



The Centre for Family Violence
and Sexual Violence Prevention
Responding, healing, strengthening

FVSV Workforce Survey 2024 Data Tables

FAMILY VIOLENCE AND SEXUAL VIOLENCE
WORKFORCE SURVEY RESULTS

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Introduction

The workforce survey was undertaken in May and June of 2024 to gather data from the family violence and sexual violence (FV SV) workforces in Aotearoa New Zealand, to inform reporting on progress towards the moemoeā of Te Aorerekura.

The survey was a collaboration between The Centre for Family Violence and Sexual Violence Prevention and Accident Compensation Corporation (ACC), as both agencies needed to survey the workforces in 2024. For ACC, the survey will inform work being undertaken in primary FV SV prevention (note that ACC will report their findings separately). See Appendix 1 for a description of the survey development and dissemination, and Appendix 2 for survey questions. A version of the survey will be regularly conducted to measure progress and inform future OMF reporting.

Survey Sample

The survey was distributed to workforces through a snowball method, aiming to reach as many people as possible by encouraging people to forward the link to their networks.

There were 396 respondents, made up of;

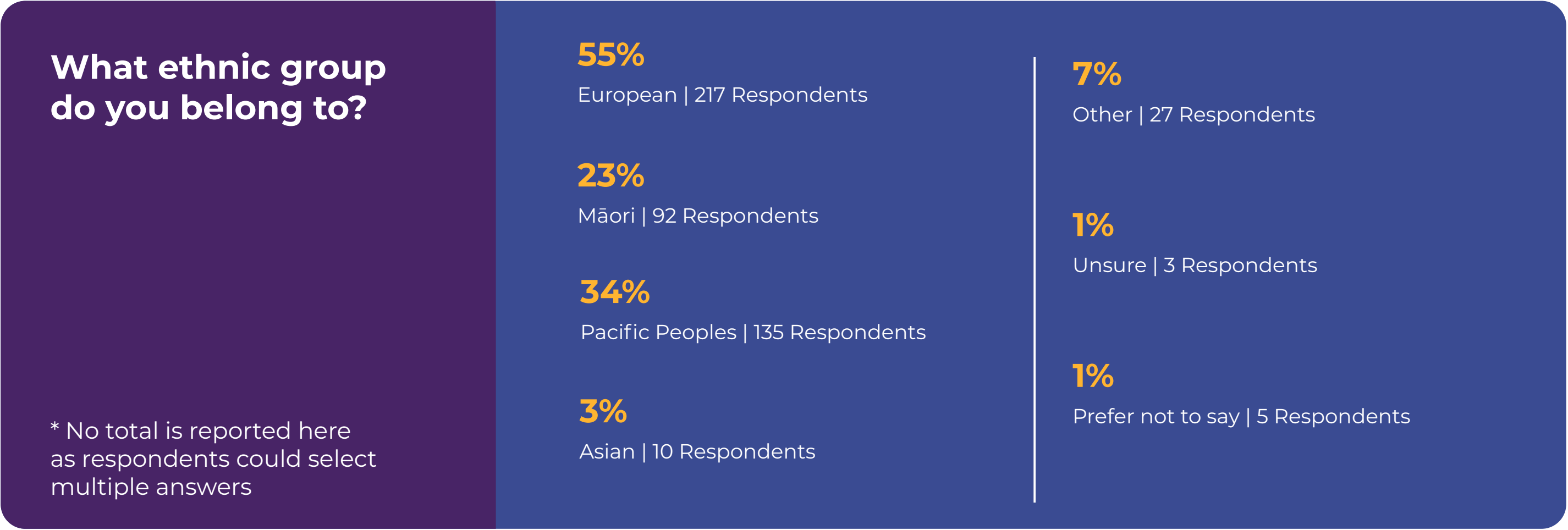
- mostly (80%) women,
- more than half identified as European New Zealanders,
- more than a third as Pacific peoples, and
- almost a quarter as Māori
- There was also representation from LGBTQIA+ (15%) and
- disabled (16%) members of the workforces.

In terms of their roles, respondents included a good spread of specialists and generalists, frontline and back-office roles, those who work in FV and SV, prevention and response, government and non-government organisation (NGO) workers, and specialists with a range of experience (i.e., lengths of time) working in the sectors.

Due to the way the survey was distributed and the time taken to complete it, some groups may have had more opportunity, motivation, or capacity to complete the survey than others did. Because little is known about the FV SV workforces, therefore it is not possible to determine if the responses received were representative of the workforces as a whole.

See Appendix 3 for a full breakdown of survey respondents' demographics and roles in the sectors.

All respondents' data tables



What range is your age within?

	Number	Percentage
18–24 years	7	2%
25–34 years	60	15%
35–44 years	89	22%
45–54 years	101	26%
55–64 years	88	22%
65–74 years	33	8%
75 years or over	4	1%
Prefer not to say	14	4%
TOTAL	396	

Which gender or genders do you currently identify with?

	Number	Percentage
Woman/Girl/wahine	323	82%
Man/Boy/Tāne	63	16%
Another gender	7	2%
Unsure	0	0%
Prefer not to say	9	2%

* No total is reported here as respondents could select multiple answers



Demographics

Where do you live?

	Number	Percentage
Northland region	14	4%
Auckland region (includes the area from the Bombay Hills up to Wellsford)	122	31%
Waikato region	37	9%
Bay of Plenty region	38	10%
Gisborne region	4	1%
Hawke's Bay region	13	3%
Taranaki region	2	1%
Manawatū-Whanganui region	14	4%
Wellington region (includes Kāpiti and the Wairarapa)	67	17%
Tasman region	7	2%
Nelson region	8	2%
Marlborough region	6	2%
West Coast region	4	1%
Canterbury region	21	5%
Otago region	11	3%
Southland region	4	1%
Area outside these regions	1	0%
Prefer not to say	23	6%
TOTAL	396	

Which Iwi region/s do you identify with?

	Number	Percentage
Te Tai Tokerau/Tāmaki-makaurau (Northland/Auckland) Region Iwi	26	28%
Hauraki (Coromandel) Region Iwi	6	7%
Waikato/Te Rohe Pōtae (Waikato/King Country) Region Iwi	21	23%
Te Arawa/Taupō (Rotorua/Taupō) Region Iwi	21	23%
Tauranga Moana/Mātaatua (Bay of Plenty) Region Iwi	24	26%
Te Tai Rāwhiti (East Coast) Region Iwi	15	16%
Te Matau-a-Māui/Wairarapa (Hawke’s Bay/Wairarapa) Region Iwi	10	11%
Taranaki Region Iwi	7	8%
Whanganui/Rangitīkei (Wanganui/Rangitīkei) Region Iwi	4	4%
Manawatū/Horowhenua/Te Whanganui-a-Tara (Manawatū/Horowhenua/Wellington) Region Iwi	3	3%
Te Waipounamu/Wharekauri (South Island/Chatham Islands) Region Iwi	11	12%
Prefer not to say	3	3%
* No total is reported here as respondents could select multiple answers		

Do you live in a rural or urban area?

	Number	Percentage
Rural	30	8%
Urban	277	70%
Prefer not to answer	89	22%
TOTAL	396	

Do you identify as a member of the rainbow community?

	Number	Percentage
Yes	59	15%
No	337	85%
TOTAL	396	

Are you disabled or do you have a long-term condition, impairment, or mental health condition that limits your ability to carry out everyday? activities?

	Number	Percentage
Yes	62	16%
No	310	78%
Prefer not to say	24	6%
TOTAL	396	

Employment

Is your organisation a generalist or specialist agency?

	Number	Percentage
Generalist	168	42%
Specialist	228	58%
TOTAL	396	

Which of these types of work do you primarily do or support others to do?

	Number	Percentage
Prevention only	102	26%
Response only	96	24%
Prevention and Response	198	50%
TOTAL	396	

In your current role do you primarily work directly with members of the community who do or may experience violence, or do you work in a back office role?

	Number	Percentage
Back office	89	22%
Frontline	171	43%
Frontline and back office	136	34%
TOTAL	396	

How many years have you worked in roles where the focus is family violence or sexual violence?

	Number	Percentage
Up to 5 years	86	38%
6 to 15 years	74	32%
More than 15 years	68	30%
TOTAL	228	

Which of the following best describes your current role?

Non-government	Number	Percentage
Permanent employee	173	73%
Fixed-term contract	34	14%
Casual employee	2	1%
Voluntary or unpaid role	11	5%
Other	16	7%
TOTAL	136	

Government	Number	Percentage
Permanent employee	148	93%
Fixed-term contract	10	6%
Casual employee	0	0%
Voluntary or unpaid role	0	0%
Other	2	1%
TOTAL	160	

Training and capability

Have you received any training focused on *family violence*?

Frontline Family Violence Respondents	Number	Percentage
Yes, in the last 12 months	52	85%
Yes, over a year ago	7	11%
No	2	3%
TOTAL	61	
Frontline Sexual Violence Respondents		
Yes, in the last 12 months	13	36%
Yes, over a year ago	9	25%
No	14	39%
TOTAL	36	
Frontline Family and Sexual Violence Respondents		
Yes, in the last 12 months	63	36%
Yes, over a year ago	15	25%
No	5	39%
TOTAL	83	
Frontline Generalist Respondents		
Yes, in the last 12 months	62	49%
Yes, over a year ago	17	13%
No	47	37%
TOTAL	126	

Have you received any training focused on *sexual violence*?

Frontline Sexual Violence Respondents	Number	Percentage
Yes, in the last 12 months	24	67%
Yes, over a year ago	8	22%
No	4	11%
TOTAL	36	
Frontline Family Violence Respondents	13	36%
Yes, in the last 12 months	23	38%
Yes, over a year ago	20	33%
No	18	29%
TOTAL	61	
Frontline Family and Sexual Violence Respondents	63	36%
Yes, in the last 12 months	62	74%
Yes, over a year ago	17	20%
No	5	6%
TOTAL	84	
Frontline Generalist Respondents	62	49%
Yes, in the last 12 months	39	31%
Yes, over a year ago	24	19%
No	63	50%
TOTAL	126	

Was your training aligned with Te Aorerekura Family Violence Capability Framework

	Number	Percentage
Yes	114	38%
No	71	24%
Don't know	115	38%
TOTAL	300	

How often do you apply what you’ve learnt in training to your work?

Frontline specialist	Number	Percentage
Everyday	144	85%
At least once a week	18	11%
At least once a month	5	3%
Less than monthly	3	2%
Never	0	0%
TOTAL	170	
Frontline generalist		
Everyday	45	58%
At least once a week	23	30%
At least once a month	2	3%
Less than monthly	6	8%
Never	1	1%
TOTAL	77	
Frontline Generalist Respondents		
Yes, in the last 12 months	62	49%
Yes, over a year ago	17	13%
No	47	37%
TOTAL	126	

Which of these communities/groups (if any) have you had training to specifically work with?

	Number	Percentage
Whānau Māori	203	66%
Children and Young People	195	64%
Pacific families	165	54%
LGBTQIA+ people and families	135	44%
Disabled people and families	116	38%
Ethnic communities	116	38%
Older people	98	32%
None	31	10%
N/A	6	2%

* No total is reported here as respondents could select multiple answers

To what extent do you have access to the right information (e.g., research, practice guidance) to support you to improve in your role?

	Number	Percentage
Frontline Specialists		
Always	64	35%
Often	77	43%
Sometimes	38	21%
Never	2	1%
N/A	0	0%
TOTAL	181	
Frontline Generalists	6	2%
Always	33	26%
Often	55	44%
Sometimes	36	29%
Never	1	1%
N/A	1	1%
TOTAL	125	

Relationships and experiences

Do you participate in any government family violence or sexual violence advisory and/or governance groups or networks?*

	Number	Percentage
Yes	118	58%
No	86	42%
TOTAL	204	

**Government respondents excluded from this question*

In general, how would you rate the quality of your relationships with local staff at government agencies?

	Number	Percentage
Very good/Good	145	62%
Okay	70	30%
Poor/Very poor	20	9%
N/A	14	6%
TOTAL	235	

In general, how would you rate the quality of your relationships with staff based at national offices of government agencies?

	Number	Percentage
Very good/Good	93	43%
Okay	80	37%
Poor/Very poor	43	20%
N/A	33	15%
TOTAL	216	

Do you have a professional relationship with local iwi or mana whenua within your rohe/ area?

	Number	Percentage
Yes	166	54%
No	141	46%
TOTAL	307	

How would you rate your general level of toi ora or wellbeing at work?

	Number	Percentage
Very good/Good	199	65%
Okay	72	24%
Poor/Very poor	33	11%
N/A	3	1%
TOTAL	304	

KAIMAHI MĀORI



Demographics

What range is your age within?

	Number	Percentage
18–24 years	3	3%
25–34 years	13	14%
35–44 years	25	27%
45–54 years	19	21%
55–64 years	22	24%
65–74 years	7	8%
Prefer not to say	3	3%
TOTAL	92	

Which gender or genders do you currently identify with?

	Number	Percentage
Woman/Girl/wahine	80	87%
Man/Boy/Tāne	9	10%
Another gender	2	2%
Unsure	0	0%
Prefer not to say	1	1%

**No total is reported here as respondents could select multiple answers*

Do you identify as a member of the rainbow community?

	Number	
Yes	16	17%
No	76	83%
TOTAL	92	

Are you disabled or do you have a long-term condition, impairment, or mental health condition that limits your ability to carry out everyday? activities?

	Number	Percentage
Yes	18	20%
No	71	77%
Prefer not to say	3	3%
TOTAL	92	

Do you live in a rural or urban area?

	Number	Percentage
Rural	15	16%
Urban	66	72%
Prefer not to answer	11	12%
TOTAL	92	

Which Iwi region/s do you identify with?

	Number	Percentage
Te Tai Tokerau/Tāmaki-makaurau (Northland/Auckland) Region Iwi	26	28%
Hauraki (Coromandel) Region Iwi	6	7%
Waikato/Te Rohe Pōtae (Waikato/King Country) Region Iwi	21	23%
Te Arawa/Taupō (Rotorua/Taupō) Region Iwi	21	23%
Tauranga Moana/Mātaatua (Bay of Plenty) Region Iwi	24	26%
Te Tai Rāwhiti (East Coast) Region Iwi	15	16%
Te Matau-a-Māui/Wairarapa (Hawke's Bay/Wairarapa) Region Iwi	10	11%
Taranaki Region Iwi	7	8%
Whanganui/Rangitikei (Wanganui/Rangitīkei) Region Iwi	4	4%
Manawatū/Horowhenua/Te Whanganui-a-Tara (Manawatū/Horowhenua/Wellington) Region Iwi	3	3%
Te Waipounamu/Wharekauri (South Island/Chatham Islands) Region Iwi	11	12%
Prefer not to say	3	3%
<i>* No total is reported here as respondents could select multiple answers</i>		

Employment

What sort of organisation do you work for?

	Number	Percentage
Government	30	33%
Government and NGO	5	5%
Pacific organisation	0	0
Iwi organisation	11	12%
Kaupapa Māori organisation	17	18%
NGOs/Individuals	29	32%
TOTAL	92	

What sort of specialist services do you and your organisation provide?

	Number	Percentage
Family violence and sexual violence	30	52%
Family violence only	20	34%
Sexual violence only	8	14%
TOTAL	58	

Which of these types of work do you primarily do or support others to do?

	Number	Percentage
Prevention only	20	22%
Response only	14	15%
Prevention and Response	58	63%
TOTAL	92	

In your current role do you primarily work directly with members of the community who do or may experience violence, or do you work in a back office role?

	Number	Percentage
Back office	19	21%
Frontline	32	35%
Frontline and back office	41	45%
TOTAL	92	

Is your organisation a generalist or specialist agency?

	Number	Percentage
Generalist	34	37%
Specialist	58	63%
TOTAL	92	

Which of the following best describes your current role?

Non-government	Number	Percentage
Permanent employee	42	74%
Fixed-term contract	10	18%
Casual employee	1	2%
Voluntary or unpaid role	2	3%
Other	2	3%
TOTAL	57	
Government	Number	Percentage
Permanent employee	34	97%
Fixed-term contract	0	0%
Casual employee	0	0%
Voluntary or unpaid role	0	0%
Other	1	3%
TOTAL	35	

Training and capability

Have you received any training focused on *family violence*?

Frontline Specialist Respondents		
	Number	Percentage
Yes, in the last 12 months	27	59%
Yes, over a year ago	10	22%
No	9	19%
TOTAL	46	
Frontline Generalist Respondents		
	Number	Percentage
Yes, in the last 12 months	15	55%
Yes, over a year ago	1	4%
No	11	41%
TOTAL	27	

Have you received any training focused on *sexual violence*?

Frontline Specialist Respondents		
	Number	Percentage
Yes, in the last 12 months	27	59%
Yes, over a year ago	15	32%
No	4	9%
TOTAL	46	
Frontline Generalist Respondents		
	Number	Percentage
Yes, in the last 12 months	11	52%
Yes, over a year ago	5	27%
No	11	21%
TOTAL	27	

How often do you apply what you’ve learnt in training to your work?

Frontline specialist		
	Number	Percentage
Everyday	37	86%
At least once a week	3	7%
At least once a month	1	2%
Less than monthly	2	5%
Never	0	0%
TOTAL	43	
Frontline generalist		
	Number	Percentage
Everyday	10	59%
At least once a week	5	29%
At least once a month	1	6%
Less than monthly	1	6%
Never	0	0%
TOTAL	17	

To what extent do you have access to the right information (e.g., research, practice guidance) to support you to improve in your role?

Frontline Specialists		
	Number	Percentage
Always	16	35%
Often	22	48%
Sometimes	8	17%
Never	0	0%
TOTAL	46	
Frontline Generalists		
	Number	Percentage
Always	8	31%
Often	9	35%
Sometimes	9	35%
Never	0	0%
TOTAL	26	

Was your training aligned with Te Aorerekura Family Violence Capability Framework

	Number	Percentage
Yes	35	51%
No	17	25%
Don't know	17	24%
TOTAL	69	

Which of these communities/groups (if any) have you had training to specifically work with?

	Number	Percentage
Whānau Māori	60	82%
Children and Young People	48	66%
Pacific families	33	45%
LGBTQIA+ people and families	32	44%
Disabled people and families	31	42%
Ethnic communities	27	37%
Older people	26	36%
None	9	12%

*No total is reported here as respondents could select multiple answers

Relationships and experiences

Do you participate in any government family violence or sexual violence advisory and/or governance groups or networks?*

	Number	Percentage
Yes	28	58%
No	20	42%
TOTAL	48	

*Government respondents excluded from this question

In general, how would you rate the quality of your relationships with local staff at government agencies?

	Number	Percentage
Very good/Good	39	70%
Okay	12	21%
Poor/Very poor	5	9%
TOTAL	56	

How would you rate your general level of toi ora or wellbeing at work?

	Number	Percentage
Very good/Good	46	63%
Okay	17	23%
Poor/Very poor	10	14%
TOTAL	73	

Do you have a professional relationship with local iwi or mana whenua within your rohe/area?

	Number	Percentage
Yes	49	67%
No	27	33%
TOTAL	73	

In general, how would you rate the quality of your relationships with staff based at national offices of government agencies?

	Number	Percentage
Very good/Good	25	48%
Okay	15	29%
Poor/Very poor	12	23%
TOTAL	52	

PACIFIC PRACTITIONERS



Demographics

Which ethnic group/s do you belong to?

	Number	Percentage
Samoaan	217	59%
Tongan	92	27%
Cook Islands Māori	135	15%
Fijian	10	10%
Niuean	27	8%
Tokelauan	3	7%
Tuvalu	5	5%
Kiribati	4	3%
Other Pacific Peoples	6	4%

**No total is reported here as respondents could select multiple answers*

Which gender or genders do you currently identify with?

	Number	Percentage
Woman/Girl/wahine	98	72%
Man/Boy/Tāne	32	24%
Another gender	0	0%
Unsure	0	0%
Prefer not to say	5	4%

**No total is reported here as respondents could select multiple answers*

What range is your age within?

	Number	Percentage
18–24 years	1	1%
25–34 years	23	17%
35–44 years	33	24%
45–54 years	47	35%
55–64 years	21	16%
65–74 years	6	4%
Prefer not to say	4	3%
TOTAL	135	

Do you live in a rural or urban area?

	Number	Percentage
Rural	1	1%
Urban	98	73%
Prefer not to answer	36	27%
TOTAL	135	

Do you identify as a member of the rainbow community?

	Number	Percentage
Yes	3	2%
No	132	98%
TOTAL	135	

Are you disabled or do you have a long-term condition, impairment, or mental health condition that limits your ability to carry out everyday?

	Number	Percentage
Yes	12	9%
No	117	87%
Prefer not to say	6	4%
TOTAL	135	

Employment

What sort of organisation do you work for?

	Number	Percentage
Government	51	38%
Government and NGO	9	7%
Pacific organisation	39	29%
Kaupapa Māori organisation	6	4%
NGO/Individuals	30	22%
TOTAL	135	

Is your organisation a generalist or specialist agency?

	Number	Percentage
Generalist	85	63%
Specialist	50	37%
TOTAL	135	

What sort of specialist services do you and your organisation provide?

	Number	Percentage
FV & SV	28	56%
Family violence only	14	28%
Sexual violence only	8	16%
TOTAL	50	

Which of these types of work do you primarily do or support others to do?

	Number	Percentage
Prevention only	42	31%
Response only	29	21%
Both	64	47%
TOTAL	135	

In your current role do you primarily work directly with members of the community who do or may experience violence, or do you work in a back office role?

	Number	Percentage
Back office	16	12%
Frontline	67	50%
Frontline and back office	52	39%
TOTAL	135	

Which of the following best describes your current role?

Non-government	Number	Percentage
Permanent employee	58	77%
Fixed-term contract	14	19%
Casual employee	0	0%
Voluntary or unpaid role	2	3%
Other	1	1%
TOTAL	75	
Government		
Permanent employee	56	93%
Fixed-term contract	3	5%
Casual employee	0	0%
Voluntary or unpaid role	0	0%
Other	1	2%
TOTAL	60	

Training and capability

Have you received any training focused on *family violence*?

Frontline Specialist Respondents		
	Number	Percentage
Yes, in the last 12 months	32	73%
Yes, over a year ago	6	14%
No	6	14%
TOTAL	44	
Frontline Generalist Respondents		
Yes, in the last 12 months	36	48%
Yes, over a year ago	11	15%
No	28	37%
TOTAL	75	

How often do you apply what you’ve learnt in training to your work?

	Number	Percentage
Everyday	34	85%
At least once a week	5	13%
At least once a month	1	3%
Less than monthly	0	0%
Never	0	0%
TOTAL	40	
Frontline generalist		
Everyday	28	62%
At least once a week	12	27%
At least once a month	1	2%
Less than monthly	3	7%
Never	1	2%
TOTAL	45	

Have you received any training focused on *sexual violence*?

Frontline Specialist Respondents		
	Number	Percentage
Yes, in the last 12 months	28	64%
Yes, over a year ago	9	20%
No	7	16%
TOTAL	44	
Frontline Generalist Respondents		
Yes, in the last 12 months	23	31%
Yes, over a year ago	9	12%
No	43	57%
TOTAL	75	

To what extent do you have access to the right information (e.g., research, practice guidance) to support you to improve in your role?

Frontline Specialists		
	Number	Percentage
Always	13	30%
Often	16	36%
Sometimes	15	34%
Never	0	0%
TOTAL	44	
Frontline Generalists		
Always	20	27%
Often	30	40%
Sometimes	24	32%
Never	1	1%
TOTAL	75	

Was your training aligned with Te Aorerekura Family Violence Capability Framework

	Number	Percentage
Yes	36	38%
No	18	19%
Don't know	41	43%
TOTAL	95	

Which of these communities/groups (if any) have you had training to specifically work with?

	Number	Percentage
Whānau Māori	64	54%
Children and Young People	75	63%
Pacific families	92	77%
LGBTQIA+ people and families	38	32%
Disabled people and families	36	30%
Ethnic communities	51	43%
Older people	34	29%
None	14	12%

* No total is reported here as respondents could select multiple answers

Relationships and experiences

Do you participate in any government family violence or sexual violence advisory and/or governance groups or networks?*

	Number	Percentage
Yes	45	62%
No	28	38%
TOTAL	73	

*Government respondents excluded from this question

In general, how would you rate the quality of your relationships with local staff at government agencies?

	Number	Percentage
Very good/Good	69	62%
Okay	31	28%
Poor/Very poor	12	11%
TOTAL	112	

In general, how would you rate the quality of your relationships with staff based at national offices of government agencies?

	Number	Percentage
Very good/Good	42	40%
Okay	38	36%
Poor/Very poor	25	24%
TOTAL	105	

Do you have a professional relationship with local iwi or mana whenua within your rohe/area?

	Number	Percentage
Yes	61	51%
No	58	49%
TOTAL	119	

How would you rate your general level of toi ora or wellbeing at work?

	Number	Percentage
Very good/Good	43	65%
Okay	21	24%
Poor/Very poor	9	11%
TOTAL	73	

Appendix 1: Survey Development & Dissemination

Survey Development

Due to the need to collect data from large workforces, spread across Aotearoa New Zealand, without a clear sample to pull from, The Centre and ACC conducted an online survey. This ensured that respondents could remain anonymous and participate with as little time investment as possible. ACC had commissioned Verian to conduct the survey on their behalf, and it was agreed that The Centre would add their questions into this survey and disseminate it on behalf of both agencies.

Within The Centre, survey questions were developed beginning with the Te Aorerekura Outcomes and Measurement Framework indicators and the demographics which were deemed most useful for understanding the diversity of the workforces. Feedback was gathered from within The Centre to ensure that all questions were necessary and worded appropriately. Once a draft set of questions was agreed upon and approved, these were integrated with ACC's questions, with negotiation occurring where there were discrepancies.

The final set of integrated questions was approved and disseminated for 'cognitive testing'. This process was undertaken to ensure the questions were worded appropriately, clearly, and were not offensive to different groups. Feedback was provided by 20 individuals across government agencies and non-government organisations, these resulted in minor changes to question wording and response options. The questions were then put into the online survey tool by Verian, and a link was provided to The Centre to share.

Survey Content

Due to the purpose of the survey being to gather data for OMF reporting and the need to keep the survey a manageable length for participants, most questions from the Business Unit were OMF indicators. While there was limited space for additional questions, questions about the Workforce Capability Framework capabilities and respondents' wellbeing and toiora were identified as priorities, with open space for additional feedback to ensure respondents had an opportunity to share what was most important to them. See Appendix 3 for the questions asked by The Centre.

Dissemination and Analysis

The Centre disseminated the survey link via their mailing list, Pānui newsletters, and peak bodies, and then used a snowball recruitment method (i.e., respondents forward the survey link on to their networks). The benefit of snowball sampling is that it enables a survey to reach harder-to-access participants through referrals from their peers, making it suitable when the full population is unknown. The snowball recruitment method also has limitations, as recruiting participants through networks can introduce bias and limit the generalisability of the findings (as the sample is not random – see limitations below).

The survey was open for five weeks, from 20 May to 24 June 2024. Participation in the survey was voluntary and anonymous, with respondents providing informed consent by clicking through to the survey questions. Reminders were sent to encourage further participation and forwarding of the survey link.

Once the survey closed, Verian provided raw data for analysis. Most of the data was disaggregated into groups for analysis, including specialists and generalists, back-office and frontline workers, and government and non-government. These groups vary in size, but all contain at least 30 respondents, unless stated. For some questions, those who selected 'prefer not to say', 'N/A', or 'don't know' were removed from the sample before analysis, for others these were included within the categories (and footnoted). Open text was coded by Verian and then organised into themes relating to the key focus areas of the survey as a whole.

Limitations of Survey Data

It is important to note some limitations when relying on voluntary self-report survey data:

1. This survey is unlikely to provide a representative view of the workforces as it is not possible to know if all members of the workforces received an invitation to complete the survey, and those who did receive the invitation may not have completed the survey. In addition, of those who did participate in the survey, there were disproportionately high level of participation by women, Pacific Peoples, and people from Auckland. It is unclear whether this reflects an overall large number of these groups in the FV SV workforce or because they were more likely to receive and / or participate in the survey .
2. Surveys are limited in terms of the depth of information gained and the requirement for respondents to interpret the questions based on limited information (e.g., their own interpretation of 'training', 'right information', and capabilities).
3. Self-report methods rely on the ability of respondents to remember (e.g., what training they have had and when), to estimate their experiences (e.g., using their training, accessing information), and to assess their own levels of capability. These responses are likely to be subject to a range of biases.
4. Due to the need to measure specific predetermined indicators within one survey, and to keep the survey at a manageable length (alongside ACC's questions), there was limited space to ask further questions in addition to OMF indicators. This means questions which may have provided further insight into the needs of the workforces were not able to be included in this iteration of the survey.

¹ For example, the survey link was shared repeatedly through networks of Pacific practitioners, so it is likely that Pacific workforces are over-represented within this survey, compared to other ethnicities.

Appendix 2: Survey Questions

The survey began with filtering questions to determine who would answer certain subsequent questions (e.g., those which were only for respondents who work in primary prevention, specialists, NGOs), and questions about their roles, which were used for comparisons and to understand which workforces are represented in the sample. The survey concluded with a demographics section.

The below questions were asked by The Centre:

1. Have you received any training focused on family violence?

Select all that apply

- Yes, in the last 12 months
- Yes, more than 12 months ago
- No

2. Have you received any training focused on sexual violence?

Select all that apply

- Yes, in the last 12 months
- Yes, more than 12 months ago
- No

3. Was your training aligned with the Te Aorerekura Entry to Expert Family Violence Capability Framework?

- Yes
- No
- Don't know

4. How often do you apply what you've learnt in training to your work?

- Every day
- At least once a week
- At least once a month
- Less often than once a month
- Never
- Don't know

5. Which of these communities/groups (if any) have you had training to specifically work with?

Select all that apply

- Whānau Māori
- Children and young people
- Pacific families
- LGBTQIA+ people and families
- Disabled people and their families
- Ethnic communities
- Older people
- None of these
- Don't know

6. How would you rate your capability in each of the following areas?

Very good, good, okay, limited, no capability, don't know, not applicable

- Building and maintaining relationships, including collaboration, advocacy, engagement
- Working in ways that are responsive to, inclusive towards and accessible for:
 - o Tangata whenua
 - o Pacific peoples
 - o Other ethnicities
 - o Disabled people
 - o LGBTQIA+
 - o Children and young people
 - o Older people
- Honouring Te Tiriti and acknowledging the impacts of colonisation and racism
- Challenging/addressing factors that contribute to violence
- Risk assessment and management, safety planning
- Taking a holistic, strength-based, and wellbeing-oriented approach
- Continuous learning and professional development

Appendix 2: Survey Questions

7. To what extent do you have access to the right information (e.g., research, practice guidance) to support you to improve in your role?

- Always
- Often
- Sometimes
- Never
- Don't know
- Not applicable

8. Do you participate in any government family violence or sexual violence advisory and/or governance groups or networks?

- Yes
- No

9. In general, how would you rate the quality of your relationships with local staff at government agencies?

- Very good
- Good
- Okay
- Poor
- Very poor
- Don't know
- Not applicable

10. In general, how would you rate the quality of your relationships with staff based at national offices of government agencies?

- Very good
- Good
- Okay
- Poor
- Very poor
- Don't know
- Not applicable

11. Do you have a professional relationship with local iwi or mana whenua within your rohe/area?

- Yes
- No

12. How would you rate your general level of toiora or wellbeing at work?

- Very good
- Good
- Okay
- Poor
- Very poor
- Don't know
- Prefer not to say

13. What changes would improve your level of toiora or wellbeing at work?

Open text box.

14. Do you have any other thoughts about the capability and needs of people who work in your sector?

Open text box.