HUMAN CAPITAL PROVIDERS ASSOCIATION OF NIGERIA

Monthly Newsletter | September 2023 • Issue Number 23

Monthly Report to Members

Dear Distinguished Professionals,

I am delighted to extend a warm welcome to the month of September. We express our gratitude for the valuable input you have provided regarding previous editions of our Monthly Newsletter. This feedback has played a crucial role in improving the quality of our content. True to our commitment, we have maintained a consistent approach in producing the Newsletter, and the feedback received thus far has been highly encouraging. We eagerly look forward to receiving further feedback, particularly in areas that require improvement. Our primary objective remains the continuous growth and development of our Association, with the Monthly Newsletter serving as one of our strategic tools to achieve this. I kindly request that you allocate some time to review the achievements of September and our ongoing efforts to meet the future needs of our esteemed members, as we continuously strive to enhance the efficiency and services provided by our Association.

Webinar on Managing Diversity in the Workplace

HuCaPAN organized a Webinar on Managing Diversity in the Workplace on Thursday, September 14, 2023. The Webinar was facilitated by HuCaPAN Executive Secretary, Mr. Jide Afolabi. He noted that Diversity management is key to business growth. This is because differences in experience, educational successes, socio-economic background, sex, religion, gender orientation, and geographical location among others affect how employees and employers interact at the workplace. It affects employees' performance, productivity, motivation and career development. Organisational structures that prevent inclusivity at the workplace need to be re-examined. Lack of efficient diversity management will cause discrimination, low morale, and poor performance leading to low productivity. As organizations battle to retain their best talents, it has become necessary for businesses to adopt modern, dynamic and effective diversity management strategies. We encourage members to take advantage of the training programmes and other membership services being offered by the Association. We look forward to hosting you in subsequent training.

Stakeholders Engagement on the Development of Framework for International Recruitment of Migrant Workers in Nigeria

The Human Capital Providers Association of Nigeria organized a One-Day Stakeholders' Engagement on the Development of a Framework for International Recruitment of Migrant Workers in Nigeria on Wednesday, September 27, 2023 at Valencia Hotel, Abuja. The meeting was organized as a follow-up to the previous meeting held in May 2023 with the support of the International Labour Organization. The objective of this meeting was to seek the input of labor migration stakeholders on the contents of the preliminary draft Framework for International Recruitment of Migrant Workers in Nigeria and to foster the exchange of ideas on enhancing the involvement of international recruiters in labor migration and recruitment practices in Nigeria. The International Labour Organisation (ILO) is currently supporting HuCaPAN to develop a Framework for the International Recruitment of Migrant Workers in Nigeria. HuCaPAN is working with the Centre for Migration Studies – Nnamdi Azikiwe University (CMS-NAU) to develop the framework.

Notice of 12th Annual General Meeting

NOTICE IS HEREBY GIVEN that the 12th Annual General Meeting of the Human Capital Providers Association of Nigeria (HuCaPAN) will hold at **LCCI Conference & Exhibition Centre, 10 Dr Nurudeen Olowopopo Way, Alausa, Lagos on Thursday, October 12, 2023 at 9am** to transact the following business:

- To receive the Statement of Financial Position as at 31st December, 2022 together with the Income and Expenditure Account, Source and Application of Funds for the year ended 31st December, 2022 as well as the Report of the Auditors thereon.
- To appoint the Auditors
- To elect new officials
- Any Other Business (which must be forwarded to the Executive Secretary **not later than Thursday, September 5, 2023)**

Dated September 21, 2023

BY ORDER OF THE EXECUTIVE COMMITTEE

Olajide Afolabi

Executive Secretary

9th National Annual Workshop for Private Employment Agencies

Preparations are in top gear for the 9th National Annual Workshop for Private Employment Agencies (PEAs) which would be organized by the Federal Ministry of Labour and Employment (FMLE) and the Human Capital Providers Association of Nigeria (HuCaPAN) on the theme "Harnessing the Benefits of Outsourcing Through Compliance with Labour Administration Laws" will be held in Lagos on 11-12 October, 2023 at Lagos Chamber of Commerce and Exhibition Centre, No 10 Nurudeen Olowopopo Drive, Alausa, Ikeja, Lagos State and Port-Harcourt on 24-25 October 2023 at L.A King Hotels, 31, Ken Saro Wiwa Road (Old Stadium Road), Port Harcourt, Rivers State. The workshop is compulsory for all licenced private employment agencies in Nigeria. Member companies are therefore encouraged to register early. You can register here

https://forms.gle/RUMdhMcDyxNckTVk7

HuCaPAN Electoral Committee

The Executive Committee of the Human Capital Providers Association of Nigeria (HuCaPAN) has appointed and inaugurated the Electoral Committee. The Committee members are Mr. Neye Enemigin (Chairman); Shado Olawale, Esq. and Mr. Olajide Afolabi (Secretary) with the following terms of Reference (TOR):

1. To set guidelines for the election in conformity with HuCaPAN Constitution.
2. To issue and receive nomination forms.
3. To screen nominees.
4. To conduct election during the 12th Annual General Meeting at LCCI Conference & Exhibition Centre, 10 Dr Nurudeen Olowopopo Way, Alausa, Lagos on Thursday, October 12, 2023 at 9am
5. To submit report of the election to the Executive Committee.
6. Any other responsibility deemed necessary by the Committee.

Request For Advert/Felicitation in HuCaPAN Annual Report

The 12th Annual General Meeting (AGM) of the Association is scheduled to hold on Thursday, October 12, 2023 in Lagos and preparations have begun in earnest. Part of the preparation is the production of the AGM Brochure, which could be used for publicity and advocacy purposes. Members are encouraged to take advantage of this AGM Brochure to showcase their companies, products and services and felicitate with outgoing and incoming Executive Committee members especially as we transform into a fully fledged employers body by placing adverts in the Brochure

The advert rates are as follows:

a.	Inside Front Page	-	N70,000
b.	Inside Back Page	-	N70,000
c.	Back Page	-	N80,000
d.	Centrespread	-	N120,000
e.	Inside Page (Full)	-	N60,000
f.	Inside Page (Half)	-	N40,000

Kindly note that options "a", "b" "c" and "d" are available on a first-come-first-served basis.

It would be much appreciated if a soft copy of your artwork could be sent to the Secretariat either by email or CD, along with the payment not later than Thursday, 5th October, 2023.

For further enquiries, please contact the Secretariat on

+234 (0) 8032520081 or **(0)7039771750**. You can equally contact the Secretariat via email **- info@hucapan.org or jafolabi@hucapan.org**

New Members

In the month of September, one (1) new member joined HuCaPAN – Carter Multi Services Ltd. As a result, HuCaPAN's membership has increased to 244. The Association is actively following up with other companies that have expressed interest.

Subscription

As of September 30, 2023, only One Hundred and Six (106) member companies are up to date with their subscription payments. In the near future, only members with up-to-date subscriptions will be eligible for listing in the online register of members. Please contact the Secretariat to confirm your current status. We rely on our members for timely payment of subscriptions. Below is the list of financial members who have paid their subscriptions up to date.

Meetings

a. Virtual consultation meeting between HuCaPAN and CMS-NAU with ILO representative in attendance on the Development of a Framework for International Recruitment of Migrant Workers in Nigeria held on Wednesday, September 15, 2023. It was organized by HuCaPAN and CMS-NAU. Secretariat Staff and selected member companies were in attendance.

b. One-Day Consultation with Professionals and Experts in the Field under the Fairway Project Nigeria: Support to Enhancing Fair Recruitment in Nigeria organised by the Centre for Migration Studies of the Nnamdi Azikiwe University (CMS-NAU) on Tuesday, September 26, 2023. The ES was in attendance.
c. Bridging Boundaries: Ushering a new era of labour migration reporting Confirmation. The Webinar was organized by the ILO on Monday, September 25, 2023. The ES was in attendance.
d. Lagos State Labour Market Information System - Public-Private Dialogue (LMIS-PPD) Workshop Session organised by the Lagos State Employment Trust Fund (LSETF) held on Tuesday, September 26, 2023 via Zoom.
e. Stakeholders Engagement on the Development of Framework for International Recruitment of Migrant Workers in Nigeria held on Thursday, September 28, 2023, at Valencia Hotel, Wuse, Abuja. It was organised by HuCaPAN in collaboration with the International Labour Organisation (ILO). HuCaPAN member-companies and the ES were in attendance. The ES was in attendance.

For enquiries, please contact us @

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Official Social Media Handles:

LinkedIn - @HuCaPAN Nigeria, Facebook - @HuCaPAN, Twitter - @HuCaPAN1, Instagram - hucapan1

WhatsApp: +234 (0) 07039771750, +234 (0) 8032520081

Financial Member - Companies

S/N	Company Name
1.	Adebola Sobanjo Coy Ltd
2.	AC Splendor Nigeria Ltd
3.	Adroit Investment Ltd
4.	Alan & Grant Business Solutions Limited (New)
5.	Aniyikaye General Contractor Nig Ltd
6.	Ashaka Security Company Ltd
7.	ASC Nigeria Limited (New)
8.	Atunwa Ventures Nig
9.	Aquarian Consult Limited
10.	Baamoc Integrated Services Ltd
11.	Beatmol Nig Ltd
12.	Beckley Consulting Ltd
13.	Bezaleel RW Consulting
14.	Buildfi Services Ltd (New)
15.	Caljez Limited (New)
16.	Carter Multi Services Ltd (New)
17.	Cen Global Services Limited (New)
18.	Cherry G Consult Limited
19.	C & I Leasing
20.	Crest Technical Services Ltd
21.	Contact Marketing Services Ltd
22.	Consumer Links Limited
23.	Datil Concept Ltd (New)
24.	Deeajao Nigeria Limited (New)
25.	Deep Blue Energy Services Limited
26.	Delog Nigeria
27.	Eden Solution Resources
28.	Elohim Remavic Resources Ltd (New)
29.	ES & A Human Capital Ltd
30.	Estymol Oil Services
31.	Euroflow Designs Ltd
32.	Fort Knox Resourcing & Outsourcing Ltd
33.	FOYAF Investment Company Ltd
34.	Gladwyn Investment Company Ltd
35.	Grace Vision Global Services (New)
36.	Habakkuk Megaplus (New)
37.	Halogen Security Ltd
38.	Heliserve Company Limited
39.	Henrich Consulting Limited (New)
40.	Henzof Nigeria Limited
41.	HR Indexx Limited
42.	HR International Resource Ltd
43.	HR Leverage Africa Consulting
44.	Hupe Nigeria Limited
45.	HYT Broad Spec Services Ltd
46.	IAC Consulting Ltd
47.	ICS Outsourcing Ltd
48.	Integrated Field Development Consultants (IFDC)
49.	Jiket International Services Ltd
50.	Joe-Han Networking Marketing (New)
51.	Karidav Integrated Services
52.	Kedafoc Nigeria Ltd
53.	Kennedia Consulting Limited
54.	Kerex Nigeria Limited
55.	Kimberly Ryan Ltd
56.	Leadmaster Ventures Limited (New)
57.	LN Outsourcing Ltd
58.	Orfi Management Services Ltd

S/N	Company Name
59.	Piceco Nigeria Limited
60.	Mark Calthers Consulting
61.	Mary Bolajoko Consultancy
62.	MCG Global Logistics Management Nig (New)
63.	Micura Services Limited
64.	Monikol Nigeria Ltd
65.	Multinational Technologies Limited
66.	Nigsa Energy Services Ltd
67.	Nautilus Nig Engineering & Construction
68.	Nzealbertech Nig Ltd
69.	Oasis Corporate System Ltd
70.	Panef Integrated Service Ltd
71.	Pauliza Limited (New)
72.	Phillips Outsourcing Ltd
73.	Purview Investment Ltd
74.	Rasayela Nigeria Ltd
75.	Red Star Support Services Limited (New)
76.	Renent Limited
77.	Resource Intermediaries Ltd
78.	RGS Worldwide Limited
79.	Rozdon Integrated Systems Limited
80.	Sandy Management Consultants
81.	Septagus Consulting Nigeria Ltd
82.	Shiben Ventures Nig Ltd
83.	S.lloyd Nigeria Limited
84.	Slot Engineering Nig Ltd
85.	Stonehill Nigeria Limited
86.	Strategic Outsourcing Ltd
87.	Stresert Services Ltd
88.	Swift Rental Cars Limited
89.	Tasy Yact Nigeria Ltd
90.	Theodom integrated investment Ltd
91.	Togay Ventures Ltd
92.	Top Mot Asset Management
93.	Tombeyi Services Nigeria Ltd
94.	Trade & Consumer Marketing Services Ltd
95.	Tybitx Services International Ltd (New)
96.	Tusen Consulting Limited
97.	U-Connect Human Resources Ltd
98.	Unag Services Limited
99.	Verity Associates Ltd
100.	Vic Lawrence and Associates Ltd

S/N	Company Name
101.	Vision Job Nig Ltd
102.	Waterside Investment Ltd
103.	Whyte Cleon Ltd
104.	Workmen & Talent Agency Ltd
105.	XL Outsourcing Limited
106.	Zidma Nigeria Limited

Dr Olufemi Ogunlowo
President