

COMMUNITY SOCIAL PEDIATRICS INSTITUTE FONDATION DR JULIEN

> CSPI Training Program 2021-2022

4765, rue Ste-Catherine E, Montréal (Québec) H1V 1Z5 • Tel. 514 527.3777 • Fax 514 527.4325 fondationdrjulien.org

# **Table of Contents**

THE COMMUNITY SOCIAL PEDIATRICS INSTITUTE	3
OUR MISSION	3
OUR THREE TYPES OF TRAINING	3
OUR TEAM	3
CONTINUING PROFESSIONAL DEVELOPMENT	4
INTRODUCTORY PROGRAM	4
PROFESSIONAL DEVELOPMENT PROGRAM	4
PEER LEARNING PROGRAM	4
TRAINING COURSES	6
CSPC START-UP	6
CSPC IN DEVELOPMENT	7
CSPC REGULAR 1 (R1)	8
CSPC REGULAR 2 (R2)	9
CSPC REGULAR 3 (R3)	10
PROFESSIONS	11
MEDECINE AND NURSING	11
SOCIAL WORK	12
	13
FOLLOW-UP/SUPPORT	14
	15 16
CLIENT RECEPTION	10
1. INTRODUCTORY PROGRAM	17
1.1 INTRODUCTION TO COMMUNITY SOCIAL PEDIATRICS	17
1.2 THE SEVEN PRINCIPLES OF THE RIGHTS OF THE CHILD	18
1.3 TOXIC STRESS AND INTERVENTION STRATEGIES	19
1.4 THE CLINICAL PROCESS IN COMMUNITY SOCIAL PEDIATRICS	20
1.5 CLINICAL OBSERVATION	21
2. PROFESSIONAL DEVELOPMENT PROGRAM	22
2.1 ADHD AND BEHAVIOURAL PROBLEMS	22
2.2 ANXIETY DISORDERS IN VULNERABLE CHILDREN	23
3. PEER LEARNING PROGRAM	24
3.1 CLINICAL EXCHANGE	24

# The Community Social Pediatrics Institute

The Community Social Pediatrics (CSP) approach was developed by Dr. Gilles Julien, a pediatrician, in the 1990s with the collaboration of numerous partners in health and social services, schools and communities. In the 2000s, Hélène (Sioui) Trudel, lawyer and mediator, enriched the CSP model by developing tools to promote access to justice and ensure the respect of all rights enshrined in the *Convention on the Rights of the Child*. To achieve this, the model relies on the active participation of the child and their family, and an approach based on prevention and conflict resolution. Since then, this model of integrated social medicine has attracted attention from more and more communities and professionals working with children in difficulty. In order to disseminate the knowledge it has acquired through shared experience and social innovation, <u>Fondation Dr Julien</u> created the **Community Social Pediatrics Institute (CSPI)**.

## Our mission

The CSPI contributes to building a community of practice anchored in respecting all of the fundamental rights enshrined in the *Convention on the Rights of the Child*. It provides the necessary tools by offering training for anyone interested in integrating the spirit and knowledge of CSP in their professional or personal life, either in Quebec or elsewhere in the world. This model of integrated social medicine uses a collaborative and engaged approach to care for, support and provide tools to vulnerable children in order to prevent and counter the impact of toxic stress on their health and development.

# Our three types of training

Continuing Professional Development University Training Community Training

## Our team

#### Administration:

• Myriam Hivon – Director, Community Social Pediatrics Institute

**Design team:** 

- Anthony Bergeron Instructional Designer, Continuing Professional Education
- Céline Desjardins Instructional Designer, University Certificate
- David Guillemette Instructional Technology Specialist and responsible for the Training Portal
- Marie-Ève Lapointe Instructional Designer, Continuing Professional Education

#### **Coordination team:**

- Caroline Chaumont Project Manager, FER (Familles-Enfants-Réseaux)
- Marylène Leduc Project Coordinator, FER (Familles-Enfants-Réseaux)
- Ketty Marradi Training Coordinator and responsible for internships

#### **Research:**

• Marie-Ève Turcotte – Advisor, Scientific Support for Practice Improvement

#### **Content experts:**

- Dr. Gilles Julien Pediatrician, Clinical Director and founder of CSP
- Dr. Gaëlle Vekemans Pediatrician, Assistant Clinical Director
- Hélène (Sioui) Trudel Lawyer, Mediator, Director of Integrated Law and Social Innovation, and Cofounder of Fondation Dr Julien
- The teams of the Hochelaga-Maisonneuve and Côte-des-Neiges CSPCs
- The team at Garage à musique, specialized CSPC
- The teams of designated CSPCs (Gatineau, Vieux-Hull and Lévis)

# **Continuing Professional Development**

The CSPI offers a continuing professional development program designed especially for professionals in the health sciences, social sciences and legal fields who work at, or in partnership with, community social pediatrics centres (CSPCs).

Aimed at fostering continuous improvement in practice, our programs are offered in a variety of online, in-person and hybrid learning formats that we continually update in response to the needs of our different target publics.

#### **Our Continuing Professional Development comprises three components:**

- 1. An Introductory Program
- 2. A Professional Development Program
- 3. A Peer Learning Program

### **Introductory Program**

This program is the starting point for any practice in CSP. Its objective is to ensure that all professionals working in the CSP network have a common understanding of the approach.

All new employees in a CSPC must complete the training modules of the Introductory Program listed in their profile before advancing to other training programs. For physicians, completing the Introductory Program is required by Quebec's Ministère de la Santé et des Services sociaux.

### **Professional Development Program**

The goal of this program is to enrich your CSP practice by acquiring a deeper understanding of themes specific to the approach. Bringing together experts in the field of child vulnerability, it helps clinicians update their knowledge and refine their interventions on themes specific to CSP.

### Peer Learning Program

In this program, you will strengthen your practice by participating in codevelopment and exchange activities with other professionals. These activities are led by experts and centre around a theme that changes each year.

For new employees at CSPCs, this provides a space for collective learning and experience sharing with colleagues in the network.

Most of our training programs are recognized by Médecins francophones du Canada (French physicians of Canada), the Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec (Quebec's order of social workers and family/marriage therapists), and the Barreau du Québec (Quebec's bar association).

For more information on our Continuing Professional Development program, please contact: formation@pediatriesociale.org.



# Finding your way

### Step 1 Refer to the training course relevant to the certification level of your CSPC or your profession. •CSPC Start-up •CSPC in Development (open and running CSPC, but not certified yet)

- •Certified CSPC, Regular 1 (R1)
- •Certified CSPC, Regular 2 (R2)
- •Certified CSPC, Regular 3 (R3)

#### Step 2

**Identify relevant training** for you and your team.

There is no need to rush through the complete training program! We rather suggest you aim for an update of the clinical team training and think about it in a continuous improvement perspective.

#### Step 3

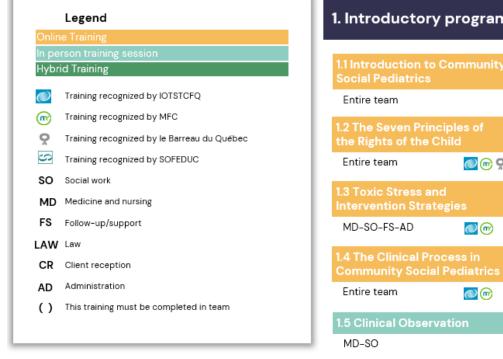
Take a moment to read the description of each training to learn about its content and goals.

Visit the training portal to find out about registration dates for inperson and hybrid trainings.

<u>The Community Social Pediatrics</u> <u>Institute</u>

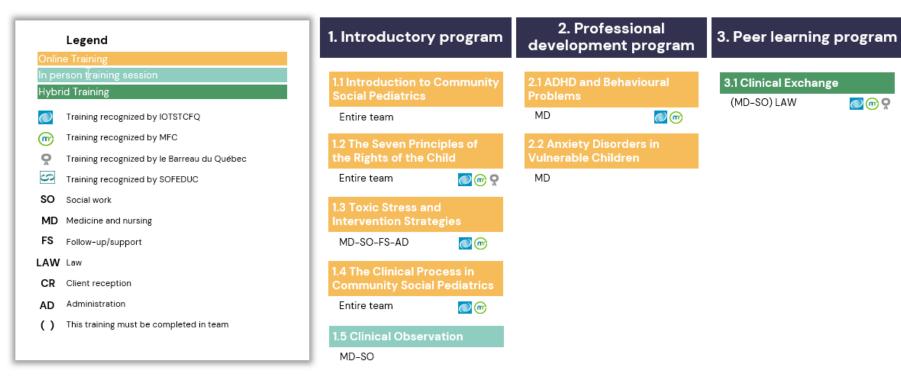
Should you need any further information regarding this training program, please do not hesitate to contact our Training Coordinator at the following address: <u>formation@pediatriesociale.org</u>

# Training courses CSPC Start-up

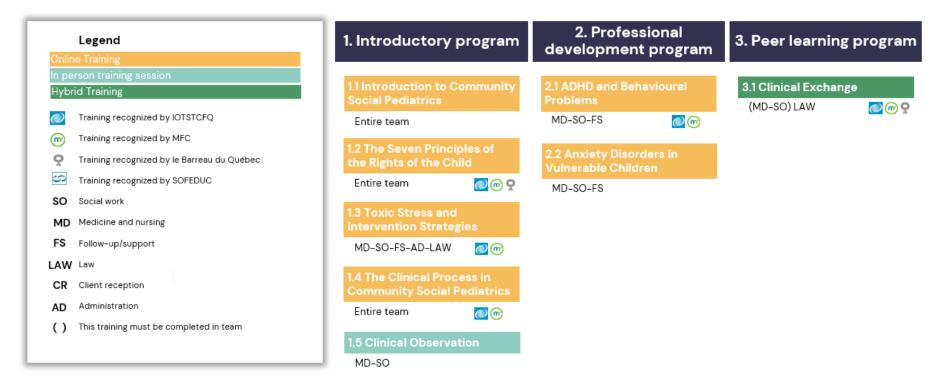




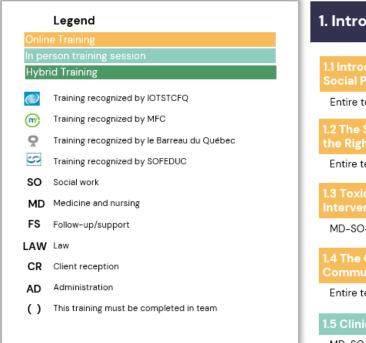
### **CSPC** In Development



### CSPC Regular 1 (R1)

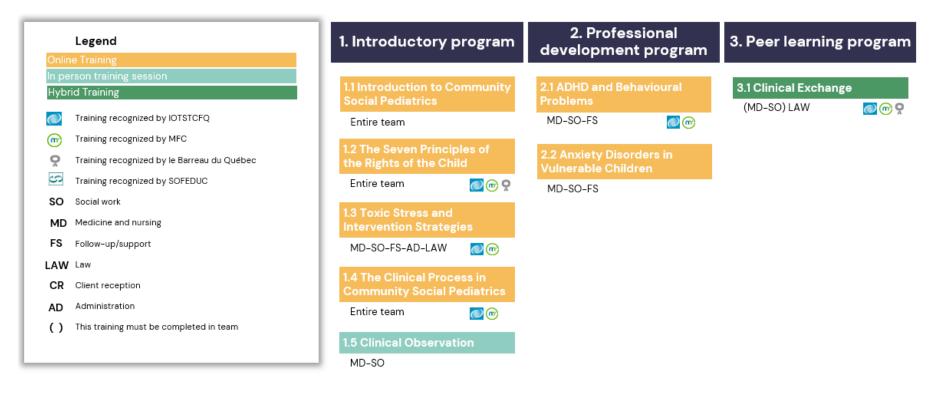


## CSPC Regular 2 (R2)

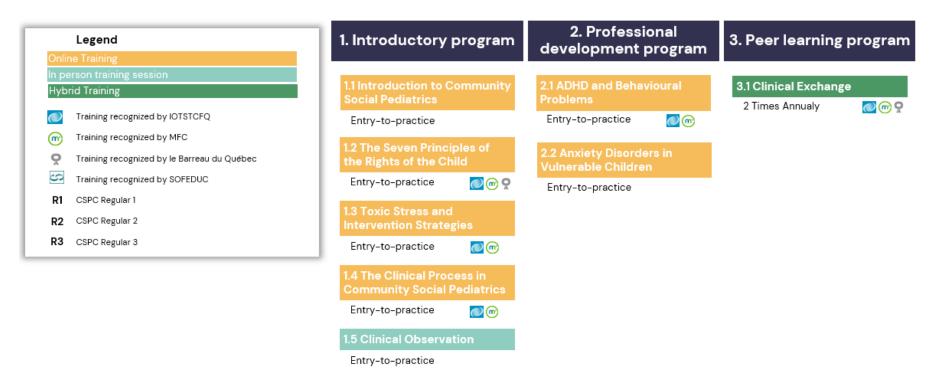


1. Introductory program	2. Professional development program	3. Peer learning program
1.1 Introduction to Community Social Pediatrics Entire team	2.1 ADHD and Behavioural Problems MD-SO-FS	3.1 Clinical Exchange (MD-SO) LAW
1.2 The Seven Principles of the Rights of the Child Entire team	2.2 Anxiety Disorders in Vulnerable Children MD-SO-FS	
1.3 Toxic Stress and Intervention Strategies MD-SO-FS-AD-LAW		
1.4 The Clinical Process in Community Social Pediatrics Entire team		
1.5 Clinical Observation MD-SO		

### CSPC Regular 3 (R3)



## Professions Medecine and Nursing



### Social work



I. Introductory program	2. Professional development program	3. Peer learning program
1.1 Introduction to Community Social Pediatrics	2.1 ADHD and Behavioural Problems	3.1 Clinical Exchange 2 Times Annualy
Entry-to-practice	R1 📃 💮	
.2 The Seven Principles of the Rights of the Child	2.2 Anxiety Disorders in Vulnerable Children	
Entry-to-practice 🛛 🔊 💮 🗭	RI	
3 Toxic Stress and Itervention Strategies		
Entry-to-practice 🛛 🔘 🎯		
4 The Clinical Process in ommunity Social Pediatrics		
Entry-to-practice 🛛 🔊 🎯		
1.5 Clinical Observation		
Entry-to-practice		

### Law

Legend	1. Introductory program	2. Professional development program	3. Peer learning program
Online Training In person training session Hybrid Training	1.1 Introduction to Community Social Pediatrics		3.1 Clinical Exchange
<ul> <li>Training recognized by IOTSTCFQ</li> <li>Training recognized by MFC</li> <li>Training recognized by le Barreau du Québec</li> <li>Training recognized by SOFEDUC</li> <li>R1 CSPC Regular 1</li> <li>R2 CSPC Regular 2</li> </ul>	Entry-to-practice 1.2 The Seven Principles of the Rights of the Child Entry-to-practice		2 Times Annualy
R3 CSPC Regular 3	RI 1.4 The Clinical Process in Community Social Pediatrics Entry-to-practice		

## Follow-up/support

	Legend
Onlir	ne Training
ln pe	erson training session
Hybr	rid Training
	Training recognized by IOTSTCFQ
(11)	Training recognized by MFC
ŏ	Training recognized by le Barreau du Québec
S	Training recognized by SOFEDUC
R1	CSPC Regular 1
R2	CSPC Regular 2
R3	CSPC Regular 3

1. Introductory program	2. Professional development program	3. Peer learning progra
1.1 Introduction to Community Social Pediatrics	2.1 ADHD and Behavioural Problems	
Entry-to-practice	R1 🖉 🐨	
2 The Seven Principles of he Rights of the Child	2.2 Anxiety Disorders in Vulnerable Children	
Entry-to-practice 🛛 🔘 🎯 🌻	R1	
3 Toxic Stress and Itervention Strategies		
Entry-to-practice 🛛 🔿 🎯		
I.4 The Clinical Process in Community Social Pediatrics		
Entry-to-practice 🛛 🞯 🎯		

### Administration

Legend		1. Introductory program	2. Professional development program	3. Peer learning program
Online Training				
In person training session Hybrid Training		1.1 Introduction to Community Social Pediatrics		
Training recognized by IC	TSTCFQ	Entry-to-practice		
Training recognized by M	FC			
Training recognized by le	Barreau du Québec	1.2 The Seven Principles of the Rights of the Child		
Training recognized by S	DFEDUC	Entry-to-practice		
R1 CSPC Regular 1				
R2 CSPC Regular 2		1.3 Toxic Stress and Intervention Strategies		
R3 CSPC Regular 3		Entry-to-practice 🛛 🕐 ल		
		1.4 The Clinical Process in Community Social Pediatrics		
		Entry-to-practice 🛛 🔊 💮		

### **Client reception**



1. Introductory program
2. Professional development program
3. Peer learning program



# 1. Introductory program

## 1.1 Introduction to Community Social Pediatrics

Prerequisites: None Duration: 60 minutes Format: <u>Online module</u> Recognized by:

- Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec
- Médecins francophones du Canada
- Barreau du Québec

#### For professionals in:

- Medicine
- Nursing
- Social work
- Law
- Follow-up/support
- Administration
- Client reception

#### **Description:**

CSP is a model of integrated social medicine developed by Dr. Gilles Julien. The approach combines expertise in medicine, law and the social sciences to address situations of multiple trauma. The goal is to identify, reduce and/or eliminate sources of toxic stress that impact the development and well-being of children in difficult living conditions.

This training provides an overview of the main themes specific to CSP by following the story of Mélissa. Through this interactive journey, you discover the main themes, clinical approach, service continuum, unique features, philosophy and values of CSP.

#### **Objectives:**

- Understand the key concepts underlying CSP
- Become familiar with the different steps in the service continuum
- Identify the values specific to CSP

- Dr. Gilles Julien Pediatrician, Clinical Director, founder of CSP and Fondation Dr Julien
- Hélène (Sioui) Trudel, C.Q., LL.M. Founding Director of Integrated Law and Social Innovation, and cofounder of Fondation Dr Julien
- The team of the Community Social Pediatrics Institute

### 1.2 The Seven Principles of the Rights of the Child

# **Prerequisites:** 1.1 Introduction to Community Social Pediatrics **Duration:** 90 minutes

Format: Online module

**Recognized by:** (2 training hours)

- Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec
- Médecins francophones du Canada
- Barreau du Québec

#### For professionals in:

- Medicine
- Nursing
- Social work
- Law
- Follow-up/support
- Administration
- Client reception

#### **Description:**

Professionals working in social pediatrics encounter children suffering from complex health problems: language delays, motor deficits, poor social skills, severe learning disabilities and behavioural problems. But hidden beneath these difficulties are often sources of stress that result in a violation of one or more of the child's fundamental rights. In order to ensure a child's full health and well-being, professionals in social pediatrics rely on, among other things, the *Convention on the Rights of the Child* and its global intervention strategy for ensuring all children can develop to their full potential. In this sense, the Convention is an indispensable tool for enriching the practice of social pediatrics and influences the actions it takes to help children in difficult living conditions.

This online training is an introduction to the *Convention on the Rights of the Child*. Participants familiarize themselves with the articles of the Convention, learn how these form the basis of the Seven Principles of the Rights of the Child that are used in CSP, and learn to make a link between children's needs and potential violations of their rights.

#### **Objectives:**

- Link the articles of the *Convention on the Rights of the Child* to the Seven Principles of the Rights of the Child that are used in CSP
- Describe the Seven Principles of the Rights of the Child
- Recognize when the fundamental rights of a child in a situation of vulnerability are being violated

- Hélène (Sioui) Trudel, C.Q., LL.M. Founding Director of Integrated Law and Social Innovation, and cofounder of Fondation Dr Julien
- Malika Saher Lawyer and Mediator, Fondation Dr Julien
- The team of the Community Social Pediatrics Institute

### 1.3 Toxic Stress and Intervention Strategies

#### Prerequisites:

• 1.1 Introduction to Community Social Pediatrics

• 1.2 The Seven Principles of the Rights of the Child **Duration:** 90 minutes

#### Format: Online module

Recognized by: (1 training hour)

- Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec
- Médecins francophones du Canada

## Description:

#### For professionals in:

- Medicine
- Nursing
- Social work
- Law
- Follow-up/support
- Administration

Increasingly research in neuroscience is focusing on the impact of stress on child development. It is showed that prolonged activation of stress response systems can disturb the development and architecture of the brain and other systems in the body. This can lead to delays in development, detrimental effects on learning and an increased risk of developing certain diseases and cognitive problems in adulthood.

Children living in vulnerable situations often experience strong, frequent and prolonged adversity. Their response to the stress caused by this adversity can become toxic and prevent them from developing to their full potential. The goal of CSP is to identify, reduce and/or eliminate these sources of toxic stress or their underlying risk factors. Identifying and understanding these sources is therefore essential to the practice of social pediatric professionals: it enables them to make sense of the child's difficulties and then implement effective care and services.

#### **Objectives:**

- Understand the links between stress and brain development.
- Describe the impacts of stress on brain development, global development and the health of children in situations of vulnerability.
- Recognize the sources of toxic stress for children in situations of vulnerability.
- Recognize the levers used in CPS to reduce and/or eliminate sources of toxic stress for children in situations of vulnerability.

- Marie-France Marin, PhD Assistant Professor–Researcher, Department of Psychology, UQAM
- Dr. Julie Bélanger Family Physician, CPSC La Ruelle, Hochelaga-Maisonneuve, Montreal
- Maude Julien Nurse and Director, CPSC de Lévis
- The team of the Community Social Pediatrics Institute

### 1.4 The Clinical Process in Community Social Pediatrics

#### **Prerequisites:**

- 1.1 Introduction to Community Social Pediatrics
- 1.2 The Seven Principles of the Rights of the Child
- 1.3 Toxic Stress and Intervention Strategies

#### Duration: 180 minutes

Format: Online module

**Recognized by:** 3 training hours, recognized by:

- Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec
- Médecins francophones du Canada

#### For professionals in:

- Medicine
  - Nursing
- Social work
- Law
- Follow-up/support
- Client reception
- Administration

#### **Description:**

In CSP, assessment/course of action refers to the meeting between the clinical team and the child, family and key people in the child's life. A unique clinical process lies at the heart of this and all follow-up meetings, which uses the EEDA method (Establishing, Exchanging, Decoding and Action) and relies on a collaborative effort, where the child is always the focus of the discussion.

By watching a film illustrating a CSP meeting, you will discover the fictional story of Simon, a young boy struggling with behaviour problems in school, and become familiar with each of the steps in the clinical process used in assessment/course of action.

Throughout this interactive session, you will also have the opportunity to watch interviews with three experienced CSP professionals who will share their views on CSP know-how, each person's role, as well as behaviours to incorporate (or avoid!) during assessment/course of action.

#### **Objectives:**

- Differentiate the steps in the CSP clinical process and understand your role in the process and within the context of collaborative intervention (collective know-how) and
- Recognize which attitudes and actions taken during the assessment/course of action meeting help you to put into practice the EEDA method (Establishing, Exchanging, Decoding and Action).

- Dr. Gilles Julien Pediatrician, Clinical Director, founder of CSP and Fondation Dr Julien
- Dr. Gaëlle Vekemans Pediatrician, Assistant Clinical Director
- Claudia Bascunan Social Worker and Clinical Coordinator, Côte-des-Neiges CPSC
- The team of the Community Social Pediatrics Institute

## 1.5 Clinical Observation

### Prerequisites:

- Starting to practice in a CSPC
- 1.1 Introduction to Community Social Pediatrics
- 1.2 The Seven Principles of the Rights of the Child
- 1.3 Toxic Stress and Intervention Strategies

# For professionals in:Medicine

- Nursing
- Social work

#### Duration: 7 hours

**Format:** Direct in-person observation in a training CSPC

- 1 day of clinical observation lasting 7 hours, to be repeated as needed
- **Registration**: Contact the coordinator of clinical observations to reserve your day (formation@pediatriesociale.org)

#### **Details**:

- This is a one-time training session to be taken before beginning your clinical practice; it can be repeated as needed
- This training is mandatory for all doctors who wish to practice in CSP

#### **Description:**

To be completed before starting practice if possible, this day of clinical observation helps professionals become familiar with the clinical approach of "assessment–course of action" in CSP.

Assessment and determining course of action happens at the meeting between the CSP team (physician, social worker) and the child, accompanied by their family and other significant persons in their life.

The goal is to identify all of the child's needs – physical, social, intellectual, emotional, cultural and spiritual – along with the child's strengths and interests, in order to draw up an integrative action plan that is adapted to the child's unique reality and respects the *Convention on the Rights of the Child*. This process takes into account the child's life trajectory in all its complexity.

#### **Objectives:**

- Put into practice the clinical approach used in CSP
- Integrate the attitudes and methods of assessment-course of action in order to effectively apply EEDA (Establishing, Exchanging, Decoding and Action)
- Identify the key elements of the CSP conceptual framework: toxic stress, children's needs, violation of rights, cultural variables, and the strengths of the child and their family and community

- CPSC la Ruelle, Hochelaga-Maisonneuve, Montreal
- CPSC Atlas, Côte-des-Neiges, Montreal
- Le Garage à Musique, Hochelaga-Maisonneuve, Montreal
- CPSC de Gatineau and CPSC du Vieux-Hull
- CPSC Lévis

# 2. Professional Development Program

## 2.1 ADHD and Behavioural Problems

#### Prerequisites:

- 1.1 Introduction to Community Social Pediatrics
- 1.2 The Seven Principles of the Rights of the Child
- 1.3 Toxic Stress and Intervention Strategies

#### **Duration:** 90 minutes **Format:** Online module

### For professionals in:

- Medicine
- Nursing
- Social work
- Follow-up/support

**Recognized by:** (2 training hours)

- Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec
- Médecins francophones du Canada

#### **Description:**

There are many reasons why children in situations of vulnerability often have difficulties with attention and exhibit behaviours deemed difficult or problematic. In order to properly help such children, it is important to distinguish between more transient problems and those caused by actual neurological deficits. This module begins by examining the causes and signs of ADHD and behavioural disorders. Possible comorbidities that can accompany these disorders are also covered. Finally, case studies are used to examine the interventions favoured by CSP for children with these disorders.

#### **Objectives:**

- Recognize and identify the signs of ADHD and behavioural disorders
- Describe the comorbidities that can accompany these disorders
- Recognize the biological and environmental sources of these disorders for children in situations of vulnerability
- Understand the levers used in CSP to help children with these disorders

- Dr. Leila Ben Amor Child psychiatrist, Department of Psychiatry, Université de Montréal
- Dr. Anne-Marie Bureau Family physician and Director, CPSC de Gatineau and CPSC du Vieux-Hull
- Maude Julien Nurse and Director, CPSC Lévis
- The tram of the Community Social Pediatrics Institute

### 2.2 Anxiety Disorders in Vulnerable Children

#### **Prerequisites:**

- 1.1 Introduction to Community Social Pediatrics
- 1.2 The Seven Principles of the Rights of the Child
- 1.3 Toxic Stress and Intervention Strategies

**Duration:** 90 minutes

Format: Online module

#### For professionals in:

- Medicine
- Nursing
- Social work
- Follow-up/support

#### **Description:**

Children and teens in vulnerable situations experience numerous sources of toxic stress. This daily exposure to stress is associated with a number of problems, in particular anxiety disorders. Such disorders can affect the child's well-being as well as their capacity to function in different areas of their lives and cope with setbacks. For professionals in CSP, it is essential to distinguish between signs of anxiety disorder and signs of other disorders, and then implement the most appropriate action plan.

#### **Objectives:**

- Recognize the signs of anxiety disorders in children and teens in situations of vulnerability
- Explore and try out clinical tools to help children, teens and families in situations of vulnerability cope with and/or overcome anxiety disorder

- Dr. Gilles Julien Pediatrician, Clinical Director, founder of CSP
- Michèle Lambin Social worker, Psychoeducator, Instructor and Supervisor
- The team of the Community Social Pediatrics Institute

# 3. Peer Learning Program

## 3.1 Clinical Exchange

#### Prerequisites:

- Be a professional in a CSPC undergoing certification, Regular 1, 2 or 3
- Introductory Program

### Duration: 6 to 9 hours

Format: Hybrid format

- 2 to 3 half-days of online clinical exchange
- Recognized by: (6 to 9 training hours)
  - Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec
  - Médecins francophones du Canada
  - Barreau du Québec

#### **Description:**

The goal of clinical exchange is to strengthen the skills of clinical teams in assessment–course of action. These teams are usually composed of physicians, social workers, nurses, lawyers and mediators.

Based an annual theme, selected clinical teams present a complex case that participants then discuss in a round table format.

These exchanges provide an opportunity to analyze, in an interdisciplinary way, challenging situations faced by CSP professionals in their practice. They help identify avenues for intervention and foster reflection that strengthens their practice. Through these exchanges and the sharing of experiences, clinical teams also reinforce their skills in communication, collaborative intervention and the decoding of verbal and nonverbal language, all essential competencies in CSP.

#### **Objectives:**

- Resolve clinical questions encountered by participants
- Stimulate a reflective posture on the practice of CSP.
- Foster mutual support between professionals working in CSPCs

#### Training team:

- Dr. Gilles Julien Pediatrician, Clinical Director, founder of CSP
- Hélène (Sioui) Trudel, C.Q., LL.M. Founding Director of Integrated Law and Social Innovation, and cofounder of Fondation Dr Julien
- Dr. Anne-Marie Bureau Family physician and Director, CPSC de Gatineau and CPSC du Vieux-Hull
- Maude Julien Nurse and Director, CPSC Lévis
- Dr. Gaëlle Vekemans Pediatrician and Assistant Clinical Director, CPSC la Ruelle and CPSC Atlas, Montreal
- The teams of CSPCs in Lévis, Gatineau, Hochelaga-Maisonneuve and Côte-des-Neiges

#### Intended for professionals in:

- Medicine
- Nursing
- Social work