

Scholarship Programme

Building the future of workplace health and safety in Aotearoa

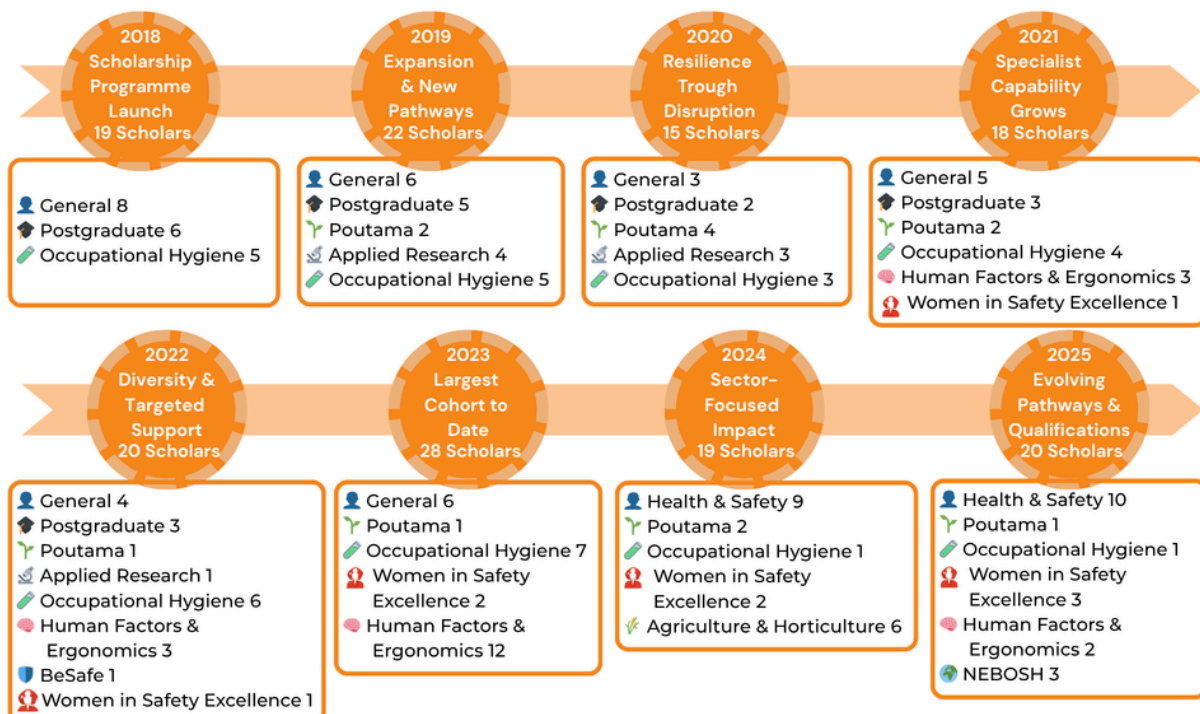
New Zealand businesses rely on skilled health and safety professionals to manage risk, protect workers, and keep organisations running well. But demand is growing faster than supply.

Investing in capability now is essential if we want safer, healthier workplaces in the future.

The HASANZ Scholarship Programme is a proven, high-impact initiative that helps grow the pipeline of qualified practitioners and develop future leaders across the profession. Since launching in 2018, HASANZ has awarded 160 scholarships – strengthening expertise across industries and communities throughout Aotearoa.

Now, we're looking ahead to what comes next – and how we can build it together.

HASANZ Scholarship Programme Timeline



An invitation

New Zealand businesses rely on skilled health and safety professionals to manage risk and protect workers – but demand is continuing to grow faster than the available workforce. We are facing an increasing need for more qualified practitioners, and there is a clear opportunity to strengthen the profession for the future.

The HASANZ Scholarship Programme creates accessible pathways into the profession and supports practitioners to build their capability – from technical expertise through to leadership and governance.

Since 2018, the programme has made a meaningful impact. But the need continues to grow.



As workplaces become more complex and expectations around health, safety, and wellbeing continue to evolve, organisations need access to highly skilled professionals who can provide effective guidance and leadership. Without sustained investment in workforce development, many organisations may struggle to access the expertise needed to maintain safe, healthy, and productive workplaces.

Supporting the Scholarship Programme is a practical way to help strengthen the profession – enabling more people to enter the field, grow their skills, and contribute to safer outcomes across Aotearoa.

Scholars gain more than financial support. They build networks, gain real-world experience through field days and industry engagement, and develop the confidence to influence change.

Together, we can strengthen the pipeline of skilled professionals and lift standards across the sector.

Mike O'Brien
HASANZ Independent Chair

The Challenge + Opportunity

A growing workforce challenge — and a powerful opportunity

New Zealand businesses depend on qualified health and safety professionals to manage risk, meet regulatory expectations, and protect workers.

But demand continues to outpace supply.

The HASANZ Workforce Pipeline Report estimates we need at **least 2,100 additional practitioners** over the next ten years.

Without sustained investment in education and professional development, organisations will increasingly struggle to access the expertise needed to maintain safe and productive workplaces.

This presents both a challenge — and a real opportunity.

Since 2018, the HASANZ Scholarship Programme has provided clear pathways into the profession and supported practitioners to grow their qualifications and leadership capability.

So far, **160 scholarships** have been awarded across eight key disciplines, strengthening capability in critical sectors throughout Aotearoa.

With continued support, this impact can grow — helping ensure New Zealand workplaces have the skilled professionals they need now and into the future.



Proven impact. Real outcomes.



Since 2018, the HASANZ Scholarship Programme has supported **160 scholars**, strengthening capability across New Zealand's health and safety workforce.

Scholars come from a wide range of backgrounds and disciplines, including:

- Health & Safety (General)
- Poutama
- Postgraduate
- Occupational Hygiene
- Women in Safety Excellence
- Human Factors and Ergonomics
- Agriculture & Horticulture
- Applied Research

This breadth means capability is being built not just at entry level, but across specialist, research, governance, and high-risk sector roles.

Beyond funding — building professionals

HASANZ Scholarships provide more than financial support. Scholars also gain practical development opportunities and strong industry connections.

In 2025, HASANZ hosted several field days across the country, bringing together alumni and current scholars. These events included expert speakers, sponsor engagement, and health and safety tours at host organisations — creating valuable opportunities for learning and connection.

Scholars build networks, gain real-world insight, and strengthen their ability to influence safer outcomes in the organisations they work in.

The Multiplier Effect — Alumni in Action

From scholar to sector leader

Since 2018, HASANZ scholars have moved into roles across construction, manufacturing, horticulture, infrastructure, research, governance, and specialist practice throughout Aotearoa.

Many alumni now hold senior or influential positions across industry and government.

The impact of each scholarship goes far beyond the individual.

Scholars go on to:

- Influence leadership decisions
- Shape organisational strategy
- Improve safety culture
- Protect workers and whānau
- Strengthen systems in high-risk sectors

The result isn't just 160 qualified professionals — it's hundreds of safer workplaces influenced.

Alumni in action

The programme was designed not only to remove financial barriers but also to build a connected professional community.

Alumni remain an important part of that story.

Many choose to stay involved by:

- Mentoring new scholars
- Hosting site visits or field days
- Advocating within their organisations
- Supporting targeted scholarships
- Championing the programme

Every contribution helps strengthen the pathway for those coming through next.

The ripple continues

Every scholarship creates decades of professional influence.

When alumni step into leadership roles, establish consultancies, guide major projects, or influence governance decisions, the original investment multiplies.

Together, we can ensure that the multiplier effect continues.

Once a scholar, always part of the whānau

Profiles in SafeGuard magazine highlight the real-world impact scholars are making across New Zealand.

From occupational hygienists managing major hazard facilities, to advisors improving systems in horticulture and construction, alumni are making a tangible difference in their organisations and communities.

Their careers show how early investment in capability continues to deliver long-term benefits.

HASANZ Scholars

A small sample of our successful scholars



Kreepa Shrestha

HASANZ Applied Research Scholarship recipient 2019

Becoming a certified occupational hygienist will better equip me to pass this learning on to others and together we can achieve better health outcomes for workers in New Zealand.



Pene (Ben) Tipene Morunga-Toi

HASANZ Poutama Scholarship recipient 2021

This scholarship enables me to formalise my many years of experience, which, in turn, will allow me to provide advice to a broader workforce and industries.



Jessica Griffen

HASANZ Postgraduate Scholarship recipient 2019

This scholarship ensures I can continue my studies ... and will assist in reaching my goal of becoming a meaningful change agent within workplace health and safety in New Zealand.



Vance Walker

HASANZ Poutama Scholarship recipient 2019

He mihi nui ki te Roopu o HASANZ. It is a privilege to be the inaugural HASANZ Poutama scholar and to join the 2020 Programme. My contribution includes research that involves understanding how Māori culture can improve safety for Māori and other vulnerable workers.

A strategic partnership with national impact

Why partner with HASANZ?

Partnering with HASANZ is about more than funding a scholarship. It's about helping build the professional capability that underpins safer workplaces across Aotearoa.

Strong health and safety expertise supports organisational performance, worker wellbeing, regulatory confidence, and long-term resilience.

By supporting the Scholarship Programme, your organisation contributes directly to developing the professionals businesses rely on every day.

As a partner, you help:

- Grow future health and safety leaders
- Strengthen high-risk sectors
- Support specialist knowledge and research
- Promote diversity within the profession
- Lift professional standards nationwide

You'll also be recognised as an organisation actively investing in safer workplaces.

Meaningful engagement — not just visibility

HASANZ partners have the opportunity to stay connected with scholars and alumni through events, field days, and wider industry initiatives.

In 2025, our nationwide field days brought together alumni, current scholars, sponsors, and sector leaders for shared learning, site visits, and professional development — reinforcing the strength of this growing community.

Partnership creates opportunities to:

- Connect with emerging professionals
- Support those coming through the pathway you once took
- Build relationships across the sector
- Demonstrate a real commitment to safer workplaces

This isn't passive support — it's a hands-on way to help shape the future of the profession.



Partnership Levels & Investment

Partnership levels

HASANZ offers flexible partnership options designed to align with your organisation's objectives, scale, and capacity for impact.

All partnerships directly support the development of qualified health and safety professionals and contribute to safer workplaces across Aotearoa.

HASANZ is a registered charity. Partnership contributions are classed as donations and may be eligible for tax credits.

Customised partnership arrangements are also available and can be discussed to reflect your organisation's goals.

Strategic Partner

\$10,000 per year over two years
(\$20,000 total, excl. GST)

Partner

\$5,000 per year over two years
(\$10,000 total, excl. GST)

Supporting Partner

\$2,500 per year over two years
(\$5,000 total, excl. GST)

What your partnership supports

Partnership contributions help HASANZ to:

- Provide financial support of up to \$5,000 per scholar towards full or part-time tertiary study in health and safety
- Deliver nationwide field days and professional development opportunities
- Facilitate mentoring and industry connection
- Support applied research and specialist capability development
- Maintain programme delivery and engagement

Each partnership strengthens the pipeline of skilled professionals New Zealand workplaces depend on.

The return on your investment

A single scholarship can influence decades of professional practice.

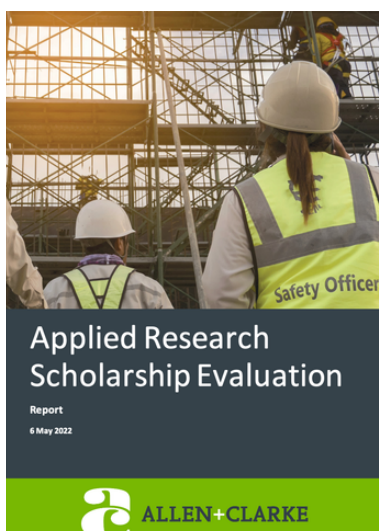
Graduates supported through the HASANZ Scholarship Programme go on to advise organisations, influence leadership decisions, and improve health and safety outcomes across multiple workplaces.

Your partnership therefore creates impact well beyond the individual — contributing to safer work environments across industries and communities.

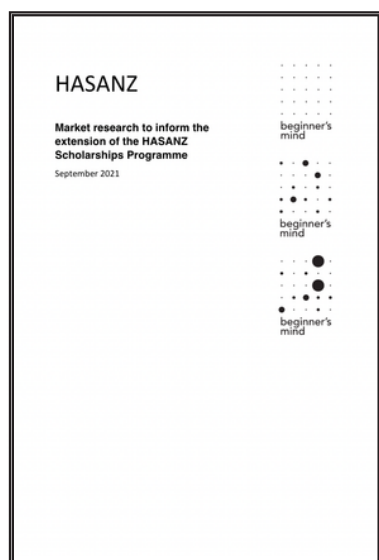
Supporting research



The HASANZ Health and Safety Workforce Pipeline Report provides information on the existing capability and capacity of the health and safety professionals workforce, identifies key gaps, and forecasts demand over the next decade. It outlines recommendations for change and identifies who can work together to implement these recommendations. The next step is action. The HASANZ Scholarship programme goes some way to addressing the issues identified in the report and building the workforce of the future.



The Applied Research Scholarship Evaluation speaks to the small but important role of the HASANZ Applied Research Scholarship. This scholarship supports the growth of health and safety research and insight into New Zealand. Most of the research currently being conducted by recipients would not have been able to go ahead without the financial support of the scholarship. The focus of the scholarship on applied research is important and supports the interface between academic research and practical workplace health and safety.



HASANZ commissioned market research to inform the extension of the HASANZ Scholarships Programme. This research provides insight into the options and opportunities for HASANZ to develop its scholarships programme and explore more comprehensive workforce capability options. It shows that there is awareness in general of the programme and that the HASANZ Scholarship Programme has significant potential for expansion. Expansion may include the introduction of internships or secondments.

Building the future — together

The HASANZ Scholarship Programme exists because people and organisations believe in the value of strong professional capability and safer workplaces.

Since 2018, 160 scholars have grown their qualifications, confidence, and influence through the programme. Many are now making a real difference across organisations and communities throughout Aotearoa.

Every partnership strengthens that ripple effect.

By supporting HASANZ, you're not only investing in individual scholars — you're helping shape the future of the profession and the wellbeing of New Zealand's workforce.

We're grateful to everyone who has supported the programme so far, and we warmly welcome those who want to be part of what comes next.

Together, we can continue to grow the expertise that businesses rely on — and workers deserve.

Let's start the conversation

We would value the opportunity to talk about how you or your organisation might become part of the next chapter of the HASANZ Scholarship Programme.

Contact Mia Troll to discuss



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