

Proposed Pilot Program Idea

For a university setting or other sponsoring organization

Problem

The Millennial Generation is taking longer to mature and transition into full adulthood. Several factors in contemporary society have left young people in an “extended adolescence” or “emerging adulthood” without many resources to navigate this period in life.

Recent graduates face a road to adulthood fraught with challenges:

- ▶ Low graduation rates (only 57% graduate who began 4-year bachelor’s programs)
- ▶ Little Emphasis on Personal and Professional Improvement
- ▶ Too Many Choices and Information Overload
- ▶ Lack of Guidance
- ▶ High Student Debt and Sluggish Job Market

These factors, when coupled with high expectations of landing an ideal job, leave recent graduates unprepared for the transition from classroom to career.

Solution

Prepare a Future is a developmental life-course program specifically designed to address the psycho-social identity development stage in young adults.

Prepare a Future is structured to help students determine what their most fulfilling and productive societal contributions are likely to be through:

- ▶ Cultivating identity formation through self-discovery and personal maturation
- ▶ Integrating personal and character growth with professional development
- ▶ Empowering students to make conscious decisions consistent with their values

Young adults who have formed a coherent, mature identity are: more focused, less distracted, make better decisions, are more committed to those decisions, and exhibit better time and resource management.

Program

The proposed pilot program could consist of 12 students engaged in a two-year cohort experience. The program consists of both group interaction and classroom time, combined with one-on-one mentoring.

Prepare a Future is divided into three phases: 1) Discovery, 2) Integration, and 3) Implementation.

By participating in this program, students will:

- ▶ Learn about themselves and their natural identity based on individual gifts/strengths, personal values, and unique vision.
- ▶ Become more productive and ultimately improve job performance
- ▶ Be more career-ready with more realistic expectations of life post college
- ▶ Become well-rounded individuals that participate and become leaders in the community at large

Since no one to my knowledge has built a program that addresses this human developmental transition from an identity formation basis. I am proposing a pilot program in order to test these strategies to see if they achieve the desired aim in identity formation in modern young adult development. I also propose testing the long term results and track students longitudinally over time to record their progress. I propose this groundbreaking work be integrated as part of a PhD study and dissertation to add to the body of knowledge in developmental and social psychology.