



# NEBOSH 2024-2027 STRATEGY

## Developing our potential



**63,601 learners from  
159 countries earned  
qualifications with  
NEBOSH in 2022-23**



**NEBOSH qualifications  
are regulated by  
SQA Accreditation  
and Ofqual**

**97% of employees  
say they are proud to  
work at NEBOSH**



**94% of successful learners would  
recommend the NEBOSH National  
General Certificate and  
91% would recommend the  
NEBOSH International General  
Certificate**



**7,000 Diploma and  
Masters holders  
are members of the  
NEBOSH Alumni**

# Introduction

NEBOSH is a UK based, globally active charity whose vision is to enable and inspire the world of work and wider environment to be a safer and healthier place.

We are a not-for-profit business, providing a social purpose benefit. Our mission is to offer world-class and accessible health, safety, environmental, risk and wellbeing qualifications, and services that address the changing and emerging risks in the global workplace.

NEBOSH has many strengths, encompassing our brand, charitable status, reputation for quality, domain expertise, the resilience and flexibility of our delivery model, and our global reach.

We are a preeminent awarding organisation for regulated OSH qualifications in our key markets and command a significant market share in multiple other nations.

NEBOSH has enormous potential and the resources, expertise, and ambition to significantly extend our reach and increase our impact.

*This is our three-year strategy to 2027.*



**Andy Shenstone**  
Chief Executive  
Officer



**Rob Hull**  
Chair

**"NEBOSH has enormous potential to extend our reach and increase our impact."**



# Our mission

Our mission is to save lives and protect people at work through offering world-class qualifications, services and support that address the changing and emerging risks in the global workplace.

Employers choose NEBOSH because we offer high-quality qualifications and rigorous assessments, and our learners positively contribute to the workplace. Learners choose NEBOSH qualifications to secure jobs, advance their careers and manage workplace risks.

Our qualifications also meet the membership requirements of professional bodies and enable learners to continue their professional development. This in turn requires our qualifications to be of the highest quality and be assessed fairly, consistently, rigorously, and efficiently so that we protect our core value proposition.

Working in collaboration with other organisations we will encourage the provision of training and education for people throughout their Occupational Safety and Health (OSH) careers, promoting appropriate standards of assessment in health, safety and environmental (HSE) management and help to co-ordinate international standards.



**2.3 million people die  
every year because of  
work-related accidents  
or diseases\***

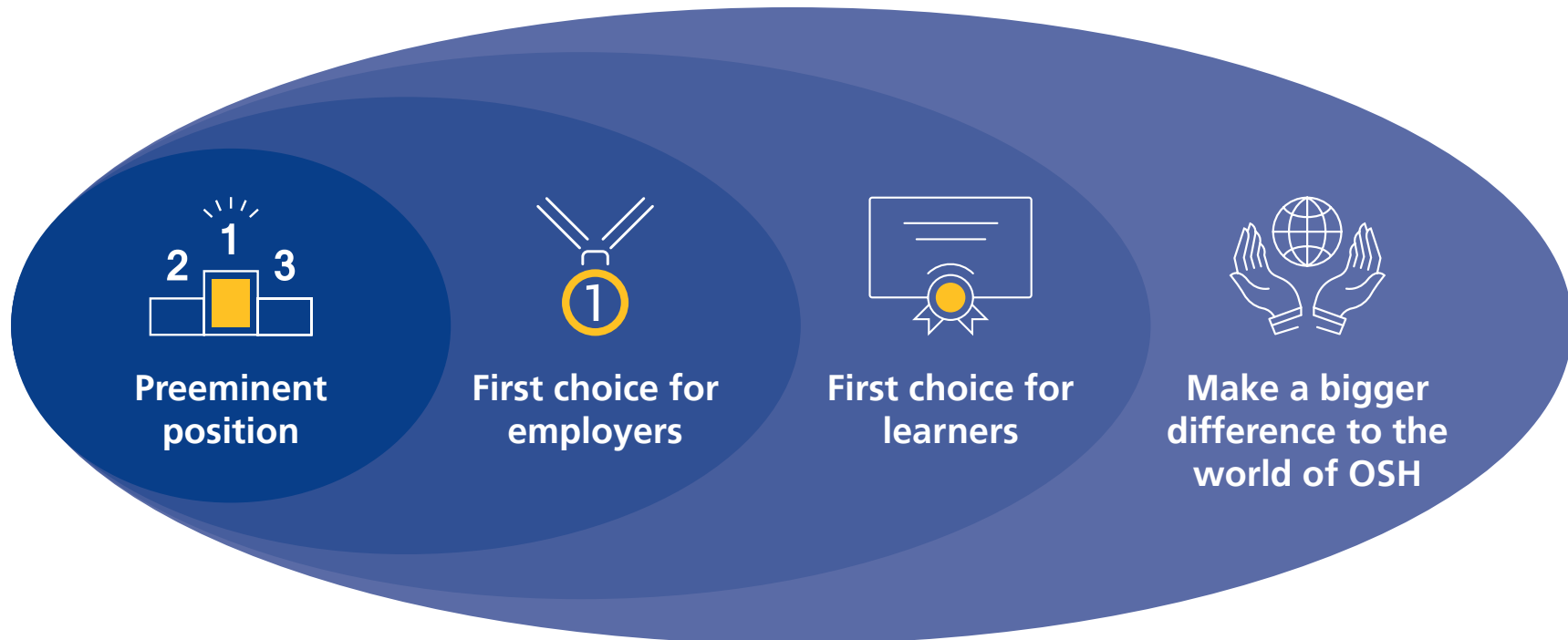


\*[https://www.ilo.org/moscow/areas-of-work/occupational-safety-and-health/WCMS\\_249278/lang-en/index.htm](https://www.ilo.org/moscow/areas-of-work/occupational-safety-and-health/WCMS_249278/lang-en/index.htm)

# Our vision for 2027

## Our vision:

- Maintain an exemplary level of **regulatory compliance** by administering a high-quality, **assessment** process that accurately assesses learner capabilities.
- Deliver a **transformed approach** to assessment design, operation, and quality assurance.
- **Grow our provision** of core qualifications on a sustainable basis and be the 'go to' partner for employers who want to develop **bespoke courses and delivery solutions for their workplace**.
- Provide an **outstanding customer service** including establishing **MyNEBOSH**, a portal that supports learners at all stages of their journey.
- Be an **employer of choice** where to work for NEBOSH is to be part of an **inclusive, professional, and values-driven community**.
- For our work as a **charity** to be more widely understood, recognised, and **valued by our key stakeholders** by significantly extending activities that contribute to our social purpose.



# The impact we will have

## Impacts and Outcomes



### Learners

Learners receive a holistic experience covering subject specific and transferrable skills

Learners regularly engage with NEBOSH to extend their skills & knowledge

Alumni are confident, competent, and highly valued by their employers, peers, and wider industry counterparts

Alumni are leading members of the global community of health and safety professionals



### Partners

Learning Partners are committed to NEBOSH values and the integrity of our qualifications

High quality learning resources are available to support the delivery of transformational and lifelong learning experiences

Corporates see NEBOSH as a trusted partner

Learners and Learning Partners experience outstanding customer service



### The Profession

World-class qualifications that address the changing and emerging risks in the global workplace

The OSH qualification provider of choice in our chosen markets

Lead ethical practice in OSH education

Influence the debate as a recognised, respected voice in the OSH sector

Employer of choice within the OSH profession



### Society

The health and safety professional community is increasingly inclusive

Improved health, safety and wellbeing of people in the workplace through education, thought leadership and improved employment prospects

Learners contribute to a safer and more sustainable economy and benefit other employees and wider society

## Outputs

|                                                                                                           |                                                                                            |                                                                                                    |                                                                                              |                                                                                                           |                                                            |                                                                     |                                                                                                  |
|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|------------------------------------------------------------|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| Satisfy the needs of our learners and their employers, harnessing this knowledge to shape future products | Maintain robust, consistent and efficient processes for quality assuring Learning Partners | Deliver a seamless and frictionless customer journey across our portfolio of products and services | Develop innovative products and services that deliver effective experiences to every learner | Sustained loyalty and trust in NEBOSH through high quality products and our wider social impact programme | Maintain a high level of regulatory and ethical compliance | Deliver a secure, resilient and highly functional IS/IT environment | Offer a diversified portfolio of awards and services extending across more countries and sectors |
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# How we will achieve our goals

To ensure we have a cohesive and integrated approach, delivery will be managed through seven 'building blocks' ....

## Assessment and Quality

Provide high quality qualifications and assessments that equip learners with the tools they need to thrive.

## People and Culture

Strive for quality and excellence in all people-related resources, actions and decisions.

## Learning Partners

Ensure NEBOSH-accredited organisations continue to provide high-quality learning.

## Ethical Practice

Continue our zero-tolerance approach to malpractice and maintain our reputation for integrity.

## IT Enabled Business Transformation

Deliver a new technical infrastructure and develop our data capabilities for informed decision-making.

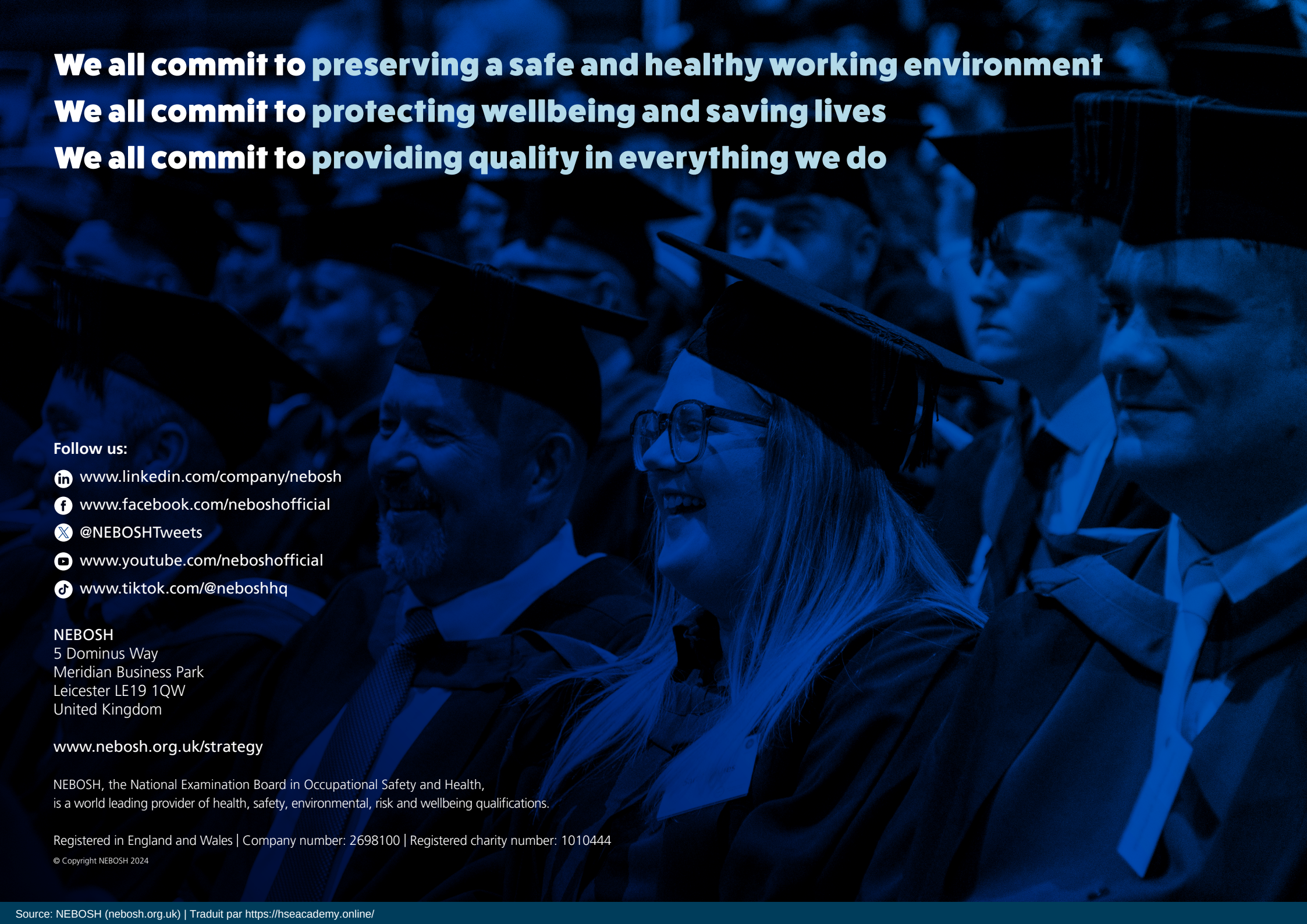
## Social purpose

A programme of charitable investment activities that increases our reach and impact.

## Business and Market Development

Become the preferred OSH qualification provider globally with a focus on trusted partnerships.





**We all commit to preserving a safe and healthy working environment**

**We all commit to protecting wellbeing and saving lives**

**We all commit to providing quality in everything we do**

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NEBOSH, the National Examination Board in Occupational Safety and Health,  
is a world leading provider of health, safety, environmental, risk and wellbeing qualifications.

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