

## Graduate Emily Paine speaks about her experience on the Graduate Management programme

I have been working for [Future Directions](#) since January 2018 as part of the Skills for Care graduate programme. In my role as Business Development Coordinator, I have been given a well-rounded and exciting experience in an innovative organisation.

From the start, my manager John has made my career development a priority. He has encouraged me to take part in any projects I wish, which has given me the experience and confidence I need to develop in my role.

In frontline experience, I spent a week shadowing network managers at the houses, developing a better understanding of our services before leading a project to increase use of assistive technology amongst people we support.

My main role has been in helping people in their transition to move to our services. I find this role incredibly rewarding. In addition to working directly with people we support to help them plan their move, every day offers new and exciting challenges, including meeting with housing developers to plan new services, meeting with social workers to coordinate the move and understand the support needs, and meeting with commissioners to confirm hours and costs.

I am grateful that I was given the opportunity to develop the role as I wanted it, thereby finding the type of work I want to pursue after the graduate programme.

To support my career development, I have met with John monthly to discuss my development and my goals for the future. I told John that while I am interested in a transition role, I don't think I have enough management experience to work in this role yet.

Based on these discussions, Future Directions are developing a new role for me, which, along with a five-year career plan, allow me to get the management experience I need to further my career in this field. This will allow me to continue to learn and develop at a person-centred organisation that I am proud to work for.

