

2024 Survey of the family violence and sexual violence workforce

Background

In 2024, family and sexual violence workforces were surveyed on training, relationships, and the sustainability of the workforce. The survey was the first of its kind and received 396 responses, which limits the generalisability of the findings. We intend to grow the survey response over time to address this. Though limited, the survey did produce some interesting insights into the three topics surveyed, which are presented here.

Groupings

In the analysis of the survey, respondents were categorised into two groupings:

- A **specialist** respondent is someone who said their work focuses primarily on preventing or responding to family violence and/or sexual violence .
- A **generalist** respondent is someone who said their work involves promoting wellbeing, health, and/or equity and may encounter people who've been impacted by violence.

Relationships

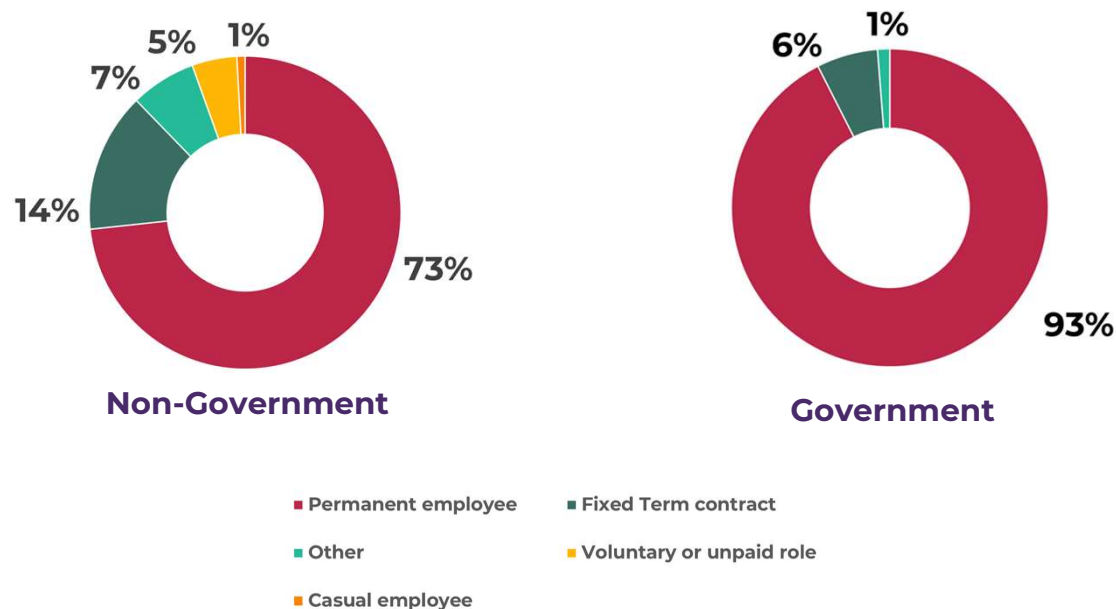
Over half of respondents have positive relationships with government

NGO respondents viewed relationships with government staff as mostly positive, with over half involved in advisory groups. **57%** of frontline specialists reported professional ties with local iwi.

Sustainability of the workforce

Employment conditions less stable for NGO respondents

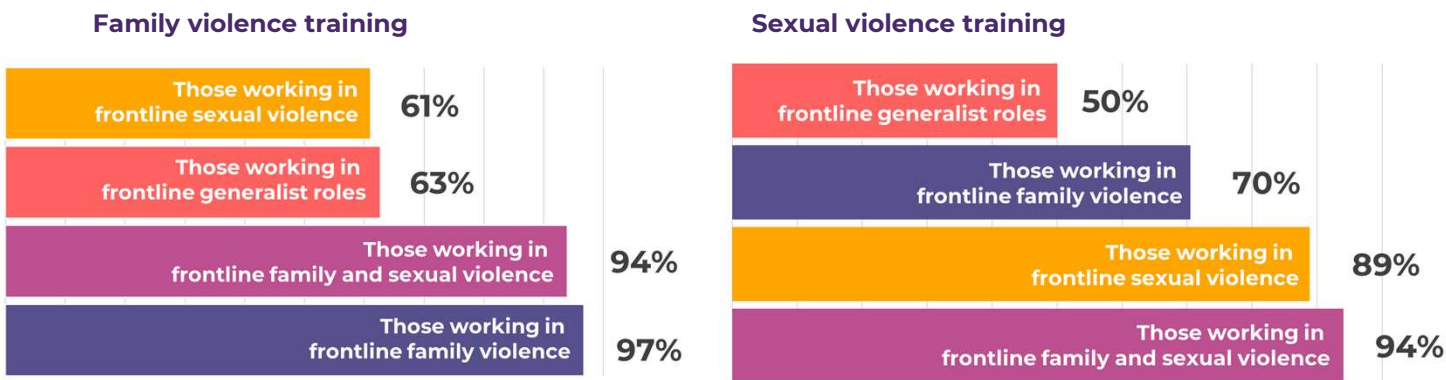
14% of NGO respondents were on fixed-term contracts and **13%** in other non-permanent roles, compared to just **7%** in government - highlighting lower job stability in NGOs, which affects recruitment and workforce sustainability.



Training

Family violence and sexual violence training is common and relevant but gaps in more specific training remain

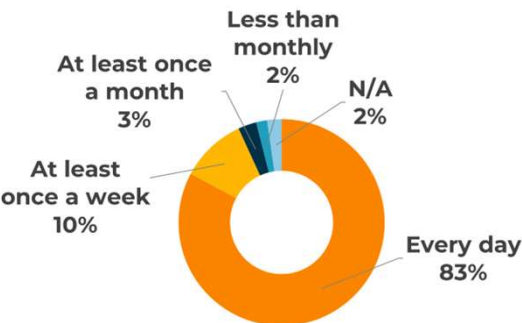
Although family and sexual violence are often treated separately, most frontline survey respondents had training in both - even those not working directly in the field.



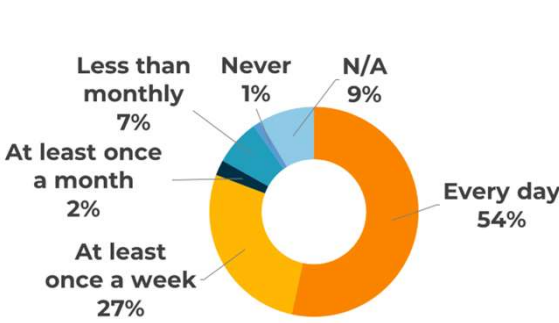
Frontline respondents reported using their training regularly

Of frontline respondents who reported they had received training, 93% of specialist and 81% of generalist respondents reported they use their training at least weekly, highlighting the value in training both specialist and generalist workforces.

Specialist

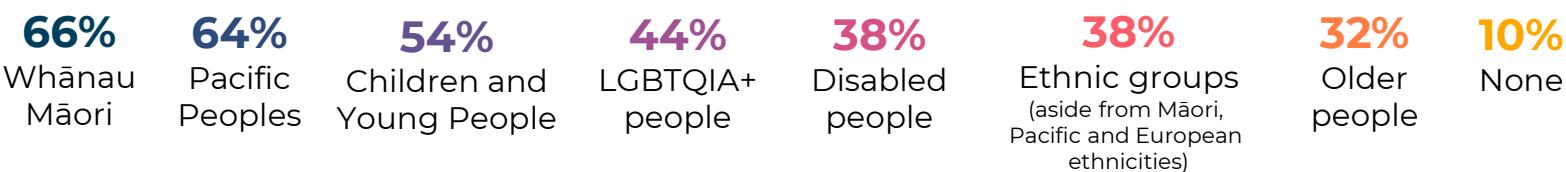


Generalist



Frontline respondents reported low levels of training to work with specific groups

Most frontline respondents had training for working with whānau Māori, Pacific families, and youth, but fewer than half, and sometimes only a third, had training to support more highly victimised groups.



Survey limitations reduce the findings' reliability, but if representative, they highlight the need for more stability in the NGO sector and targeted training for specific communities.