

Future-Proofing Your Workforce with Peer Support

Building Resilient Teams through Peer Support (with a focus on Ageing & Mental Health)

Addressing Mental Health and Peer Support Needs Across an Ageing and Multigenerational Workforce



Stress & Burnout



Chronic Health Conditions



Cognitive & Emotional Strain

- Mature Workers are least likely to seek support
- View emotional suffering as part of aging
- Fear stigma or burdening others
- **Webinars are not enough. Real support is essential across all age groups.**

Core Components

- 60–90 min Introductory Seminar
- 1–2 Day Workshops – Choose from the following tracks:

Core Modules

- Para-Counselling 1: Foundations of empathetic support
- Para-Counselling 2: Supporting mental health crises and making referrals

Elective Tracks

- Peer Support for Affective Conditions (depression, anxiety)
- Peer Support for Cognitive Conditions (SCD, MCI)
- Peer Support for Behavioural & Lifestyle Adjustments
- Peer Support in the Workplace (peer dynamics)
- Peer Support in the Community (family/social outreach)

Who Benefits from Peer Support

- New hires navigating culture shock
- Teams under high pressure or transitions
- Experienced staff balancing health and caregiving demands
- Anyone at risk of burnout or emotional fatigue

Support for Employers

- Digital advisory portal
- Inclusive job redesign
- Post-employment support
- Metrics to track impact

Forward-looking companies are investing in real solutions.

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 is 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.

Our Age-Friendly Peer Support Training Programme (for Older Adults & Caregivers)



Our approach blends psychological insights, ageing science, and peer support to build a mentally resilient, inclusive workforce

Multi-Level Implementation for Long-Term Impact

Level 1: Foundational Training + Group Facilitation

- Employees are trained in peer support principles (listening, empathy, emotional first aid)
- We follow up with structured, professionally facilitated group sessions to build confidence and cohesion

Level 2: Facilitation Training

- Employees are trained to independently conduct and facilitate peer support groups
- Enhances team-based mental health support and strengthens internal capacity

Level 3: Train-the-Trainer Model

- Employees are equipped to train new peer supporters and facilitate groups
- Creates a sustainable, peer-led support system within your organisation

Your Gains



Retain Experienced Staff



Reduce Burnout



Align with DEI and ageing workforce goals



Strengthen workplace culture

A joint initiative by experts in Peer Support and Gerontology

MindsHeart LLP x GeroPsych Consultants Pte Ltd

Drop us an email: hello@mindsheart.com