



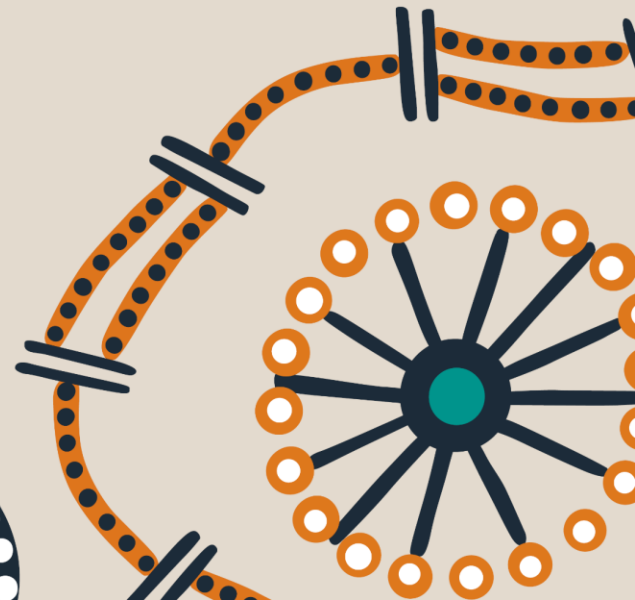
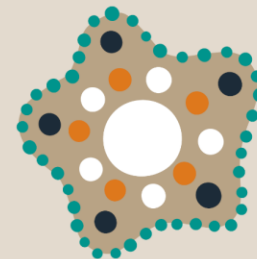
Australian Government
National Indigenous
Australians Agency



NIAA

Indigenous Rangers Program

Findings from the 2024-25 Online Annual Survey



2024-25 Ranger Survey

Overview of Online Annual Survey

The Indigenous Rangers Program (IRP) supports First Nations people to manage Country in accordance with Traditional Owners' objectives and delivers a broad range of benefits, including environmental, cultural, social and economic development outcomes.

For the 2024-25 reporting period, the NIAA implemented an Online Annual Survey for ranger groups funded through the 2021-28 IRP extension. 122 ranger groups submitted surveys. In this report we present findings from an analysis of these survey results.

Survey results are intended to strengthen the evidence base for the IRP and reporting against program outcomes, and to support a future IRP impact evaluation.

Key findings from 2025-26 survey data will be made available soon.

2024-25 Ranger Survey

Survey Highlights

Most ranger groups have experienced workforces delivering core caring for Country activities including vegetation management (approximately 92% of groups), cultural heritage management (91%), and fire management (83%).

More than 50% of ranger groups delivered sea Country management activities.

Partnerships with key stakeholder organisations enhanced delivery of work on Country including with scientific/research organisations (72% of ranger groups), state government agencies (52%) and natural resource management organisations (51%).

Approximately 40% of ranger groups also reported undertaking fee-for-service activities during the period, highlighting the capability of some groups to take advantage of economic opportunities in their region.

The remaining slides provide more detailed results from the Online Annual Survey from the 2024-25 reporting period.

Land and Sea Management

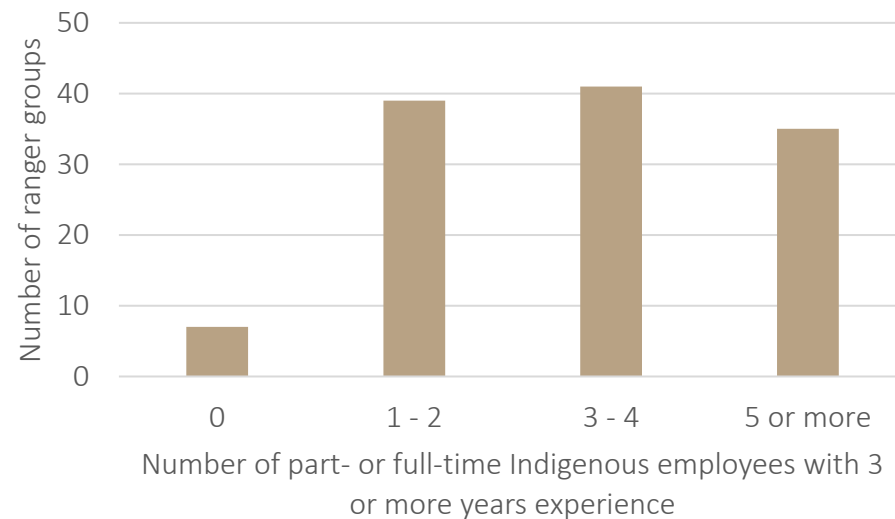
Summary of land and sea management activities that ranger groups reported undertaking during the 2024-25 reporting period.

Land and sea management activity	Number of ranger groups	Percent of ranger groups
Vegetation management (e.g. weed control, revegetation)	112	91.8%
Cultural heritage management	111	91.0%
Fire management	101	82.8%
Feral animal management	99	81.1%
Threatened species management	96	78.7%
Visitor management	84	68.9%
Freshwater management	83	68.0%
Sea Country management	65	53.3%

Ranger Workforce

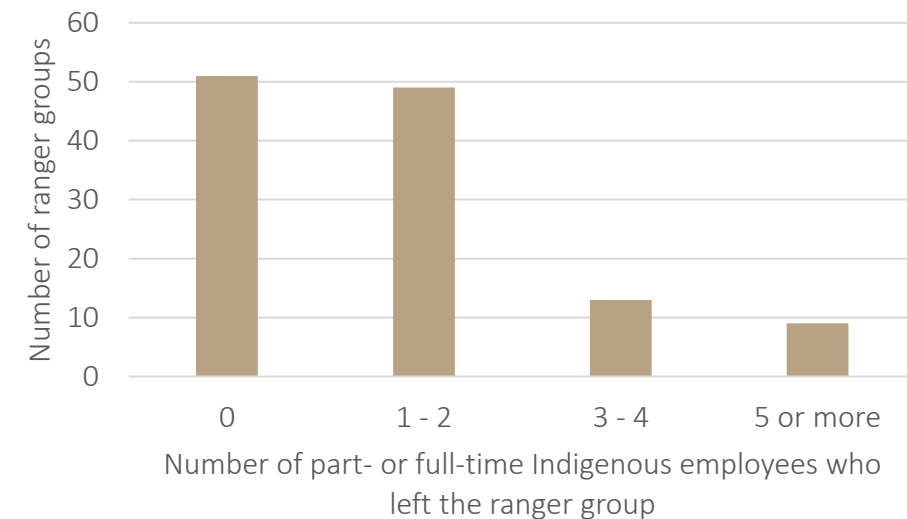
Ranger Experience

76 of 122 (62.3%) ranger groups reported 3 or more part- or full-time Indigenous employees working in the ranger group with 3 or more years of experience, demonstrating an experienced workforce across most ranger groups.



Ranger Retention

Survey results indicate a stable workforce across most ranger groups, with relatively low turnover of part- or full-time Indigenous employees.



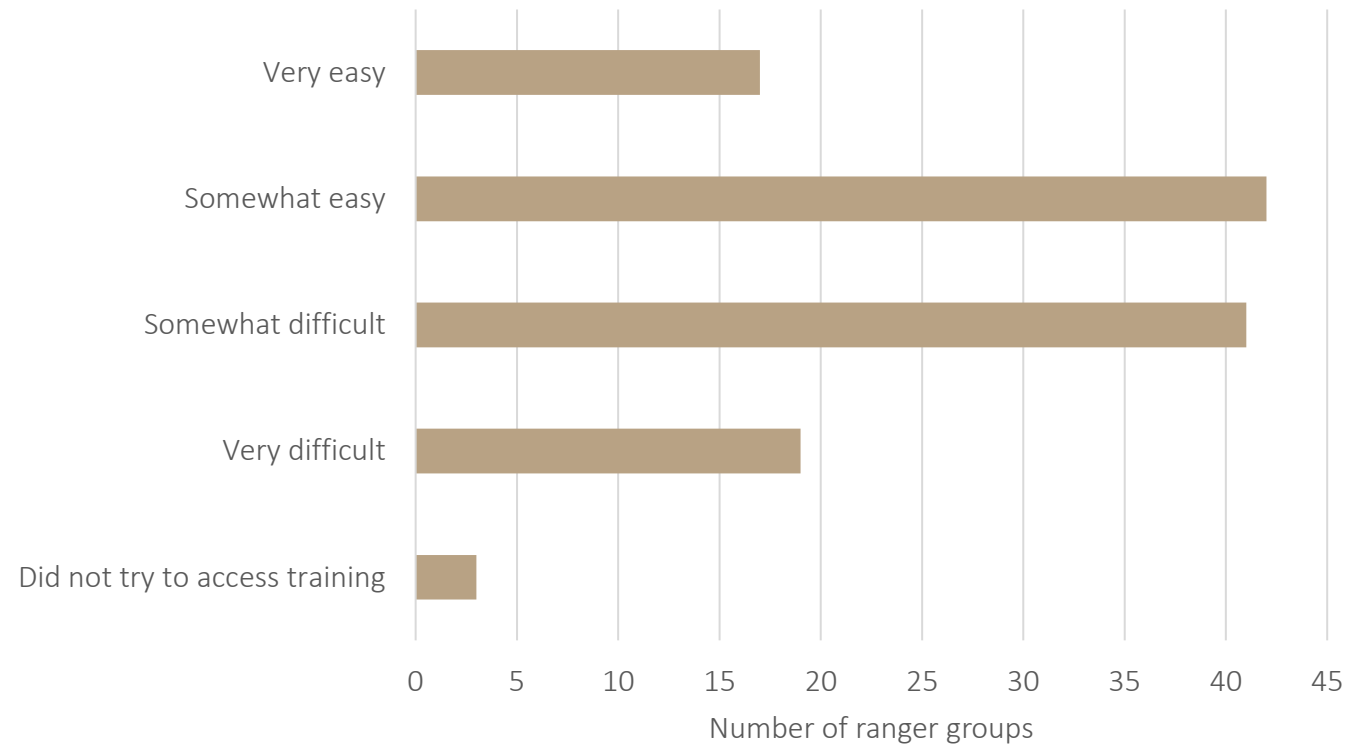
Training: Summary

Summary of 10 most common training activities that ranger groups reported undertaking during the 2024-25 reporting period.

Activity	Number of ranger groups	Percent of ranger groups
First aid	87	71.3%
Conservation and Land Management	56	45.9%
Work health and safety	42	34.4%
Fire operations	41	33.6%
Drone operation	35	28.7%
4WD training	34	27.9%
Vehicle licence	25	20.5%
Commercial vessel (Coxswains) licence	19	15.6%
Firearms	18	14.8%
Communication, supervision or mentoring	17	13.9%

Training: Difficulty Accessing Training

60 (49.2%) of 122 ranger groups reported difficulty for their Indigenous employees in accessing training during the 2024-25 reporting period.



Training: Difficulty Accessing Training

The main reasons reported for access to training being difficult for ranger groups during the 2024-25 reporting period. This includes responses only from the 60 ranger groups that responded with 'somewhat difficult' or 'very difficult' (see previous page).

Access to training	Number of ranger groups	Percent of ranger groups
Inability to locate or engage a training provider to come to the ranger group	50	83.3%
Travel or accommodation issues - e.g. training centre over 100 km away	42	70.0%
Minimum number of trainees required	22	36.7%
Poor numeracy and literacy among most trainees	14	23.3%
Significant cost associated with flights, accommodation, travel allowance due to remote location	7	11.7%

Fee-for-Service Activities

Summary of 8 most common fee-for-service activities that ranger groups reported undertaking during the 2024-25 reporting period. 50 of 122 (41%) ranger groups reported undertaking at least one fee-for-service activity.

Fee-for-service activity*	Number of ranger groups	Percent of ranger groups
Biosecurity management / monitoring (e.g. monitoring, surveillance, reporting)	35	28.7%
Sea Country management (e.g. ghost net or marine debris removal)	18	14.8%
Vegetation management (e.g. weed control, revegetation)	12	9.8%
Cultural heritage management (e.g. protecting and maintaining cultural sites, surveys)	9	7.4%
Fire management (e.g. hazard reduction burns / fire fighting services)	9	7.4%
Carbon abatement (e.g. fire projects for carbon abatement / farming for credits)	7	5.7%
Tourism (e.g. campsite management, cultural tours, other visitor services)	7	5.7%
Statutory compliance activities (Fisheries, Defence, Border Force)	4	3.3%

*Applies to fee-for-service activities that are partially or fully funded by ranger grant funding. These 'Project Fee-for-Service Activities' are defined as services undertaken in exchange for payment and that use grant-funded resources (e.g. rangers being paid with grant funds, assets paid for with grant funds) to deliver the service.

Partnership Arrangements

Summary of partnership arrangements that ranger groups reported during the 2024-25 reporting period.

Entity type	Number of ranger groups	Percent of ranger groups
Scientific/research organisations	88	72.1%
State governments	64	52.5%
Natural Resource Management organisations	62	50.8%
Philanthropic or not-for-profit organisations	55	45.1%
Co-management partners (e.g. national parks)	49	40.2%
Local governments	48	39.3%
Commonwealth Government (other than Commonwealth-funded Indigenous Ranger project and Indigenous Protected Areas)	35	28.7%
Commercial organisations (e.g. mining, tourism)	32	26.2%

Networking Activities

Summary of networking activities that ranger groups reported undertaking during the 2024-25 reporting period.

Networking activity	Number of ranger groups	Percent of ranger groups
Workshops or conferences	108	88.5%
Ranger forums	97	79.5%
Collaborative research projects	86	70.5%
Regional or national networking	86	70.5%
Media (e.g. interviews, websites, social media, videos)	67	54.9%
Ranger exchange	41	33.6%
International networking	23	18.9%

Local School or Similar Activities

Summary of local school or similar activities that ranger groups reported undertaking during the 2024-25 reporting period.

Local school or similar activity	Number of ranger groups	Percent of ranger groups
Transfer of traditional knowledge or skills	79	64.8%
Classroom talks	63	51.6%
School excursions or camping trips	54	44.3%
Junior Ranger or similar	40	32.8%
Formal school-based program (e.g. Learning on Country)	35	28.7%
Work experience students	26	21.3%
VET school apprentices/cadetships	8	6.6%

Community Engagement Activities

Summary of community engagement activities that ranger groups reported undertaking during the 2024-25 reporting period.

Community engagement activity	Number of ranger groups	Percent of ranger groups
Consulting Traditional Owners or Elders	114	93.4%
Community activities (e.g. festivals, tree planting)	88	72.1%
Community updates (e.g. talks, local radio, posters)	79	64.8%
Ranger/IPA steering committees or similar governance structures	76	62.3%
Community camping trips on Country (does not include school trips)	56	45.9%
Volunteer programs (e.g. conservation groups)	22	18.0%
Community Development Program	14	11.5%
Correctional service placements (e.g. community-based orders, parole)	3	2.5%

Thank you to all ranger groups for submitting your surveys!

