

Indigenous Ranger Sector Strategy Information Sheet

Strong Economy (Jobs) – Proposed Actions

This Information Sheet explains why each lead action in the Draft Strategy is important. It suggests ideas to implement the lead action. Some of these ideas were proposed by Indigenous ranger organisations in earlier consultations.



Actions 3.1 & 3.2 – Support for Indigenous ranger employment and career development

Why this is important

- Indigenous ranger work is a significant source of meaningful employment and leadership in Indigenous communities.
- Supporting community members into ranger and other employment assists to maintain a local employment base.
- Many rangers aspire to career progression within their organisations or beyond in Indigenous organisations, government agencies or industry.
- Obtaining management and leadership skills is needed to ensure local people can progress into these roles within ranger organisations.
 - Ranger organisations told us staff exchanges, secondments and mentoring can assist with development of rangers' technical and managerial skills and career development.
- Employment support is most effective if tailored and delivered to meet the needs of particular communities and individuals.

What might be done?

- Regional implementation planning for the Strategy to identify Indigenous ranger regional employment support needs and initiatives (Short term action).
 - Consider initiatives that can support Indigenous ranger employment and are delivered by government programs, industry and other private sector partners. Possible examples are support for:
 - traineeships, internships and work experience;
 - career development planning by ranger organisations and their staff;
 - leadership and management skills programs;
 - people with family and other responsibilities to take up employment.
- Government employment programs (both mainstream and Indigenous) address the needs of Indigenous ranger and land and water management employment through their design and implementation.

- Secondment and mentoring programs for Indigenous rangers are developed and offered by government agencies and the private sector.
 - Arrangements need to include staff exchanges or backfilling so ranger organisations can maintain their staffing levels.



Action 3.3 – Awareness and promotion of Indigenous rangers' employment potential

Why this is important

- Expands opportunities for Indigenous rangers to move into employment in other Indigenous organisations, government agencies, industry and the private sector (if they so wish).
- Broadens the local and regional Indigenous community employment base.

What might be done?

- Develop communications material to promote awareness of Indigenous rangers' unique skill set on web platforms and other media channels.
 - The target audience to include government agencies, industry and the private sector.



Action 3.4 – Youth awareness of pathways into and beyond ranger employment

Why this is important

- Encourage young people into ranger and other employment to develop as the next generation of rangers and community leaders.
- Inform young people, communities, schools, training providers and employers of the multiple career pathways that exist within and beyond Indigenous ranger work.

What might be done?

- Develop and distribute information (e.g. a career wheel graphic) showing ranger career pathways into, within and beyond ranger programs.



Action 3.5 – Indigenous ranger employment awards

Why this is important

- To ensure Indigenous rangers work under conditions and pay that:
 - reflect their experience and qualifications;
 - offer flexibility to cater for individual family and cultural responsibilities and aspirations.

What might be done?

- Develop a Federal Indigenous ranger employment award to apply to employees of Indigenous ranger organisations.
- The award could be developed by an Indigenous Ranger Industry Body, if it is established (discussed on p. 12 of the Conversation Guide).