

## Updated as of 4 July 2023

## TRAINING DIRECTORY

## 2023 / 2024

CET PROGRAMMES		
Programme Title	Duration	Schedule
Diploma		
Higher Diploma in Social Service	18 months	Intake 4: Aug 2023 - Dec 2024 Intake 5: Feb 2024 - Jun 2025
Certificates		
Advanced Certificate in Social Service	13 months	Intake 4: Aug 2023 – Sep 2024 Intake 5: Feb 2024 - Mar 2025
Advanced Certificate in Supported Employment	6 months	Feb 2023 - May 2023
Certificate in Para-counselling in Community Setting (Classroom & Synchronous	60 hrs	3 July - 7 Sep 2023 8 Jan - 18 March 2024
Certificate in Peer Support 1	180 hrs	ТВС
Certificate in Residential Care for Children and Young Persons (e-learning)	10 hrs	25 May 2023 - 23 Jun 2023 29 Aug 2023 - 27 Sep 2023 1 Nov 2023 - 30 Nov 2023 19 Feb 2024 - 19 Mar 2024
Professional Certificate in Casework (NSWCF Foundational) <sup>2</sup>	3 months	TBC
Professional Certificate in Group Work <sup>2</sup>	2 months	10 Oct 23 - 10 Nov 23

*Definition of Audience	
Level 1:	Social Service Assistants, Social Work Associates, Teacher Aides, Therapy Aides, House Parents, Welfare Officers, Healthcare
Support Level	Attendants, Nursing Aides, Homecare Workers, Para-Counsellors, Programme Coordinators
Level 2:	Social Workers, Counsellors, Case Workers, Therapists, Psychologists, Teachers, Job Coaches, Training Officers,
Executive Level	Programme Executives, Admin Executives (HR, Fundraising, Finance etc)
Level 3:	Principal Social Workers, Senior Social Workers, Centre Managers, HODs, Senior Teachers, Programme Heads,
Supervisory/ Managerial Level	Superintendents
Level 4:	Principal Social Workers, Executive Directors, Chief Executive Officers, General Managers, Directors
Leadership Level	
For Social Workers	Courses qualify for CPE credits for the renewal of accreditation at 1 credit per 1 training hour.
Tor Social Workers	For enquiries, please contact the SASW Accreditation Secretariat at Tel: 6778 7922 or accreditation@sasw.org.sg

 $<sup>^{1}\,</sup> Please \, find \, other \, related \, Peer \, Support \, Specialist \, Programmes \, under \, the \, Mental \, Health \, section \, in \, the \, Training \, Directory.$ 

<sup>&</sup>lt;sup>2</sup> The National Social Work Competency Framework (NSWCF) is jointly developed with the Ministry of Social and Family Development (MSF) and Ministry of Health (MOH).

CAREGIVING																			
Course Title Caregivers Development	Auc 1	lience	ı c	ВЕ	Modality (Async)	E (Sync)	Duration Hours	Apr	Mav	Jun	Jul	2023 Aug	Sep	Oct	Nov	Dec	Jan	2024 Feb	Mar
[E-Learning] Preparatory Caregiver Training Programme	•	• •	•		٠		1		,				Enrol (	ilTMS	1				
CHILDREN, YOUTH & FAMILY																			
Course Title	Auc	lience	4 6	0 5	Modality	E (Sume)	Duration Hours	Apr	Mary	lun	Jul	2023	Fon	Oct	Mou	Dec	lan	2024	Mar
Engagement Apply Development Theories when Working with Children and Youths (Classroom & Asynchronous)	٠.		•		(Async)	E (Sync)	15.5	Apr	May	Jun 6-7; 27-28	Jul	Aug		Oct	Nov		Jan	Feb	Mar
Apply Therapeutic Techniques to Engage and Motivate Resistant Youths (Classroom, Synchronous & Asynchronous)  Certificate in Residential Care for Children and Young Persons (Asynchronous E-learning)	11.	•	٠		:	•	18.5 7			25 May - 23 Ju		29 Aug	4,5,7,19,20 - 27 Sep		4.20.00		15,16,18,30,3	1 10 Feb	- 19 Mar
Certificate in Residential Care for Children and Young Persons (Asynchronous E-learning)  Certified User for Child and Adolescents Needs and Strengths (CANS) (Synchronous E-learning)	1						21			5,6,12,13		14,15,21,22		23,24,30,31	1-30 Nov		15,16,22,23	19 FED	- 19 Mai
Certified User for Youth Level of Services/Case Management Inventory (YLS/CMI) (Synchronous & Asynchronous E-learning).	П	1					21			19, 20, 26, 27	10,11,17,18		11,12,18,19		20,21,27,28			19,20,26,27	
Delivering Impactful Training to Youths	Ħ.						21			21			6 - 8				17 - 19		
Developing Youth Outreach Plans (classroom and asynchronous)	н	++	٠	+	•		14.5			-	-		13-14, 28-29	-		22	- 23 Jan, 6 -7 5,11,12,18,	Feb	
Engaging Youth-At-Risk Through Counselling Techniques (Classroom, Synchronous & Asynchronous)	ŀ		•		•	•	20.5										19		
Helping Youths Cope with Anger (Synchronous E-learning) Introduction to Trauma informed Positive Behavioural Interventions and Supports for Children and Young Persons in	++	++	+	+		٠	14			-	-	22 -24		-		12 - 14			
Residential Care	Ш	Ш		٠			28		19,22,23,24		6,7,13,14		11,12,18,19		20,21,27,28			5,6,19,20	
Implementing Trauma Informed Positive Behaviour Interventions & Supports for Children and Young Persons in Residential		Ш					21					28-30					17-19		
Integrated Structured Decision Making (SDM) and Partnering for Safety (PFS) for Out-of-Home Care (OHC) Case	Ħ	т	Ħ				35				28 lul	- 04 Aug					24 Jan	- 02 Feh	
Management Support the implementation of youth outreach plans to work with clients in social service sectors (classroom and	₩	++	+	-						-				-					
asynchronous)	Ш	Ш	٠		•		14.75					30-31 Au	ug, 7-8 Sep		29-30 No	v, 7-8 Dec			
Intervention and Treatment An Introduction to Family Therapy			4 C		(Async)	E (Sync)	Hours 21	Apr	May	Jun	Jul	Aug	Sep	Oct 18-20	Nov	Dec	Jan	Feb 21-23	Mar
[E-Learning] Child Abuse Reporting Guide (CARG)	Π.		П		•		1.5			1	1							1113	
[E-Learning] Introduction to Child Protection Framework [E-Learning] Sector-Specific Screening Guide (SSSG)		:		+	•		1						Enrol (	@ iLTMS					
Family & Adult Support Tool (FAST) - User (Synchronous & Ascynchronous)	] [	-   -			٠	•	14	3-6	8-10	26-28	10-12	21-23	18-20	23-26	1-3	18-20	22-24	5-7	4-6
Family-based Casework Training for Family Service Centres Family Therapy: Intermediate	++:		١.	•	•		40 21			1	P	lease email so	ocialserviceins	titute@ncss.g	tov.sg to enqu	ire			6-8
Helping Family Members Cope with Issues Arising from Incarceration of a Loved One	•	•	•				14					22-23			14 10		9-10		- 00
Helping youth with sexuality issues through casework implementation (Classroom and Asynchronous)  Management of Family Violence: Intervention in Family Violence Cases	Н.		•	+	•		22 55			Please	visit course l	16-18 Au JRL for full sch	ug, 12 Sep hedule, or em	ail socialservi	ceinstitute@n	css.gov.sg to	15-17 Ja enquire	an, 7 Feb	
management of turning violence, intervention in running violence cases	tt	Ħ													1: 6-9				
Management of Family Violence: Introduction (Synchronous E-learning)	].]	.					18	1			1: 12-14 &				2: 15-17 & 20	13-15 & 18			1: 5-8
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Management of Family Violence: Organisational Approaches to Child Safe Practices for Centre and Team Leads	Η.		H				13.5	1	2-5	26-28 & 7 Ju	2: 24-27 P	14-16 & 21 lease email so	11-13 & 18 ocialserviceins	4-6 & 13 titute@ncss.g	24 sov.sg to enqu	ire	22-25	21-23 & 1 Ma	29
Management of Family Violence: Organisational Approaches to Child Safe Practices for Frontline Staff	Η.	•		•			9					lease email so		titute@ncss.g			1		
Management of Family Violence: Supporting Clients in their Trauma Recovery (Synchronous E-learning)		-	•	•			14	<del></del>				1-2	<del>                                     </del>	<del>                                     </del>	<del></del>		<del>                                     </del>		12-13
Management of Family Violence: Talking to Children and Managing Abuse-Related Disclosure (Synchronous E-learning)	1 1	• •	1.	1			14				4-5						22-23		
Management of Family Violence: Understanding Mental Health and Vulnerable Adult Issues in Protection Work Management of Family Violence: Working with Couples in Violent Relationships		•	$\blacksquare$	:			43 21	Module 1:	18-20 April	-	-	<b>-</b>	-	11-13	<b>—</b>			7-9	
Mentoring and Coaching Youths Effectively (Classroom & Asynchronous)		•					18											1,2, 19, 20	
Rehabilitation and Re-integration Needs of Former Drug Offenders Safety Planning and Monitoring - A 5.5-Step Model			ŀ	Ŧ	$=$ $\exists$		21			5-6	4-6		4-5	$\vdash$	7-9 16-17		15-16		4-5
Techniques in Couple Counselling	П	• • •	•	1			21			3-0			4-6				10-12		
Working with Youths on Cyber-Wellness Issues (Classroom, Synchronous & Asynchronous) Youth Work: Introduction to an Evidence-based Approach		•	÷	#	•		20.5 14	1		ļ	5,6,7,24,25		28-29	ļ	3,6,7,20,21				
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Training Network Model (TNM) 2.0	1 :	2 3	4 C	ВЕ	(Async)	E (Sync)	Hours	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Applying Theory of Change and Logic Model in Programme Planning (Classroom and Asynchronous E-learning) - by SHINE	١.,		П				8												
Children and Youth Services  Building Rapport with and Creating Supportive Environment for Children (Classroom and Asynchronous E-learning) - by			+	-															
SHINE Children and Youth Services		• •		•			8												
Developing Readiness and Positive Toileting Behaviour of Children with Special Needs - by Rainbow Centre Engaging Victims of Intimate Partner Violence (Classroom and Synchronous E-learning) - by Academy of Human		• •	н	٠			8												
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Facilitate Group Work Intervention - by SHINE Children and Youth Services Individualised Education Planning for children with SEN (Classroom, Synchronous & Asynchronous E-learning) - by DAS		++	н	•			18												
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Strategies on caring for Children with Mild Intellectual Disability (MID) - by APSN Limited  Strengthen Family Relationships using the Satir Model (Classroom and Synchronous E-learning) - by Academy of Human		•	н	•			17					Refer to - http	ns-//www.ssi.u	gov.sg/trainin	g/tnm-course	u/			
Development Pte Ltd		-	Ш	•			14						,,	5=6,1	S	7			
Supporting Children with Attentional and Hyperactivity Issues (Classroom, Synchronous & Asynchronous E-learning) - by	I.I.	-   -		•			16												
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DISABILITY																		
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Care Planning & Evaluation Guide the implementation of improved approaches in Early Intervention Teaching (NEW)	1 2 3	4 C	B E (As	ync) E (S	nc) I	Hours 11.75	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan 8 15 Jan	Feb 5 6 Feb	Mar
Independent Travel Training for Professionals Supporting Persons with Disabilities	ŀ					21						27 - 29					21-23	
Managing Sexuality Issues of Adults with Intellectual Disabilities (Synchronous E-learning)	•	1	<b>.</b>			14 17.5				Jun - 3 Aug 2	222						Jan - 5 Mar 20	
WSQ Principles and Practices of Early Intervention for Children with Special Needs - Module 1	:::		•			16.5		22-26	- /		1 - 3 Aug					9	Jan - 5 Mar 20	24
WSQ Principles and Practices of Early Intervention for Children with Special Needs - Module 2 (New) Intervention & Treatment	•		B E (As	vnc) E (S		15	Apr	May	Jun	lul	Aug	Sep	Oct	2, 3, 22		lan	Feh	Mar
CAF-R (Use of Client-Assessment Form for Adult Disability Services (e-learning)	1 2 3		B E (As			Hours 2-3 (T+A)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	29 Jan - 2		Mar
Implement health, safety, nutritional and hygiene standards and procedures in the protection of children in child-care	-	-		_									ļ			ļ		
setting (NEW)			•			15.5												
Introduce Classroom and Behaviour Management Strategies in Early Intervention Teaching (NEW) Provide a safe and healthy physical environment for children in child-care setting. (NEW)	• •	H		_		15.5 15.5					16, 18 A	ıg, 6, 13 Sep	ļ			30-31		
Reflexive Practice for Special Needs and Early Intervention Professionals (Classroom, Synchronous & Asynchronous) (NEW)		H	1.1			15.25												
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Strategies for Development of Hand Function, Pre-writing and Handwriting Skills for Children (NEW)  Work with early intervention teachers and other professionals to provide a safe and secure environment in child-care	۴÷	H	1.		<u> </u>	8												
setting. (NEW)						21.67												
WSQ Develop an inclusive Lesson Plan in Early Intervention Teaching (NEW)  Training Network Model (TNM) 2.0		4 C	B E (As	ync) E (S	nc) i	19.5 Hours	Apr	May	Jun	Jul	Aug	13,14,15 S Sep	ep, 9,10 Oct Oct	Nov	Dec	29-13 Jan Jan	Feb Feb	Mar
Adapting Programmes for Persons with Disabilities (Classroom) - by Rainbow Centre			•			8	Refer to : htt	os://www.ssi	.gov.sg/traini	ing/tnm-cou	rses/			•				
Applying Basic Positive Behavioural Support Strategies to Meet Diverse Needs (Level 1) (Classroom) - by Rainbow Centre			•			8												
Applying Positive Behavioural Support Strategies for Persons with Complex Needs (Level 2) (Classroom) - by Rainbow						8												
Centre Applying Strategies for Engaging and Teaching Persons with Learning Disabilities - by Rainbow Centre					-	8												
Enhancing work outcome together for Person with Mild Intellectual Disability (MID) (Classroom and Asynchronous E-		П				12												
learning) - by APSN Limited Facilitating Communication, Language and Social Skills Development Using A Multi-modal Approach with AAC (Classroom) -	HH		١.	+	-													
by Rainbow Centre	Ш.					8												
Intellectual Disability: Person-Centred Lifespan Support (Classroom and Asynchronous E-learning) - by APSN Limited Interacting and Working with Persons with Disabilities (Classroom) - by Rainbow Centre	: : :		:	+	-	15 8												
Interpreting Disability in Social Work Practice - by Rainbow Centre		П	•			8												
Interpreting Quality of Life for Persons with Disabilities - by Rainbow Centre  Nurturing Healthy Sexual Development in Persons with Developmental Disabilities (Classroom) - by Rainbow Centre				-	-	8												
Understanding the Needs of Persons with Disabilities (Classroom) - by Rainbow Centre	ı ı i	ш	•			8												
Working Collaboratively with Families: Understanding and Communicating with Families of Persons with Disabilities (Classroom) - by Rainbow Centre	- - -	Ш	•			8												
ELDERCARE	A			dell'e							,						2071	
Course Title Engagement	Audien	ce"	B E (As	dality		Duration Hours	Apr	May	Jun	Jul	2023 Aug	Sep	Oct	Nov	Dec	Jan	2024 Feb	Mar
Counselling for Seniors		Ţ.	U LIA	,,, L	110, 1	14	Луі	muy	7011	701	COUR.	20	- Ou	10	Dec	211	100	mu
Introduction to Art Therapy for Seniors (Mandarin) (Synchronous E-learning) 老年人艺术治疗:初级	l l.	l.l	1.1			14												4,5 & 6
5-7-2/NH7 - MA		ľ	ľ															4,5 0.0
Support Seniors to Meet Their Physical, Emotional, Psychological, Cognitive and Spiritual Needs						16					1-2; 15-16							
Intervention & Treatment	1 2 3	4 C	B E (As	ync) E (S	nc) i	Hours	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Practising Person-Centred Care Approach (Synchronous E-learning)  Using Activities in Therapy with Seniors		Н.	•			14				4,5 & 6								
Using Creative Arts in Therapy: Understanding and Programme Planning for Work with Seniors						17.5				<u> </u>		T	BC					
Using Reminiscence in Therapy for Seniors (Synchronous E-learning)  Case Management for Seniors Using Action Learning Approach	Щ.	H				8 14				г	1	T	BC				26-27	
Training Network Model (TNM) 2.0	1 2 3	4 C	B E (As	ync) E (S	nc) I	Hours	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
A Spotlight on Dementia (Classroom and Asynchronous E-learning) - by The Salvation Army Peacehaven				_		8												
A Spotlight on the Palliative Care Approach (Classroom and Asynchronous E-learning) - by The Salvation Army Peacehaven			•			8												
Dementia: Practising Person-Centred Care (Intermediate Level) (Classroom and Asynchronous E-learning) - by The Salvation.  Army Peacehaven						64.5												
Dementia: The Essentials of Person-Centred Care (Basic Level) (Classroom and Asynchronous E-learning) - by The Salvation	l		_															
Army Peacehaven																		
	H	-				44.5					Refer to : htt	ps://www.ssi. <sub>l</sub>	gov.sg/trainin	g/tnm-course	s/			
Leadership and Management for Community Care Services (Classroom and Asynchronous E-learning) - by The Salvation.  Army Peacehaven						44.5 24.5					Refer to : htt	ps://www.ssi.	gov.sg/trainin	g/tnm-course	s/			
Leadership and Management for Community Care Services (Classroom and Asynchronous E-learning) - by The Salvation. Army Peacehaven Leadership and Management for Dementia Care Services (Classroom and Asynchronous E-learning) - by The Salvation Army.						24.5					Refer to : htt	ps://www.ssi.	gov.sg/trainin	g/tnm-course	s/			
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Leadership and Management for Community Care Services (Classroom and Asynchronous E-learning) - by The Salvation. Army Pescehaven Leadership and Management for Dementia Care Services (Classroom and Asynchronous E-learning) - by The Salvation Army.	 					24.5					Refer to : htt	ps://www.ssi.	gov.sg/trainin	g/tnm-course	s/			
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VOLUNTEER DEVELOPMENT & MANAGEMENT																			
Course Title	Audi	ence*			Modality	/	Duration											2024	
Volunteer Development	1 2	3 4	L C	ВЕ	(Async)	E (Sync)	Hours	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Befriending Skills and Practice (For Volunteers)		•	•				8												
[E-Learning] Befriending 101 (For Volunteers)		٠			٠		7						Enrol (	@ iLTMS					
Introduction to Youth Mentoring (For Volunteers)	•			•			11.5											29 Feb -	- 15 Mar
Volunteer Management	1 2	3 4	C	ВЕ	(Async)	E (Sync)	Hours	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Design and Develop an Effective Volunteer Work Programme		٠	•				8							12					
Plan and Strategise for an Effective Volunteer Engagement Programme							8										4		1
Volunteer Management Practices: Connect, Engage, Develop	•	•		•			23						1-29		16 Nov	- 14 Dec			
Training Network Model (TNM) 2.0	1 2	3 4	C	ВЕ	(Async)	E (Sync)	Hours	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Strategic Volunteer Partnerships for Impact (Classroom) - by SHINE Children and Youth Services		•		•			15												
Support the Implementation of Volunteer Programmes (Classroom and Asynchronous E-learning) - by Samaritans of	П.			_			43					Refer to : http	s://www.ssi.g	tov.sg/training	tnm-course	s/			
Singapore (SOS)	ı.	•		•			12												

BOARD DEVELOPMENT

Course Title	A	udien	ce*		Modality	Duration					2023						2024	
Governance for Organisation	1	2 3	4 (	В	E (Async) E (Sync)	Hours	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Essentials of Non-Profit Board Leadership (SGD1 by SID)				•		4		16										
Board Dynamics (SGD2 by SID)				•		4			20									
Board and Management Dynamics (SGD3 by SID)						4			20									
Talent and Volunteer Management (SGD4 by SID)						4					22							
Strategy and Board Performance (SGDS by SID)						4					22							
Financial Management and Accountability (SGD6 by SID)						4							3					
Fundraising, Outreach & Advocacy (SGD7 by SID)						4							3					
Social Trends (SGD8 by SID)						4							31					

MANAGEMENT & ORGANISATIONAL DEVELOPMENT  Course Title	Α.	idieni	۰.*		Modalit		Duration					2023						2024	_
Financial Management				- D	E (Async)		Hours	Anr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Budgeting for Charities			4 (	- В	E (ASYIIL)	E (Sylic)	nouis	Афі	may	Juli	101	Aug	17	Ott	IVOV	Dec	22	reu	Ividi
Making Sense I: An Introduction to Fund Raising						_							- 12				- 22		
Making Sense II: Fund-Raising Strategy Development				-									,		- 1				
Charities Accounting Standard and Its Application				+			14						21-22		-		11-12		
Internal Controls (I): An Introduction to its Guidelines and Applications			٠.	. –			8												1
Internal Controls (II): Implementing Internal Controls for Revenue to Receivable Process, including Fund-raising			Η.				8												
Internal Controls (III): Implementing Internal Controls for Procurement to Pavable Process							8										23		
Internal Controls (IV): General Accounting, Fixed Assets, Inventory and Human Resource Management							8										- 23	27	
Leadership Development				B	E (Async)	E (Sync)	Hours	Anr	May	Jun	lul	Διισ	Sen	Ort	Nov	Dec	lan	Feb	Mar
Authentic Leadership Conversations (by Erevna Leadership)					Liberine	Lighter	14	17-18	- may	19-20		28-29		19-20		Dec	18-19	1.00	21-22
Leadership Milestone Programme: Lead Self							64							19-2 Oc	t 7-8Nov 30	Nov - 1 Dec.	9-10 lan		
Leadership Milestone Programme: Lead People							64									v. 5-6Dec. 11			
Leadership Milestone Programme: Lead Managers	11						64									,			
Leading Workplace Transformation: People Management (by Franklin Covey)	$\neg$						17										8		
Leading Workplace Transformation: Resource Management (by Franklin Covey)	T						17										9		
Principles of Persuasion (by Erevna Leadership)	$\top$						14		15-16		17-18		28-29		23-24			22-23	
Strengthening Governance by Leveraging The Outward Mindset for Non-Profit Organisations (by Arbinger Institute)	$\top$						14		11.12					26-27					
People Development & Management	1	2 3	4 (	В	E (Async)	E (Sync)	Hours	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Branding Non- Profits: An Introduction	$\top$		٠,				8								7				
Developing your coaching and mentoring skills for NPO Managers	П						14		25-26		10-11			26-27				26-27	
Donor Outreach Through Social Media	П	• •					8					1							
Effective supervisory skills for NPO Managers	П	•	•				14					28-29						22-23	
Introduction to Occupational Health & Safety Management System (by Singapore Institute of Technology)	П	•					24		15, 22, 29										
Maintain Workplace Safety and Health (WSH) in Social Service Agencies (by Singapore Institute of Technology)	П	•		•			24	5, 12, 19											
Manage Challenging Social Service and NPO Clients	П			.			8					7							
Strategy Formulation (by DPI Asia)			٠				8		17		11		12						
Teambuilding and Leadership Development for NPO Leaders							14								2-3				
Multipliers: How the Best Leaders Ignite Everyone's Intelligence (by Franklin Covey Singapore)		•					8				6								
The 7 Habits of Highly Effective People (by Franklin Covey Singapore)	1-		٠	-۱	1		14						1						

[Tile 7 Habits of Highly Effective People (by Franklin Covey Singapore)
Legend for Modalstw)

C - Classroom Learning
S - Biended Learning (A orobination of 2 or more modalities - C, E(Avync), E(Sync)]
E (Async) = E-learning (Asynchronous), Self Directed Learning
E (Sync) = E-learning (Synchronous)