

# Future-Proof Your Workforce with Peer and Caregiver Support

Building A Culture of Ongoing Sustainable Support

## Addressing Mental Health Needs Across a Multigenerational Workforce



Stress & Burnout



Chronic Health Conditions



Silent Struggles

## Why Employees are hesitant to seek support

- View emotional suffering as a personal weakness
- Fear stigma & seeming less competent

## Peer Support Lasts

### Core Components

#### Day 1 (1 hour)

- Introductory Seminar

#### Day 2 (3 hours)

- Para-counselling 1
- Para-counselling 2

#### Day 3 (3 hours)

- Managing cognitive decline and impairment (eg., dementia)
- Managing chronic illnesses (heart disease, stroke, cancer, diabetes, autoimmune conditions)
- Juggling the Triple Whammy (work + parenting + caregiving)

## Why Caregiving

- Rising caregiving demands
- Hidden struggles at work
- Caregiving employees hardly rest after work & on weekends

## Caregiving at Work is Invisible

### Support for Employers

- Inclusive job redesign
- Post-employment support
- Metrics to track impact

**Focus on sustainable support.**

## What's at Stake for Employers



**By 2030, 1 in 4 Singaporeans will be 65+**

Ministry of Health  
(13 Aug 2024)

As lifespans increase and the population ages, supporting physical, mental, and social well-being becomes essential to prevent rising individual, economic, and societal costs.

Our Peer Support Training empowers experienced employees to serve as peer supporters—helping colleagues reduce mental health risks and cognitive decline, while equipping supporters with essential self-care skills.

**Para-counselling** is not full counselling, but a set of basic helping skills that anyone can learn. It equips people with active listening, empathy, and simple techniques to support colleagues in distress - providing immediate comfort, reducing stigma, and guiding others to seek professional help when needed.

**Managing cognitive decline and impairment, such as dementia**, provides guidance, practical tips, and emotional support so caregivers can handle difficult behaviours, reduce stress, and maintain their own well-being while ensuring the elderly loved one is safe and cared for.

**Managing chronic illnesses** involves understanding the condition, following treatment plans, adopting healthy habits, and receiving emotional support—helping both employees and their family members cope better, stay healthy, and maintain quality of life.

**Juggling the 'Triple Whammy'** refers to the challenge of managing three major responsibilities at once: a full-time job, raising children, and caring for an elderly or sick family member. Handling all three simultaneously often leads to stress, fatigue, and emotional strain. Employees in this situation may struggle to meet deadlines, attend to family needs, or take care of their own well-being—making support at work and at home essential.

## Your Gains



Retain Experienced Staff



Reduce Burnout



Align workforce goals



Strengthen workplace culture

A joint initiative by experts in Peer Support and Gerontology

MindsHeart LLP x GeroPsych Consultants Pte Ltd

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