HR
- Technology Assistance Program



TECHNOLOGY ASSISTANCE PROGRAM (TAP)

The Technology Assistance Program is designed to make attending the virtual Conference easier for those in our community who lack a reliable device—which affects access to much of CAC’s current services as well as things like tele-health, support groups and remote work opportunities.

This program grants a one-time award of a laptop to eligible patients and survivors. For our 2024 National Conference we were able provide laptops to 40 survivors from 22 states; 87.5% of whom are still in active treatment.



TECHNOLOGY ASSISTANCE PROGRAM (TAP)

Recipient Feedback

"I'm very thankful for this opportunity. I got a job and am now helping many others to find theirs...Perfect tool to work as a remote recruiter, thank you!"

"I started a business on Teachers Pay Teachers selling STEM curriculum that I create. Having a new laptop has made this endeavor so much easier, and I can't thank you enough for it! Just prior to receiving my laptop from you, I spent three hours completing a task that should have only taken me 30 minutes to complete. I also recently had a virtual doctor's appointment, and my computer would just shut down and stop working in the middle of my appointment...Now I don't have to worry about that happening during my appointments. I truly appreciate Cancer and Careers and all the sponsors who made this program possible. Thank you so much!"

"I am beyond grateful and so excited to be awarded a laptop. This will help in my job search immensely as I begin the process of building my life back as finishing my cancer treatments. Thank you so much!"

NATIONAL CONFERENCE; ATTENDEE FEEDBACK

Cancer and Careers has continued to deliver a high-quality national conference. This empowering day of practical information, networking and encouragement—completely free of charge—has been well received from our *grateful* audience.

OVERALL FEEDBACK

- 98.9% of attendees said they would recommend this conference to others who are interested in knowing more about working with cancer.
- 97.9% of attendees said the information received during the program was presented in a way that could apply to their day-to-day lives.
- 98.9% of attendees rated the value of the information presented at the conference as good to excellent.

HEALTHCARE PROFESSIONALS FEEDBACK

- 87.3% of healthcare professionals who work with patients said they are somewhat-to much more likely-to initiate conversations with patients about issues related to work and cancer going forward.

"Words can't express how much this webinar is giving me some ambition and a lot more willpower to know that I'm going to be OK. As a single mother... I don't have the resources to just sit down and not work and not make money and not tend to my children and not make sure that we have a roof overhead... Thank you for your webinar because it also showed me that I need to continue living for myself as well and that I deserve an enjoyable life."

- 2024 National Conference Attendee

REGIONAL CONFERENCES

The rapid growth of our Midwest and West Coast Regional Conferences is a testament to the nationwide need for our services. This momentum continued with our 2024 events.



**WEST COAST
CONFERENCE ON
WORK &
CANCER**

OCTOBER 19, 2024

GOLD SPONSOR
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A Member of the Roche Group

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BRONZE SPONSORS
BRICKHOUSE SECURITY, LEUKEMIA & LYMPHOMA SOCIETY

PATRON SPONSORS
Allsup, SERVIER

CANCER+ CAREERS

11th Annual Midwest Conference:

- March 22, 2024
- 483 total registrants
- 261 attendees
- 20 Technology Assistance Program recipients

10th Annual West Conference:

- October 19, 2024
- 336 total registrants
- 133 attendees
- 19 Technology Assistance Program recipients

TECHNOLOGY ASSISTANCE PROGRAM (TAP)

For the fourth year in a row, we continued the Technology Assistance Program for our 2024 Regional Conferences and provided laptops to 39 survivors from 14 states, 76% of whom are still in active treatment.

Recipient Feedback

"It feels like a miracle after years of struggling due to not having adequate technology. Thank you for supporting this niche need because I feel that the inequity I have experienced with my school and work peers due to not having access to functioning, up to date technology has been extremely overlooked. Thank you for caring about this group of cancer patients and survivors in need."

"I am eternally grateful for this award as I have never owned a personal use laptop. I have overcome a lot since my cancer diagnosis, and this will help me to become the best version of myself during my life with cancer."

"This award is like a bright light in a sea of darkness. It opens the door to the world of technology which elevates your technical skills, it introduces you to the efficient way laptops makes anything you're doing so much easier... It's a game changer for people of any age group. It's a learning tool that elevates your life and empowers you to be independent, self sufficient and creative."

REGIONAL CONFERENCES; ATTENDEE FEEDBACK

It is important, even virtually, for CAC to show its commitment to bringing programming to distinct regions of the country. The feedback from attendees showcase the necessity and success of both the Midwest and West Coast Conferences.

2024 Midwest Conference

- 98.9% of surveyed attendees would recommend this conference to others
- 98.9% of surveyed attendees rated the value of the information presented at the conference as good or excellent
- 98.4% of surveyed attendees said they can apply the information learned to their day-to-day lives

2024 West Coast Conference

- 100% of surveyed attendees would recommend this conference to others
- 100% of surveyed attendees rated the value of the information presented at the conference as good or excellent
- 96.9% of surveyed attendees said they can apply the information learned to their day-to-day lives

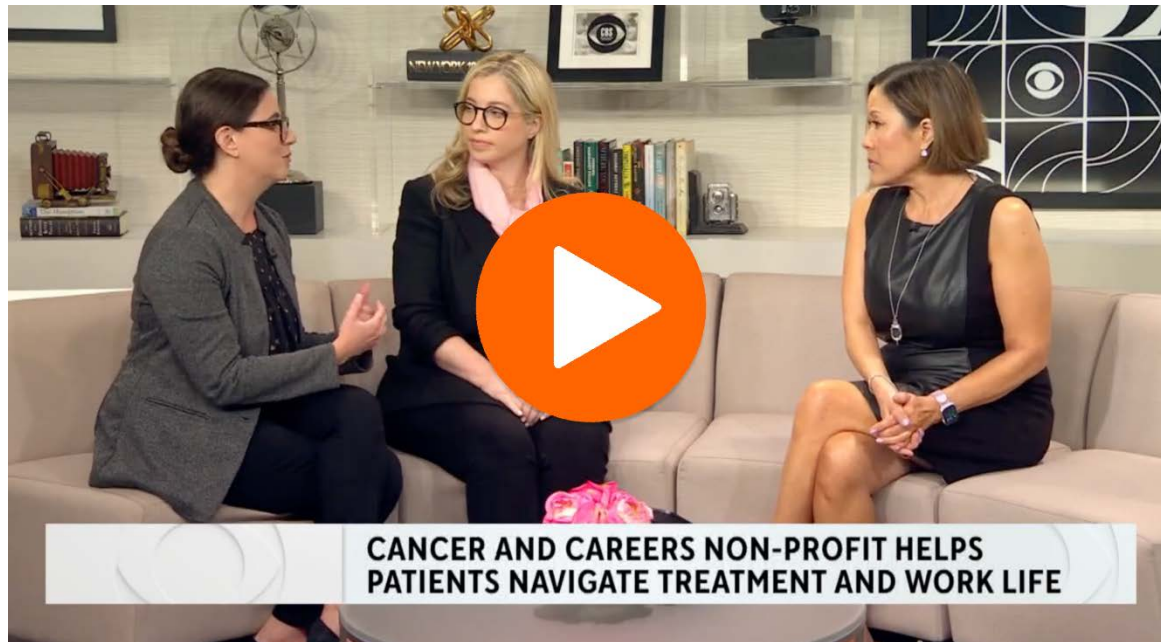
"I love this conference. I am also a patient and caregiver.... as usual CAC does not disappoint. I have been blessed by you all in so many ways. Please keep up the great work."

- 2024 Midwest Conference Attendee

CAC ON CBS

On October 8, 2024, CAC's executive director Rebecca V. Nellis was featured on CBS News alongside breast cancer survivor Carly Guerra and Emmy Award-winning journalist Cindy Hsu.

The segment highlighted how CAC helps individuals who are diagnosed with cancer and discussed the importance of workplace support for people with cancer.



www.cbsnews.com/newyork/video/non-profit-cancer-and-careers-helps-patients-balance-treatment-and-work/

INVITED SPEAKER

In November 2024, CAC's Executive Director was invited to speak at MD Anderson's Cancer Survivorship Research Grand Rounds as part of a session titled Integrating Back to The Workforce After Cancer.

Rebecca spoke alongside Janet S. de Moor, PhD, MPH, Acting Associate Director of the Healthcare Delivery Research Program (HDRP) at the National Cancer Institute on the current research landscape on work after a diagnosis as well as the gaps in data and opportunities for intervention in healthcare settings.



Integrating Back to the Workforce After Cancer: Cancer Survivorship Research Grand Rounds



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CANCER AND CAREERS
FOUNDED 2001

Vision: To eliminate fear and uncertainty for working people with cancer

Mission: Cancer and Careers empowers and educates people with cancer to thrive in their work environment by providing expert advice, interactive tools and educational events to patients, survivors and caregivers.

The organization also provides guidance and training for healthcare providers, HR professionals, employers and managers.



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CANCER AND CAREERS:
WHAT WE OFFER

For Diagnosed Individuals & Caregivers:

- National and Regional Conferences
- Educational Website (English & Spanish)
- Webinars (English & Spanish)
- Community Events (English & Spanish)
- Publications (English & Spanish)
- Financial & Technology Grants
- Job Search Tools & Resume Review
- Access to Social Workers
- Career Coaching

For Professionals:

- Accredited programming for Nurses, Social Workers and HR

For Companies:


- Policy guidance; manager, HR and staff-wide training; focus groups; surveys; and panels

Research:

- 2012-2024 CAC/Morris Poll Survivorship Surveys
- 2021 CAC/Wakefield African American/Black and Hispanic/Latine Survivors Survey
- 2019 CAC/Wakefield Coworkers Survey




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COMMON MISCONCEPTIONS

- People diagnosed with cancer don't want to work.
- People diagnosed with cancer can't work.
- People diagnosed with cancer only want to work for their paycheck and/or insurance access.
- People balancing work and cancer will not be as productive.
- Providing job modifications/reasonable accommodations is expensive and/or always means giving time off.
- Accommodating one person means making changes for every employee.
- Treatment and/or side effects are the same for everyone.
- People who complete treatment are "all better" and should be back to "normal".
- People don't change jobs or careers during treatment or recovery.
- If the law doesn't require it, an employer won't do it.




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GAPS IN KNOWLEDGE

- Research on the real-time effect of a diagnosis/treatment on work
 - A lot of existing studies rely on the memory of the experience
- Work is often looked at through a purely healthcare access and/or financial toxicity lens.
 - While critical, they don't get at the full picture of why people work through treatment/what they need or the challenges to getting a new job post-diagnosis
- Work outcomes not being segmented by types of treatment or diagnoses
 - Surgery only treatment can skew understanding of cancer treatment's true impact on work
- Longitudinal studies to better support the business case for keeping people working
- Research that dives into intersectionality and how it impacts work outcomes for people diagnosed
 - Disparity in diagnosis/treatment is more commonly discussed but how it intertwines with a person's work outcomes is not
- Data on how many people find themselves having to or wanting to change jobs/careers
- Understanding outcomes for people with office-based employment vs not and full-time vs not
 - Domestic employment, gig workers, factory/farm settings, service industry, independent contractors, actors, dancers, healthcare providers, etc.



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OPPORTUNITY FOR INTERVENTION

Healthcare settings having greater training/understanding of key issues/resources

- Federal, state and local laws may play a role
 - Insight into which might be most relevant, basic eligibility and credible referrals are all critical
- Understanding what is covered by a company policy or benefit vs the law
 - Clarity on if/how company policy or benefits and the law work together
- More robust intake with patients to reveal concerns/pain points not automatically expressed regarding work—whether current employment or in the pursuit of it
 - Required documentation from healthcare providers can inadvertently disclose information an individual didn't want shared with their employer
 - What is driving the need/choice to work to better inform treatment planning
 - What are the actual job demands and what side effects mitigation can be deployed based on specifics in job
 - Not every work-related issue is expressed in the context of work

Data reflective of the current state of work, policy, medicine, demographics, etc. is essential to improving the employment circumstances of individuals diagnosed with cancer



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EMPLOYER PROGRAMMING

In 2024, Cancer and Careers was sought out to deliver best-in-class programs and trainings for companies looking to build or enhance a culture of support.

"[I] would like to share my heartfelt appreciation to Cancer and Careers for their dedication and meaningful contribution, making this partnership a shining example of the positive change that can emerge when organizations come together with a shared commitment to support and empower our teams, on such a relevant topic, such as Working with Cancer." –Nestlé



Link to video:

<https://www.youtube.com/watch?v=RNoz4kceV->

Cancer and Careers delivered services including:

- Trainings for Managers and HR
- Global Panel Discussions
- Focus Groups
- Employee Surveys & Follow-Up Interviews
- Advisement on Global Guidelines
- Tools for Managers & HR
- And More!

BALANCING WORK & CANCER WEBINARS

Since 2009, CAC has been providing high quality and targeted virtual programs to cancer patients, survivors, healthcare/HR professionals, employers and caregivers

In 2024, CAC produced twelve accredited webinars that reached 1201 unique registrants and 606 unique participants. Many of the people who attended joined us for more than one session, making the overall attendance number 1,331.

Feedback for this program included 97% of surveyed attendees saying the webinar they attended was presented in a way they could apply to their day-to-day lives and 98.8% saying they would recommend the webinars to those interested in knowing more about work and cancer.

Sessions:

- Managing Long-Term Stress
- Balancing Remote Work & Cancer
- Career Shifting: Tips, Tools & Techniques
- First Impressions: Resumes and LinkedIn
- Networking: Unlock New Opportunities
- Balancing Work & Nutrition
- Balancing Work & Cancer
- Communicating Effectively, Part 1
- Communicating Effectively, Part 2
- Setting Boundaries
- Balancing Work & Caregiving
- Self-Care: Practical Approaches at Work and Beyond

CONNECTING COMMUNITIES



Spanish-speaking patients and survivors can find comprehensive information about work after a diagnosis on the Cancer and Careers en Español website. Similar to CAC's English website, it offers articles, a resource directory, downloadable tools and videos.

In 2024, we offered our Spanish speaking community:

- Three-part live webinar series including an hour-long educational presentation and two Ask the Experts moderated conversations
 - Each session was then added to cancerandcareers.org/espanol for replay anytime
- Financial assistance grant program
- New blogs & articles
- Spanish subtitles on four new virtual hour-long programs



IN-SERVICE TRAINING FOR HEALTHCARE PROFESSIONALS

IN-SERVICE

NAVIGATING CANCER: WORK & INSURANCE



This **FREE** virtual in-service for oncology healthcare professionals and advocates provides **training** on the **practical and legal issues** patients, survivors and caregivers face when it comes to cancer and work. Join us to learn how to advise your patients, provide credible referrals and connect with your peers in the field.

DATES:

Wednesday, July 17
9:30 AM-5:30 PM ET / 6:30 AM-2:30 PM PT

Tuesday, Sept 17
11:00 AM-7:00 PM ET / 8:00 AM-4:00 PM PT

Attendees to log on 10 minutes prior

LOCATION:

Zoom

RSVP:

Space is limited.
Please RSVP as soon as possible, at
cancerandcareers.org/in-service

QUESTIONS &

ACCOMMODATIONS:

646.929.8041 or cancerandcareers@iccw.org

TOPICS COVERED:

- >> NEWLY DIAGNOSED PATIENTS
 - > DETERMINING WHETHER TO CONTINUE WORKING
 - > AMERICANS WITH DISABILITIES ACT
- >> WORKING THROUGH TREATMENT
 - > MANAGING SIDE EFFECTS
 - > REASONABLE ACCOMMODATIONS
- >> TAKING TIME OFF
 - > FAMILY AND MEDICAL LEAVE ACT
 - > DISABILITY INSURANCE & FINANCES
- >> RETURNING TO WORK
 - > RE-ASSIMILATION
 - > JOB SEARCH
- >> DISCLOSURE
 - > RIGHTS, DECISIONS AND CONVERSATIONS
- >> HEALTH INSURANCE OPTIONS

FREE CEs AVAILABLE FOR SOCIAL WORKERS AND NURSES

For more information on CEUs, visit
www.cancerandcareers.org/ceus

Sponsor:



Cancer and Careers' mission is to empower and educate people with cancer to thrive in their workplace.
www.cancerandcareers.org

Triage Cancer provides education and resources on the practical and legal issues that impact individuals diagnosed with cancer and their caregivers. www.triagecancer.org

By equipping the staffs of national cancer centers and cancer support organizations with in-depth education, they will be better prepared to support the issues their patients face in the workplace.

2024 STATS

- 103 attendees from 35 U.S. states/territories
- 209 registrants
- Select institutions attending: American Cancer Society, Duke University, Mayo Clinic, MD Anderson Cancer Center, Mayo Clinic, Memorial Sloan Kettering Cancer Center
- Accredited by 5 licensing boards for nurses, social workers and HR

NEW EARLY CAREER CHANNELS

Young adults with cancer often find themselves struggling with a range of challenges. These may include missed educational and job opportunities, heightened work-related stress, mental health struggles, and feelings of social isolation. To better address the employment concerns of this community, in 2024 Cancer and Careers added two new channels and four new articles to its website focused on people early in their career.



HOME > AT WORK > EARLY CAREER

- WHERE TO START ▶
- LEGAL & FINANCIAL ▶
- BACK TO WORK ▶
- WORKING REMOTELY ▶
- EARLY CAREER ▶**
- COWORKERS ▶
- MANAGERS ▶
- HUMAN RESOURCES ▶
- CAREGIVERS ▶

SAFEGUARDING PRIVACY

If you're a young adult, social media is likely part of your DNA. It's how you follow and/or connect with friends, peers, influencers, celebrities, experts and news sources. And if you're active on social media, then there's a good chance you've shared information about yourself on platforms such as X, TikTok, Instagram, Snapchat and others.

DISCLOSURE DECISIONS AT WORK

Among the many challenges of being diagnosed with cancer is that there's a lot to figure out and decisions, separate from treatment, to be made. One key work-related one—that can be surprisingly complex—is whether you want people at your job to know your health situation.

JOB-HUNTING 101

The thought of looking for a job can feel daunting at any age, but even more so when you're just starting out and you have (or had) cancer. Below are some basics for how to approach the process, and what to keep in mind if cancer is part of your story.

CRAFTING A STRONG FIRST RESUME

Regardless of how old (or young!) you are or the type of job you're looking for (e.g., part-time during the summer, full-time post-college), you're going to need a resume. In many cases it will be the first "picture" a potential employer will have of you. So, it's important that it be informative, representative and well written.

IN-TAKE SERVICES

Cancer and Careers is committed to providing individual support. Our program staff—including two in-house social workers and two Spanish speakers—handle our audience’s direct requests for personalized assistance through phone calls and emails. Issues presented during these one-on-one conversations include job search guidance, requests for information on workplace accommodations, and disclosure concerns.

In 2024, CAC staff engaged one-on-one with 56 patients, survivors and healthcare professionals, providing support and referrals.

Since 2013, this individualized service has supported 984 people with their unique needs.

THE HARRIS POLL

This year's annual Cancer and Careers survey, included both trended questions that give insight over time on the experience of people balancing work after a diagnosis as well as new questions focused more specifically on what this population is getting—and what they need—from their employers

- 84% believe training on how to support an employee working with cancer should be a requirement for supervisors.
- For those who felt supported at work while undergoing treatment (90%):
 - 68% said it had a positive impact on their recovery and 67% said it had a positive impact on their ability to receive/adhere to their cancer treatment.
 - Around 3 in 5 report it had a positive impact on:
 - their work/life balance (62%)
 - mental health (61%)
 - sense of purpose and/or personal identity (60%)

2024 Survey Results

PREPARED FOR:



PREPARED BY:



December 2024

REACHING OUT

ON THE **CACBLOG...**

**HOW TO HANDLE DOCTOR'S
APPOINTMENTS AT WORK
AFTER A CANCER DIAGNOSIS**



ON THE **CACBLOG...**

**HOW TO ADDRESS
COMMENTS ABOUT
PHYSICAL APPEARANCE
AT WORK**



ON THE **CACBLOG...**

**CONSIDERING A CAREER SHIFT
AFTER A CANCER DIAGNOSIS?**



CAC dedicates resources towards educating the public and heightening our visibility as an authority and trusted voice on the issue of living and working with cancer.

In 2024, this included introductions to new corporate and individual donors, outreach communications to cancer survivors connecting them to CAC, and partnering with organizations across the cancer community to ensure resource sharing.

GREAT NONPROFITS

Cancer and Careers earned a 2024 Top-Rated Nonprofit badge from Great Nonprofits, the leading platform for community-sourced stories about nonprofits. Ratings and testimonials were collected from people CAC served and people who supported the organization to showcase the value of our work and to help funders find charities to support.



<https://greatnonprofits.org/org/cancer-and-careers>

Cancer and Careers was privileged to partner with organizations across the cancer community to ensure no patient or survivor missed out on access to programs, services and resources focused on their work lives

- Adelphi New York Statewide Breast Cancer Hotline & Support Program
- American Urological Association
- Bright Spot Network
- Cactus Cancer Society
- *Cancer Care*
- Cancer Hope Network
- Cancer Pathways
- Cancer Support Community
- Cervivor
- Colorectal Cancer Alliance
- Connecting Champions
- Elephants and Tea
- Endometrial Cancer Action Network for African-Americans
- First Descents
- For the Breast of Us
- Gilda's Club Chicago
- IHadCancer.com
- Imerman Angels
- Indian American Cancer Network (IACAN)
- International Waldenstrom's Macroglobulinemia Foundation
- Kidney Cancer Association
- The Leukemia & Lymphoma Society
- LUNgevity
- Lymphoma Research Foundation
- Male Breast Cancer Happens
- Malecare
- Melanoma Research Foundation
- Memorial Sloan Kettering Cancer Center
- Michelle's Place
- National LGBT Cancer Network
- National LGBT Cancer Project
- National Ovarian Cancer Coalition
- New York Legal Assistance Group
- OncoLink
- Red Door Community
- SHARE
- Sharsheret
- Stupid Cancer
- Tell Every Amazing Lady® About Ovarian Cancer
- Testicular Cancer Foundation
- True North Treks
- Ulman Foundation
- Unite for HER
- Young Survival Coalition

Cancer and Careers gratefully acknowledges the individuals listed below for their 2024 support:

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“I am saying to the donors simply Thank You. It is a hard road back to a new normal and it is donors who make a difference in the lives of those who survive this ravaging disease and have to continue to live the aftermath...

My life just wouldn't be the same without you in it. You're part of the reason I will have happy memories this season of my life. Cancer and Careers will always be special to me.”

– 2024 Financial Assistance Grant

For more information, please contact:

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CEW Foundation | Cancer and Careers

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