

# The OPC recognised as finalist in CIPD Awards for HR Consulting Excellence

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*The OPC's collaborative effort supporting **Bus Éireann's (BE)** enhancements of its apprentice recruitment process gains recognition and a win at the recent CIPD awards, Ireland*

The OPC team, along with its client, Bus Éireann (BE), has been named one of the four finalists in the 'Excellence in HR Consulting and Strategic Partnerships' category at the recent CIPD awards in Ireland. It was for impactful consultancy work supporting BE to improve the effectiveness, efficiency, and inclusivity of apprentice applicants for Heavy Vehicle Mechanics.

Bus Éireann were also nominated for the same Apprenticeships recruitment redesign project under the 'Talent Management' category, focusing on inclusive recruitment in recognition of their work towards strategic workforce planning.

Working closely alongside BE's team, the OPC supported them to overhaul their Heavy Vehicle Maintenance Apprentice (HVMA) selection process, with specific targets to:

- Increase the recruitment of under-represented applicants, particularly focusing on female candidates.

- Develop and implement a digital front-end selection process that was inclusive, efficient, effective, and fair.
- Design practical exercises allowing candidates to showcase their skills.
- Ensure a positive candidate experience throughout the selection journey.

Although the OPC didn't secure their category prize win, the team celebrated BE's success, for winning the 'Talent Management' award for inclusive recruitment in their HVM Apprenticeships selection process redesign.

Dr Steve Fletcher, Occupational Psychologist and Director at the OPC said: "We were thrilled to have been named finalists at the recent CIPD awards in Ireland. It was an honour to contribute to this project and Bus Éireann's win."

The CIPD HR Awards in Ireland celebrate outstanding work and its impact on people development, reflecting both core areas of work and current trends in the profession.

Linda Allen, Senior Manager Talent and Diversity, BE concluded: "Winning this award is a testament to the whole team's commitment to fostering diversity and inclusion at Bus Éireann. The OPC played a pivotal role in our journey to revamp our recruitment processes, and we're grateful for their partnership. We've opened doors to talent that might have previously been overlooked and we're committed to creating inclusive workplaces and providing opportunities where all can excel."

