Participation in Cool Girls, Inc.
and Career Role Models
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Introduction
One of the goals of many positive youth development (PYD) programs is to connect youth with career role models, or individuals who have a career that youth would like to have in the future (e.g., Jarrett et al., 2005). Career role models can help youth understand pathways for successful career development (Flouri & Buchanan, 2002).

Present Study
Cool Girls, Inc. is a PYD program in Atlanta, Georgia that aims to promote the healthy development of socioeconomically disadvantaged girls. We hypothesized that there would be a greater increase in the likelihood of knowing a career role model among 1st year Cool girls than demographically matched comparisons and Cool Girls in their 2nd year or more.

Results
Hierarchical Logistic Regression Model Predicting Knowing a Career Role Model from Time in Cool Girls

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<th></th>
<th>B</th>
<th>OR</th>
<th>Wald</th>
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<tbody>
<tr>
<td>Constant</td>
<td>-0.18</td>
<td>0.84</td>
<td>0.15</td>
</tr>
<tr>
<td>Pre-Test Career Role Model</td>
<td>1.21</td>
<td>3.36*</td>
<td>8.82</td>
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<tr>
<td>Time in Cool Girls</td>
<td>0.14</td>
<td>1.15</td>
<td>0.36</td>
</tr>
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Note. N = 151; Standard errors are in parentheses; OR = Odds Ratio. *p < .05.

Future Directions
Future research will examine whether Cool Girls reported a better understanding of pathways for successful career development.

Qualitative research can explore:
- The types of experiences that help youth clarify their career goals.
- The types of activities that have helped youth connect with career role models.