

Date  
**JANUARY 2025**



# EMWEP

**A Specialised Employee Assisted Program  
on Mental Health Counseling (EAP).**



Website  
[www.instituteofcounseling.org](http://www.instituteofcounseling.org)

Presented by  
**Tolu Oko-Igaire**

# About Our Company



## About Us

The Institute of Counseling in Nigeria is a reputable Counseling Institute, the first of its kind in Africa; affiliated with other professional educational Institutions, Associations, and bodies both in Nigeria and Internationally.

Apart from positioning itself to help people acquire professional certificates in their chosen counseling or psychotherapy field, a development that is long overdue in Africa, The Institute is also at the forefront of leading the campaign for mental health intervention and sensitization.

### Vision

Our vision at The Institute of counseling is to be the first call for mental health counseling training, intervention, and sensitization by helping individuals towards optimal functionality and establishing a mentally balanced society.

### Mission

To lead the crusade for a mentally healthy society by training professional helpers and providing professional interventions in various fields of counseling and psychotherapy.



Current Reality

# Statistics



- 1 in 3 employees still feel that mental health support in their workplace is inadequate and would like more support from their employers.
- Nearly half (48%) of employees say their mental wellbeing declined in 2022, and 28% said they are miserable in their workplace.
- 60% of employees also reported feeling emotionally detached at work.
- Only 13% of employees feel comfortable discussing their mental health in the workplace.
- 81% of people says they'll look for workplaces that support mental health in their future job search,
- Globally, around 12 billion working days or 50 million years of work are lost every year to depression and anxiety.
- Mental health issues cost the global economy around \$1 trillion every year.
- Around 1 in 6 people (14.7%) experience mental health problems in the workplace.
- Mental health issues cost the global economy around \$1 trillion every year.





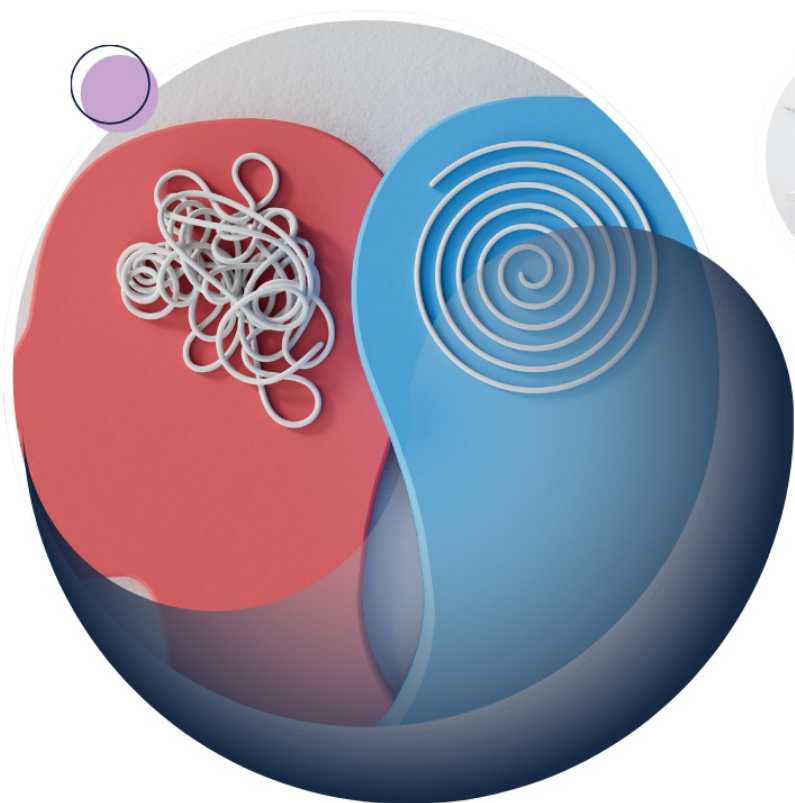
## Introduction

# EMWEP

While EAP might include counseling, legal, nursing, and travel support and others for employees, ICN specialized program EMWEP is targeted strictly at Employees' Mental health.

Getting the benefits from Mental health intervention in a corporate setting requires creating a mental health culture, a holistic approach centered towards helping employees to think feel, and act right to improve their quality of life as well as productivity.

In the current Fast-paced, wise organizations are concentrating more on counseling innovations to improve employees' mental health and get the best out of their human resources.



Happy  
Employees are

# 13%

More  
Productive

We understand the relationship between corporate productivity and mental wellness, and therefore designed training and programs to help interested organizations take advantage of these new innovations. Our specialised training and intervention programs are all you need to have an optimally functional workforce as well a improved productivity. Ours is beyond the traditional EAP, its is the new innovation in Mental Health Counseling.



# About Our Scope



We help employees who needs help in the following areas:

- Stress
- Anxiety
- Loss and bereavement
- Suicidal ideation
- Compulsive behaviors
- Marriage & Relationship issues
- Gender Identity Issues
- Depression
- Panic Attacks
- Social Anxiety
- Phobias
- Existential Crisis



- Addiction
- Organizational Changes
- Workplace Burnout
- Sexual Dysfunction
- Anger and frustration
- Bullying, harassment and abuse
- Post-traumatic stress disorder
- Psychosexual issues
- Self-esteem and confidence building
- Redundancy support
- Overwhelming sadness
- Sense of loss and loneliness



# Our Skills



A preventive approach taken to mental health has shown statistically significant positive results in a Company's growth rate rather than reliance on curative models following through later.



- Effective Counseling Skills
- 100% Confidentiality
- Acceptance
- Empathy
- Problem-Solving Skills
- Evidence-Based Interventions
- Rapport-Building Skills
- Flexibility
- Self-Awareness
- Multicultural Competence



What You Will Get

# From This



- Establishing or improving employees coping skills
- Help create a culture for greater synergy in organizational learning and development.
- Help employees increase their self-awareness regarding their thinking patterns and behavioral tendencies so as to make them more effective as an individual and in turn effective in their job also.
- Learning to look at issues with a more positive outlook and different perspective.
- Reduces the burden of absenteeism on the company
- Gives the company a good reputation for better positioning
- Help the employees in having greater feelings of belonging and safety in their company.
- Help in leveraging core capacities of employees.
- Help create a culture for greater synergy in organizational learning and development.
- Reduce cost of operations with happier and balanced employees  
Decrease costs related to turnover, burnouts, absenteeism & accident- related disability.
- Improvement in employee performance & therefore increase in productivity.
- Productive way to handle sensitive situations or staff members with problematic behaviors.
- Establish a reputation as an employer that cares about staff..



# HOW IT Works

Through EMWEP, We will ensure you are, as far as possible, immune from action by disgruntled employees who have become emotionally unwell. We will help them and the organization to reach its full potential by building a firm foundation for emotional health.

EMWEP delivers its EAP services through various easily accessible online and offline channels. We combine e-mental health tools with blended forms of counseling, using scientifically validated methodologies to provide fast and reliable support. Here is the step-by-step guides on how this works:

## Registration

Organizations sign up for our specialized EAP Program for the employees to have access to 24/7 professional counseling sessions.

## Onsite Channel

Employees book their appointments by mailing or calling our dedicated phone number or email address. Sessions can be had in the organizations dedicated counseling offices or at the ICN Counseling office.

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## Online Channel

The EMWEP platform is a self-service tool that allows users to confidentially describe their request for help, select a counselor based on specific criteria, book counseling sessions directly, and receive quick, discreet advice and support through online video sessions.

## The Fees

The Fee depends on factors such as number of staff, frequency of sessions, nature of interventions etc. We recommend three hours weekly at \$85 per session for on-site.





OUR

# Strategy



**24/7 Call Center:  
+234 909 481 2983**

**OR**

**counselor@institute  
ofcounseling.org**

## Onsite Sessions

## Online Platform



**YOUR WELLNESS CLINIC**  
RECOVER, REGAIN, RELIEVE

**[www.yourwellnessclinic.org](http://www.yourwellnessclinic.org)**



Our Partner

# Organizations



Happy Employees are

# 13%

More Productive



# Thank You



We look forward to potential collaboration.



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