

Opening the door

This pathway focuses on widening access into place-based work.

Explore this pathway if you:

- are involved in how opportunities and roles are designed
- build or apply policies, processes or criteria that shape access to place-based work
- work across organisations, sectors or systems
- want place-based work to be more open, fair and easier to access.

How this pathway moves

Move through these in any order. Return as needed.



Moving through the pathway

Design fair structures

Notice how recruitment, funding, commissioning or program standards shape who can take part.

Build partnerships that bridge sectors

Pay attention to where organisations, services and communities connect – and where they don't.

Change what counts as talent

Recognise lived experience, local knowledge and capability alongside formal skills or credentials.

Things to keep in mind



Access is shaped by systems more than by intention alone.



Norms and processes send strong signals about who belongs.



Opening pathways often requires changing existing practice.

Where this pathway might lead

This pathway may support:

- clearer and fairer ways for people to enter and contribute to place-based work
- structures and processes that recognise lived experience, local knowledge and capability alongside formal credentials
- stronger partnerships across community, government, services and philanthropy that reduce barriers between sectors
- shifts in norms about who is seen as capable, credible or 'qualified' to contribute
- pathways into place-based work that are more visible, navigable and grounded in place.

Want to go deeper?

Explore the full 'Opening the door' pathway for reflections and resources.

View this pathway on the [map](#) to see how pathways connect across individual and collective place-based work.



 **PLACE**

Partnerships for
Local Action &
Community
Empowerment