TSAO HUA MEI

TRAINING ACADEMY

Towards a Positive Transformation of the Ageing Experience through Capability & Capacity Building

Supporting individuals, organisations and communities to thrive in ageing societies

SINGAPORE | ASIA-PACIFIC



Learning from Singapore.
Co-creating for Asia.

Policy → Practice → People → Communities → Organisations

Capability Building for Ageing Societies

Hua Mei Training Academy Limited (HMTA), part of Tsao Foundation, is a Singapore-based training and capability development organisation focused on strengthening individuals, the workforce and communities that support ageing well. Founded on the belief that lifelong learning is the engine that fuels meaningful lives for older people, we offer wide-ranging general education and training on critical topics including person-centred care, dementia and caregiving, as well as other professional courses on developing future-ready social service agencies.

Drawing on Tsao Foundation's 30+ years' experience in research and practice in healthy longevity, community care and ageing innovation, HMTA develops and delivers practical learning experiences for professionals, organisations, seniors, caregivers and volunteers.

Our Approach

We aim to contribute to a future where people and organisations are better equipped to age well, and create communities where older people can thrive.

Practical
Grounded in real-world experience of Tsao Foundation's multidisciplinary team of healthcare researchers and practitioners, and application of research insights.

Person-centred
Focused on the needs, aspirations and dignity of older people.

Cross-sector
Bringing together health, social care, community and organisational perspectives.

Adaptable
Solutions can be customised to different organisational and cultural contexts.

Partnership-led
We work with organisations to co-create sustainable capability rather than simply deliver standalone training.

Strengthening the Capabilities of Care Professionals

Strengthening practice. Developing leaders. Improving care.

We build capabilities to understand older persons' needs, respond to complex care situations and lead effective services.

Our training covers:

- **Gerontology and person-centered care** — understanding ageing and the physical, psychological and social needs of older persons.
- **Dementia and mental health** — supporting persons living with dementia, recognising risks and responding to mental health concerns.
- **Therapeutic engagement and family support** — basic counselling, life review, emotional support and working with families.
- **Risk recognition and safeguarding** — identifying red flags, addressing elder abuse and managing challenging interactions.
- **Care coordination and service development** — coordinating support, developing programmes and working with stakeholders.
- **Leadership and professional practice** — people and team management, volunteer management, ethics, workplace safety and professional self-care.



Empowering Caregivers

Building confidence in care. Providing Support and Resources.

Our training covers:

- **Everyday eldercare** — foundational knowledge and skills for supporting older persons.
- **Understanding dementia** — awareness of dementia and the caregiving journey.
- **Falls prevention and safety** — practical approaches to reducing falls risk.
- **Caregiver resilience and self-care** — managing stress, supporting emotional wellbeing and sustaining the capacity to care.

Developing & Mobilising Volunteers and Befrienders

We prepare volunteers and befrienders to engage older persons with confidence and contribute to a more connected community. Our training covers:

- **Understanding older persons and community care** — awareness of ageing, seniors' needs and the eldercare landscape.
- **Befriending and meaningful engagement** — building rapport, developing companionship and strengthening social connections.
- **Community support and participation** — helping seniors stay engaged and connected with others.
- **Volunteer leadership and programme management** — developing volunteer roles, leading volunteers and organising programmes.

We equip family caregivers with practical knowledge to support their loved ones while caring for their own wellbeing.



Enabling Seniors to Age Well and Live with Purpose

Learning for wellbeing, independence and connection.

We enable older adults to take an active role in their wellbeing and enjoy meaningful participation in everyday life.

Our training covers:

- **Healthy ageing and self-care** — understanding health, everyday wellness and approaches to ageing well.
- **Movement, balance and falls prevention** — building confidence through exercise, dance and movement.
- **Brain health and mental wellbeing** — mental fitness, mindfulness, positive emotions and adapting to change.
- **Relationships and community connection** — strengthening intergenerational ties, companionship and mutual support.
- **Creative expression and purposeful living** — arts, creativity and opportunities for continued engagement.
- **Practical life skills and transitions** — money management, organising daily life, sleep and preparing for life's milestones.



Capacity Building through Policy & Practice

To advance long-term change in transforming the ageing experience across borders, Hua Mei Training Academy works with policy makers and industry leaders to build capacity in diverse environments and populations. The principle of 'by practitioners for practitioners' ensures that the training delivered is rooted in experience and reflects reality on the ground.

Beyond developing and delivering capability-building programmes in Singapore, we support eldercare capacity building across the regional countries. Selected projects include:

- **Qingdao Municipal Government, China (2005–2008):** Developed and delivered certified training programmes for formal caregivers in residential care facilities.
- **ROK-ASEAN "Train the Trainer" Project, with HelpAge (2006–2010):** Developed and delivered train-the-trainer programmes across ASEAN countries, equipping informal caregivers to provide home care and help services to elders living at home.
- **Asian Development Bank (ADB), "Implementing Long-term Care Systems in Asia-Pacific" (2017–2022):** Designed and delivered capacity building for community care managers in Indonesia, and designed learning journeys on long-term care systems for policymakers, civil society leaders and eldercare practitioners.
- **Adreams Project, Shanghai (2023):** Developed and delivered a facilitator training programme in Guided Autobiography for seniors for staff and volunteers.
- **International Longevity Centre Singapore (2007 onwards):** Developed and delivered train-the-trainer programmes building self-care efficacy among older people, including the Self-Care on Health for Older People (SCOPE) programme and community health trainers, and delivered the Citi-Tsao Foundation Financial Education Programme for Women in Indonesia.

Co-Creating Solutions for Better Ageing Outcomes

HMTA welcomes collaboration with organisations that are shaping the future of ageing.

Consultancy & Capability Development
Develop a programme around your organisation's specific workforce, service or community needs.

Train-the-Trainer
Build a sustainable local training capability by equipping your trainers, educators and facilitators with the knowledge and tools to cascade learning.

Curriculum and Programme Development
Co-develop learning programmes, competency frameworks or learning pathways suited to your local context.

Learning Visits
Experience Singapore's approaches to ageing, community care and healthy longevity through curated visits, expert discussions and experiential learning.

Knowledge Exchange and Collaboration
Partner with HMTA on research, knowledge exchange, conferences and workshops.



TSAO Foundation

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Hua Mei Training Academy Limited

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Training | Consultancy | Learning Visits | Partnerships

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