



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



# 2025 Family Violence and Sexual Violence Workforce Pulse Survey Insights Report

Second Workforce Survey by the Centre for Family  
Violence and Sexual Violence Prevention

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## About this report

This report provides the findings of the 2025 survey of people working in the family violence and sexual violence workforces. This information contributes to the Outcomes and Measurement Framework (OMF).

The Centre for Family Violence and Sexual Violence Prevention (the Centre) measures the implementation of Te Aorerekura – the National Strategy to Eliminate Family Violence and Sexual Violence through the OMF.

The OMF defines national outcomes and the indicators that are used to measure progress in the shifts of Te Aorerekura. Part of measuring these outcomes includes understanding the family violence and sexual violence (FVSV) workforces.



## In 2025, the Centre for Family Violence and Sexual Violence Prevention surveyed Aotearoa New Zealand's family violence and sexual violence workforces.

The shorter 2025 Pulse Survey was a follow-up to the longer 2024 survey and focused on questions to help the Centre measure how well the second action plan has made progress towards the moemoeā (vision) of Te Aorerekura. The survey was live between 25 August and 17 October 2025.

The Centre surveyed individuals in paid and unpaid work that support those affected by family violence and/or sexual violence (FV and/or SV) from prevention through to response and healing. This included those managing or supporting staff, working directly with people, whānau, families, and communities, working in a prevention role, or in a support role (e.g. policy, research, or administration).

The survey was emailed to those in workforce networks via the Centre's mailing lists, shared on the Centre's LinkedIn page and bimonthly e-update, and shared via government agencies. The survey is therefore unlikely to provide a representative view of the workforce as not all members of the workforces were captured and those who were motivated to participate in the survey may have stronger views, or more time to complete a survey, than those who weren't. We received 399 responses (compared to 396 in 2024).

This report discusses key insights from the survey. Full data tables can be found on our website.



**In the 2025 Pulse Survey we asked the workforces specifically about training and capabilities.**

This is part of our work to monitor the progress towards shift 3 of Te Aorerekura: *Towards skilled, culturally competent and sustainable workforces.*

# We saw a range in respondents' understanding of how to meet people's needs

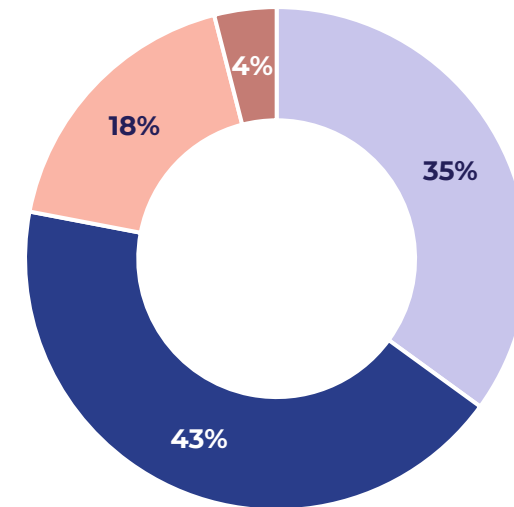
**The majority of the workforces felt they had a good understanding of how to meet people's needs.**

Overall, 78% of the workforces rated their understanding of how to meet the needs of people, whānau and families impacted by family violence and/or sexual violence as “good” or “very good”.

This was notably lower for Family Violence workers (69%), Government workers (66%), and back-office workers (63%).

Kaupapa Māori or iwi/hapu organisations overall had a higher proportion of respondents rating their understanding as “good” or “very good” at 84%.

Rating of understanding how to meet the needs of people, whānau and families impacted by family violence and/or sexual violence



■ Very good ■ Good ■ Okay ■ Limited

# We also heard that respondents are experiencing barriers accessing training

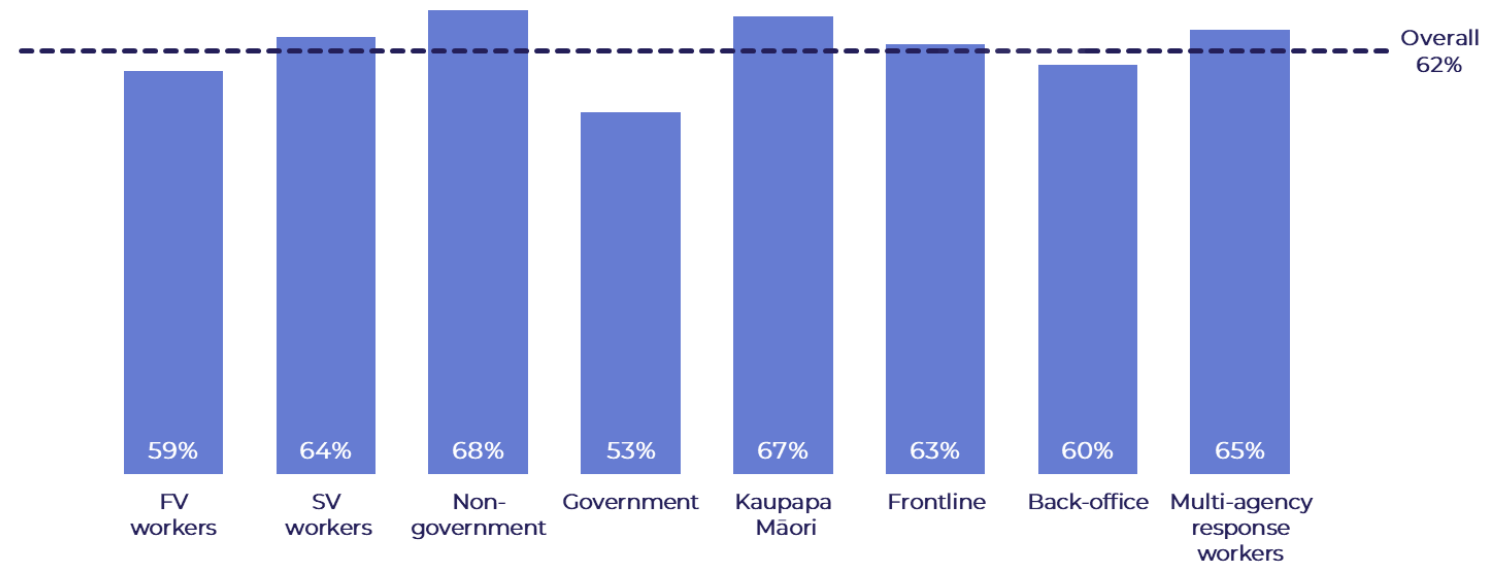
While 62% of respondents overall felt they “often” or “always” had access to training, guidance, information and resources to support them to develop in their role, this was different across groups.

Only 53% of government respondents reported “always” or “often” having the training, guidance, information, and resources they needed.

The most common population group that respondents had training on working with were whānau Māori (69%), children and young people (65%) and Rainbow communities (53%).

We heard in our open text responses that the main barriers for people attending training were cost, time, travel, funding, resourcing, and employer support.

Respondents that “often” or “always” had access to training, guidance, information and resources to support them to develop in their role



# Respondents also told us what training they would like

## Having options for training access

In our open text responses, we heard that both in-person and online training were appreciated.

In person training creates opportunities for collaboration, discussion, and the exchange of ideas, and is considered a better and more engaging way to learn by some.

Online training is considered affordable, accessible, and a lasting resource that can often be self-paced.

## More training in topics that matter to the workforces

We heard that more training was desired in areas such as:

- Evidence-based prevention of violence/sexual violence/family violence
- Working with users of violence
- Support services and agencies, and what they offer
- Trauma informed care
- Evidence-based and/or victim informed support
- Impact on/working with children exposed to abuse
- Supporting specific population groups which included young people, rainbow communities, disabled people, Māori, Pacific peoples, and older people.

**Training and capability development is a focus of the Centre, and we already have some work in train.**

**To date we have:**

- Published a [directory](#) of family violence and sexual violence training providers to help workers access training that is aligned to workforce capability frameworks (see the Centre's [E2E](#) and [SOS](#) frameworks on our website).
- Developed ways for workers to gain recognised qualifications with new skill standards and micro-credentials.

**In 2026 we will:**

- Expand our training directory to include more culturally responsive training options for workers.
- Launch our Sexual Violence Workforce Capability Framework to set standards to help build and sustain a skilled, safe and responsive sexual violence workforce.
- Explore future options to better meet the family violence and sexual violence sectors' training and development needs.

**We also asked the workforces about their relationship with government agencies, and what they see as focus areas for the sector.**

This was part of our work to monitor shift 2 of Te Aorerekura: *Towards mobilising communities.*

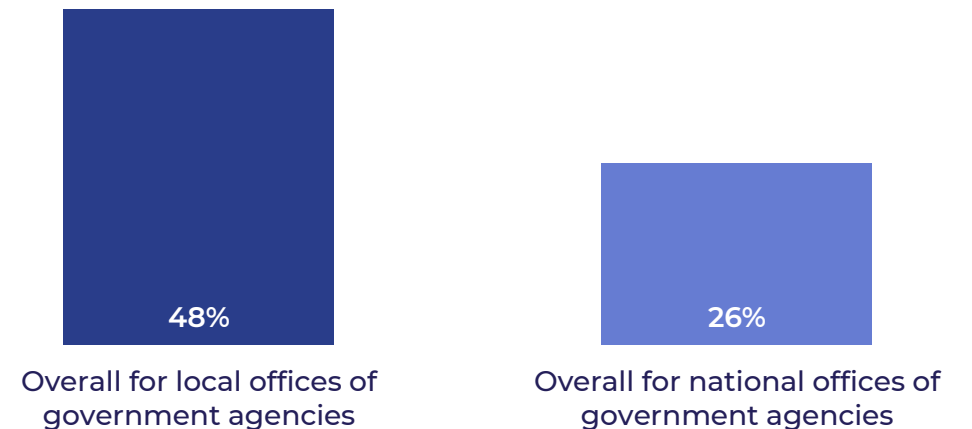
# We observed a clear difference in the workforce's relationships with local and national branches of government agencies

**Government agencies at both local and national levels can work towards building more positive relationships with the non-government FVSV workforces.**

Less than half (48%) of the non-government respondents report a positive relationship with local offices of government agencies, and only a quarter (26%) report a positive relationship with national offices. It is possible people have more interactions with their local branches, which creates more opportunity to build relationships, compared with national branches. The question in 2024 asked about “local staff” and “staff based at national offices”, so cannot be compared directly to the 2025 results.

We also heard in our open text responses a desire for government agencies to focus on improving collaboration and communication, with regard to cross system/multi-agency responses, funding, and information and data sharing.

**Percentage of non-government agency FVSV workforces who report a positive relationship with local and national offices of government agencies in 2025**



# Survey respondents told us about emerging issues in the FVSV sectors

## Key themes included:

- Funding (this was a major concern for many respondents).
- Gaps in support services - the most common were in victim support, support for users of violence, and mental healthcare.
- Many respondents felt there was a need for more prevention and education efforts.
- “Emerging” forms of harm, most commonly online and technology facilitated types of harm followed by abuse of older people.
- Many responses discussed a rise in socioeconomic factors that contribute to family violence and sexual violence, including poverty and financial hardship, housing, addiction, and mental health concerns.
- Many responses discussed policy and process issues relating to the court system as well as general system inaccessibility, timeliness, biases, and offender protectiveness.



**The Centre and our partner agencies are actively working to address some of the issues that were raised**

**To date we have:**

- ACC is currently investing in initiatives to support a systems approach to SV primary prevention. This includes supporting and growing the violence prevention workforce, along with supporting community-led initiatives, shifting social norms and behaviours, supporting kaupapa Māori-informed prevention initiatives, and child sexual abuse prevention.
- The Ministry of Social Development is leading The Digital Sexual Landscape and Online Harm project, contracting the Light Project to deliver national FVSV workforce training focused on strengthening responses to online sexual harm affecting children and young people. The work is designed to address the recognised gap in the workforce's capability to understand, identify, and respond to online sexual harm.

**In 2026 we will:**

- Align workforce priorities with funding and commissioning cycles.
- Increase access to training and shared training resources for family violence and sexual violence workforces.

# Appendices

# Appendix 1: Respondents

**We had a range of respondents to the survey, including frontline and back-office workers, people working in FV and SV sectors, and government and non-government organisation (NGO) workers**

**The full breakdown of respondent attributes can be found in the data tables**

- This year the numbers of prevention-only workers who responded dropped considerably compared to the year before (34 down from 102, 9% of the total respondents). The 2024 survey was co-lead with Accident Compensation Corporation (ACC), and it is likely the difference is due to changes in how the survey was distributed and viewed. Overall, the number of respondents is similar which suggests we may have reached a different subset of the FVSV workforces. Response-only workers made up nearly half of the responses.
- 61% of respondents work for people affected by family violence and/or sexual violence. The remainder of respondents are split evenly into working for people affected by family violence only or sexual violence only.
- The majority of respondents worked for a government organisation (44%) or non-government organisation (41%). 5% worked for a Kaupapa Māori or iwi/hapu organisation group.
- Over half of respondents were frontline only, with the rest split between back-office only or both. Compared to the 2024 results there were fewer “both” responses and a corresponding increase in frontline only responses, with little change in back-office only numbers.
- The majority (63%) supported a family violence multi-agency response in their role.

## Appendix 2: Open-ended questions

The 2025 Workforce survey asked several open-ended questions around what the workforce needs, what barriers they face, and what issues are emerging in their work. While there were overall 399 responses to the survey, open-ended responses were optional and there was a range of response levels for each question. These responses were coded and themed, and the key insights derived are shared in this report.

One open-ended question gave feedback on the survey questions, which is not included in this report, but we will take this feedback into consideration when creating the next iterations of this survey.



## Appendix 3: Limitations

It is important to note some limitations when relying on voluntary self-reported survey data. 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. As we did not collect demographic data we cannot comment on the demographic distributions of respondents and whether any group was potentially over or underrepresented.

Surveys are limited in terms of the depth of information that can be 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).

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.

Due to the need to measure specific predetermined indicators within one survey, and the desire to keep the survey to an even shorter length than the previous survey, 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 or demographics of the workforces were not able to be included in this iteration of the survey.