HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA

Monthly Newsletter June 2022 • Issue Number 8

Mid-Year Report to Members

Dear Distinguished Members,

I am delighted to welcome you to the last month in the first half of the year. It has been a roller coaster first half and we are confident that the second half of the year shall be better for our business. We acknowledge with thanks, for your feedback on previous editions of our Monthly Newsletter. This is helping us to improve the content. As promised, we have maintained consistency in the production of the Newsletter. The June edition captures our half-year report. Please, take time to read what we were able to achieve in the first half of the year and our preparation to meet members' future needs as we keep repositioning the Association for greater efficiency and membership services.

Membership/Subscription

As of June 30, the Association had a membership of Two Hundred and Six (206) including Ten (10) new members. We will continue to follow up on other companies that have indicated an interest in joining the Association.

Secretariat

a. Staff

As a result of the engagement of Two Corps Members to serve as Training Officer and Subscription/Account Officer respectively and an Advocacy/Subscription Advisor in January 2022, the Secretariat staff has increased to Five (5). As a result of the restructuring in the office, the Finance/Admin. Assistant has been renamed as Subscription/Account Officer while the status quo was maintained for the Executive Secretary.

b. Association's Website

The Association's website has been redesigned. It is more informative and interactive now. The Association's website remains - www.hucapan.org. The Secretariat can be contacted via the following means: Telephone - +234 (0) 8032520081 or +234 (0) 07039771750 and emails - info@hucapan.org or jafolabi@hucapan.org. To improve our visibility, the Secretariat has created YouTube and Instagram accounts.

HuCaPAN official social media handles remains - LinkedIn - @HuCaPAN Nigeria, Facebook - @HuCaPAN, Twitter - @HuCaPAN1, WhatsApp - +234 (0) 07039771750, Instagram - hucapan1 and Zoom Personal Meeting ID - 619 857 5053. A lot of necessary and important updates about the activities of the Association are being made available on our website and social media platforms. This has improved our visibility.

Webinar

To build capacity of member companies, HuCaPAN organised Webinar on Employee Compensation Act Administration, Impact of Finance Act on the Salary, and Processing National Housing Fund Number and Card for Staff Structure successfully on Monday, January 31, 2022; Monday, February 28, 2022, and Tuesday, May 31, 2022, respectively. Participants at the training included HuCaPAN and non-HuCaPAN members.

Also, the Webinar on the Administration of Standard Operating Procedure (SOP) for Private Employment Agencies in Nigeria was held successfully on Monday, April 11, 2022. Participants at the training included HuCaPAN and non-HuCaPAN members. Deputy Director, Employment and Wages, Federal Ministry of Labour and Employment, Mrs Gloria Oghifo facilitated the session. One Hundred and Eighty-One (181) participants registered for the Webinar. The Registration was free.

Survey on HuCaPAN Trainings (Webinar)

The Secretariat conducted a survey on the impact of our training on participants. 21 participants responded. 95 per cent of respondents said that the training objectives were achieved and impactful while 81 per cent of respondents said that their organisations would participate in the upcoming training.

CEO of PEAs Conference

The Federal Ministry of Labour and Employment and Human Capital Providers Association of Nigeria (HuCaPAN) have entered a partnership to organize the Private Employment Agencies Chief Executive Conference (PEACE). The conference's objective is to enable stakeholders in the industry to discuss issues that affect the industry and the roles being played by the government in terms of policies, regulations and support. During the Conference, Standard Operating Procedure (SOP) for Private Employment Agencies in Nigeria would be officially unveiled. We urge members to kindly watch out for further information on the precise date, venue and registration procedure.

Zonal Branches

The Secretariat has created WhatsApp platform for members and non-members with a view to creating Zonal Branches and recruiting new members. This has helped to increase awareness of the activities of the Association and to recruit more members. The platforms remain active. You are encouraged to join.

Membership Update

The Secretariat created a membership update Goggle form. Some members have filled it while others are being encouraged to do so. Data generated from this exercise are being used to update our website.

Newsletter and Revised HuCaPAN Membership Services and Benefits

Issues 2, 3, 4, 5, 6 and 7 of the HuCaPAN Newsletter for Nov./Dec. 2021, January, February, March, April, and May 2022 were published and circulated. The 2nd edition (Issue 2) contained the revised HuCaPAN membership services and benefits. This initiative has received commendations from members.

Visit Member-Companies/Upgrade of the Office Facility

The Secretariat staff visited Member-Companies in Lagos. During the visits, a letter of request for support to upgrade the office facility, subscription invoice and HuCaPAN membership services and benefits were delivered. Our visit indicated that some members have relocated to new offices while some have changed their phone numbers and email addresses. We encourage members to fill out the membership update form to effect these changes.

Monitoring and Evaluation Framework for the Code of Conduct (Draft)

HuCaPAN contributed to the draft of the Monitoring and Evaluation Framework for the Code of Conduct for the Private Employment Agencies in Nigeria. Member companies shall receive a copy of the document as soon as it is finalised.

Staff Training

HuCaPAN enrolled the Executive Secretary for the Advanced Training in Digital Marketing organised by Wild Fusion Digital Centre. The training held between May and June 2022. The ES completed the training successfully and obtained relevant certificates in Digital Marketing.

Upgrade of the Office Facility

The Association is soliciting support to upgrade the office facility and rent a new office space, but the response has not been encouraging. We appeal to members to support the Association to serve you better.

Ban on International Recruitment and Standard Operating Procedure

The Federal Government through the Federal Ministry of Labour and Employment (FMLE) and other stakeholders' has launched the Standard Operating Procedure (SOP) for international recruitment. As a result, the FMLE has directed international recruiters to regularise their recruiter's licence in preparation for resumption. HuCaPAN suggested an abridged virtual training on the SOP to the Ministry. The Ministry accepted and the training was organised by HuCaPAN and held successfully on Monday, April 11, 2022. Participants at the training included HuCaPAN and non-HuCaPAN members. Deputy Director, Employment and Wages, Federal Ministry of Labour and Employment, Mrs Gloria Oghifo facilitated the session. The ban has been lifted and applications for renewal of Recruiters Licence by member companies are being attended to by the Ministry.

New Members

Ten (10) new members – Aquarian Consult Limited, ATF Management Services Limited, Beckley Consulting Ltd, Dexnova Consulting Limited, Euroflow Design Limited, Kedafoc Nigeria Limited, Rasayela Nigeria Limited, Top–Mot Assets Investment, White Bridge Global Limited and Zidma Nigeria Limited joined between January 1 and June 30, 2022. Consequently, HuCaPAN membership has risen to 206. The Association is following up on other companies that have made enquiries.

Subscription

Seventy Six (76) member companies are up to date in the subscription as of June 30, 2022. Soon, only up-to-date members in subscription would be eligible for listing in the online register of members. Please get in touch with the Secretariat to confirm your status. We will continue to count on members for prompt payment of subscriptions. Please, see below, the list of the up-to-date financial members.

Appointment

HuCaPAN has congratulated Ms Kachollom S. Daju, mni, on her appointment as the Permanent Secretary of the Federal Ministry of Labour and Employment. We acknowledge this in recognition of her enviable antecedents and testimony of her excellent contributions to the public service of the Federal Republic of Nigeria. Our Association shall work with her to promote decent work in Nigeria and interest of our members. We shall pay her a courtesy visit soon.

Meetings

a. Meeting of the Social Partners Advisory Board on Public Employment Service held on April 4, 2022 at Reiz Continental Hotels, Abuja. The meeting was organised by the FMLE. 1st Vice President was in attendance.
b. Meeting of the National Employment Council held on April 5, 2022 at Reiz Continental Hotel, Abuja. The meeting was organised by the FMLE. 1st Vice President was in attendance.
c. Workshop on Active Labour Market Policy 2022 held on April 5, 2022 at Wells Carlton Hotels, Abuja. It was organised by GIZ. The Executive Secretary was in attendance.
d. Launching of the Survey Report on "Next Normal: The Changing Workplace in Africa Research: Nigeria" held on April 5, 2022 at NECA House, Lagos. It was organised by NECA. The Executive Secretary and Training Officer were in attendance.
e. Sensitisation Workshop on Trafficking in Persons (Control of Activities of Organisations & Centres) Regulation 2019 held on April 21, 2022 at Bristol Palace Hotel, Kano, Kano State. The workshop was organised by NAPTIP. Interested member companies attended.
f. National Workshop on Bilateral Labour Migration Agreements in Nigeria held 27-28 April 2022 at BWC Hotel, VI, Lagos. It was organised by ILO. The Executive Secretary was in attendance.
g. Committee of Human Resources and Learning Expert Meeting was held on Wednesday, January 26, 2022 at NECA House, Lagos. It was organised by NECA. The Executive Secretary was in attendance.
h. NECA Job Fair was organised by NECA and held at NECA House in Lagos between January 26-28. The Executive Secretary attended the opening ceremony and commissioning.
i. Meeting of the Committee of Human Resource and Learning Experts (CHRLE) held on May 27, 2022 at NECA House, Lagos. It was organised by NECA. The Executive Secretary attended the meeting.
j. Commendation/Funeral Services for Late Mrs. Jane Ngozi Adimorah in Lagos and Abatete, Anambra state held on June 19, 2022 and June 28-29, 2022. The Executive Secretary represented HuCaPAN at the programmes.

Birth

HuCaPAN subscription/Account Officer, Mrs. Yetunde Ogunbanjo Adewunmi delivered a set of twins on Saturday, January 29, 2022. The Association congratulated her and supported her.

Condolence

In January, we lost two of our founding members. We lost our founding President, Mr. Alexander Emedo and the Chairman of Waterside Investment Limited, Alhaji Idris. The Association has written condolence letters to the bereaved families/companies. The secretariat and members joined the funeral services of the founding President, Mr. Alexander Emedo which were held in the UK between March 8-9, 2022, virtually.

In May, we lost Mrs. Jane Ngozi Adimorah, wife of our immediate past Vice President 2, Mr. Basil Adimorah. Commendation/Funeral Services held in Lagos and Abatete, Anambra state on June 19, 2022 and June 28-29, 2022. The Executive Secretary represented HuCaPAN at the programmes.

Conclusion

The first half of the year has been quite eventful despite the downturn in the economy. We have recorded an improvement in membership, subscription, training, publicity and membership services and benefits among others. We hope to build on the successes achieved in the first half of the year in the remaining part of the year. However, whatever success we have achieved would not have been possible without the unflinching support of the Executive Committee members and all member companies. I am appealing for further support from you all in order to serve you better.

Financial Member - Companies

S/N	Company Name
1.	Adebola Sobanjo Coy Ltd
2.	AG Dot K. Limited
3.	Aniyikaye General Contractor Nig Ltd
4.	Aquarian Consult Limited (New Member)
5.	Asukpe Venture Limited
6.	ATF Management Services Limited (New Member)
7.	AC Splendour Nigeria Limited
8.	Beckley Consulting Ltd (New Member)
9.	Brass Business Resources Associates
10.	Cherry G. Consult Limited
11.	Crest Technical Services Ltd
12.	Consumer Links Ltd
13.	Contact Marketing Services Ltd
14.	C&I Leasing
15.	Delog Nigeria Ltd
16.	Deep Blue Energy
17.	Dexnova Consulting Limited (New Member)
18.	Estymol Oil Services
19.	Euroflow Design Limited (New Member)
20.	Fort Knox Resourcing & Outsourcing Ltd
21.	Henzof Nigeria Limited
22.	HR Indexx Limited
23.	HR Interglobal Resources Limited
24.	HR Leverage Africa Consulting Ltd
25.	HYT Broad Spec Services Ltd
26.	Halogen Security Ltd
27.	ICS Outsourcing Ltd
28.	Integrated Field Development Consultants (IFDC)
29.	ICL Support Services Ltd
30.	Jiket International Services Ltd
31.	Kennedia Consulting Ltd
32.	Kedafoc Nigeria Limited (New Member)
33.	LN Outsourcing Limited
34.	Lington and Bernie Consulting
35.	Mac Tay Nig Ltd
36.	Mark Calthers Consulting Limited
37.	Mary Bolajoko Consultancy Ltd
38.	Monikol Nigeria Ltd

S/N	Company Name
39.	Multinational Technologies Ltd
40.	Nautilus Nig Engineering & Construction
41.	Nigeria Cleaning Services Ltd
42.	Nzealbertech Nigeria Ltd
43.	Nuecbrom Nigeria Limited
44.	Oasis Corporate System Limited
45.	Orfi Management Services Ltd
46.	Omo'vo Nigeria Enterprises
47.	Phillips Outsourcing Services Nig Ltd
48.	Prime Service FZE
49.	PPI and KOG Nig Ltd
50.	Piceco Nigeria Ltd
51.	Purview Investment Ltd
52.	Renent Limited
53.	Resource Intermediaries Limited
54.	RGS Worldwide Ltd
55.	Rasayela Nigeria Limited (New Member)
56.	Sandy Management Consultants
57.	Stendra Resources Nigeria Ltd
58.	Septagus Consulting Nigeria Ltd
59.	Strategic Outsourcing Ltd
60.	Stresert Services Ltd
61.	Tombeyi Services Nigeria Ltd
62.	Tasy Yact Limited
63.	TUSEN Consulting Limited
64.	Togay Ventures Ltd
65.	Theodom Integrated Investment Ltd
66.	Top–Mot Assets Investment (New Member)
67.	Verity Associates Limited
68.	VIC Lawrence & Associate Ltd
69.	Vision Job 24/7 Nig Ltd
70.	Walbusa Investment Ltd
71.	White Bridge Global Limited (New Member)
72.	Waterside Investment Ltd
73.	Whyte Cleon Ltd
74.	XL Outsourcing Limited
75.	Workmen And Talents Agency Ltd
76.	Zidma Nigeria Limited (New Member)

Dr Olufemi Ogunlowo
President