NGO workforce data collaboration

Results from a survey of Platform members, September 2025

Overview

We surveyed **137** contacts from the Platform members list

47 people completed questions about the project

People came from

Organisation type
- 6 lived experience-led NGOs
- 7 Kaupapa Māori
- 1 Pasifika
- 21 Mainstream

Organisation size
- 6 very small - under 5 FTEs
- 9 small - 5 to 19 FTEs
- 9 medium - 20 to 49 FTEs
- 21 large - 50 or more FTEs

Main service
- 18 mental health
- 16 mental health and addiction
- 6 addiction
- 6 others eg employment, housing

Existing workforce data

- 91% say their data is valuable for sector development

- Larger organisations most likely to say its extremely valuable

- 93% provide PMR to Te Whatu Ora (up to 5 hrs/wk)

- Up to 75% say they get nothing useful back from government agencies, except funding

"Any data in this space can create important knowledge to services and the sector, also good for advocacy to government and funders."

Support for further exploration

43 out of 47 people support further investigation to some extent.

"We would strongly support this approach as the information would support ongoing evidence and narrative about the strengths and potential for the sector."

"We support the idea. We will not lead the idea. Happy to contribute in participating to meetings. Do not have the capacity to provide more data on top of what government requires."

"I think we have a strong interest – we do have other priorities and this would not be one of them."

Most exciting and hardest aspects

Most exciting

- Having collective workforce insights
- Improved NGO sector development
- Growing NGO influence and recognition

Hardest

- Data not reflecting the workforce
- Incomplete data
- Resourcing challenges
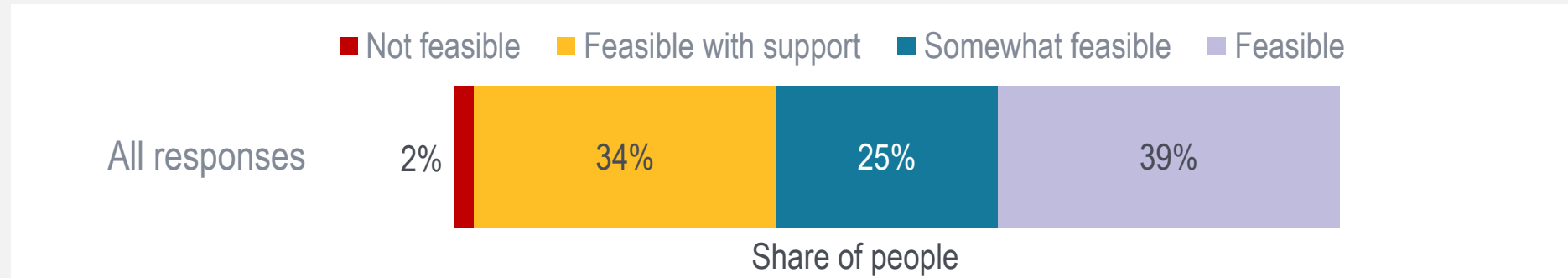- Safeguards

Barriers and enablers

Barriers

- Workload and staffing
- Resources
- Technology
- Competition with service delivery

Enablers

- Current IT and HR systems
- Administrative and HR staff
- Goodwill

Feasibility of participation

- Almost all say participation is feasible
- Less well resourced NGOs more likely to say feasible with support

Legend: ■ Not feasible ■ Feasible with support ■ Somewhat feasible ■ Feasible

All responses: 2% | 34% | 25% | 39%

Share of people

Conclusions

Key points

People are positive about participation in collective approaches.

Most support further investigation to some extent.

Key challenges include uneven access to resources and capacity, concerns about ownership and representation.

Future phases need to consider the needs of less well-resourced providers eg small NGOs, kaupapa Māori, addiction providers.