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Special Release

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Establishment of Centre for Human Resource Development

The Centre for Human Resource Development (CHRD), University of Ibadan, was created in response to the need to enhance the resource capabilities of staff of the University to provide globally competitive services and contribute to human capacity development outside University. The Centre, which began operations on 08 November 2012, from its office at the ICT/Digital Library Building, Benue Road, University of Ibadan, seeks to promote world-class human resource processes and practices within the University and other organisations for the optimal realisation of their strategic goals. The University values people or human capital as vital means through which organisations achieve their missions and competitive edge. The Centre endeavours to enhance this value by supporting effective human resource processes of recruiting and retaining the right people in the right jobs with appropriate skills and training for the University and external organisations. Both quality and innovation are important human resource characteristics. The Centre supports the process of upholding the characteristics in human resource practices in ways that impact organisational results.

Functions

The Centre, aiming at fast-tracking the development and maintenance of human resource effectiveness, has the following specific functions:

- a) To maintain a database on training needs of the University;
- b) To maintain a database of high quality resource persons and their areas of specialisation;
- c) To develop training programmes aimed at meeting identified as well as emerging capacity building needs of the University and other organisations;
- d) To implement approved training programmes for staff of the University and other organisations;
- e) To conduct staff recruitment and promotions examinations for the University and other organisations;
- f) To acquire, deploy and utilise modern facilities, including new technologies, teaching aids and tools, for the design and delivery of curricula of training programmes.

In furtherance of its mandate, with the conviction that human resources are most crucial for organisational accomplishments, the Centre devotes attention to promoting the interests of the University staff and the wider society.

Coordination of Training

To effectively manage the learning and professional development of the University workforce, the Centre facilitates equipping staff with current knowledge, skills and motivation for achieving work-related tasks and fulfilling staff potentials in the University. To realise this goal, staff must be exposed to high-quality human resource services and programmes tailored to meet their needs and priorities of the University. The Centre is mandated to coordinate all staff training programmes within the University to enhance the prospects of programmes to meet the human resource needs of the University with significant depth, effectiveness and coverage. At the same time, the Centre strives to reduce inefficiencies and wastages that may arise from practices including unnecessary duplication of training programmes.

Collaborative and inclusive processes are perceived as essential for the success of human resource development of the University. Constituent departments, centres and other units of the University are encouraged to support the Centre's commitment to the human resource development of staff within the University. Authorities within any of the units that desire to implement training or related development programmes for the University staff should obtain necessary approval from the Centre for the programmes.

Approvals are needed for the following reasons.

1. To ensure all programmes conform to appropriate quality, ethical and other related standards.
2. To ascertain that programmes have the prospects to enhance potentials of staff to achieve the best possible performance on the job.
3. To ensure programme participants are exposed to appropriate learning environment, techniques, and personnel.
4. To confirm programmes fit into the University human resource priorities and policies.
5. To ascertain programmes support the actualisation of the University goals by increasing necessary skills of staff.

The Centre is deeply committed to the accomplishment of its stated mandates and to offer the best possible human resource services to the University and the wider society.

Thank you.

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Registrar