

i 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).

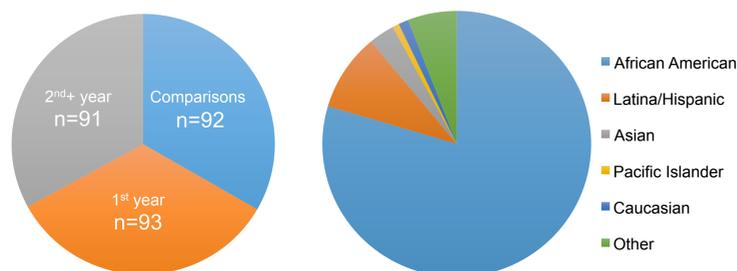
Career role models can help youth understand **pathways for successful career development** (Flouri & Buchanan, 2002).

? 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.

Participants



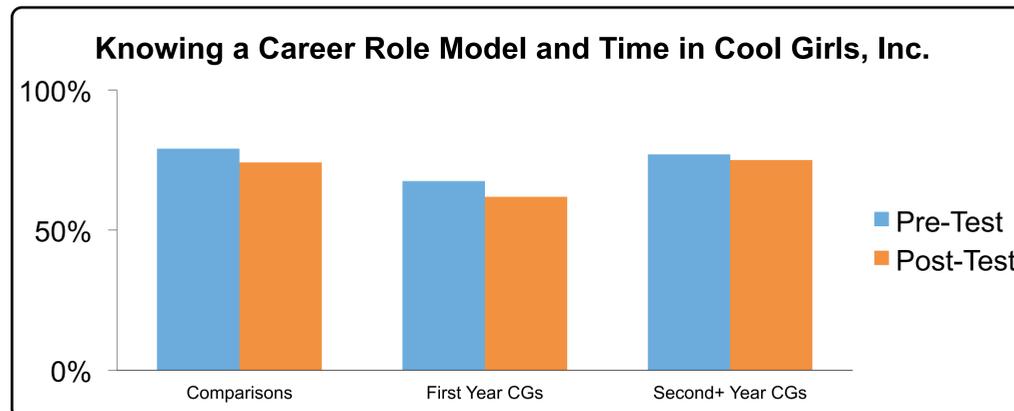
Methods

Administered surveys to Cool Girls and a comparison group at the start and end of 1 school year.

Survey items:

- I have met a successful adult who has a job I would like to have in the future.
- Their job is _____.
- I know this person through my:
 - Family
 - Neighborhood
 - School
 - After-School Program
 - Church/Religious Group

Results

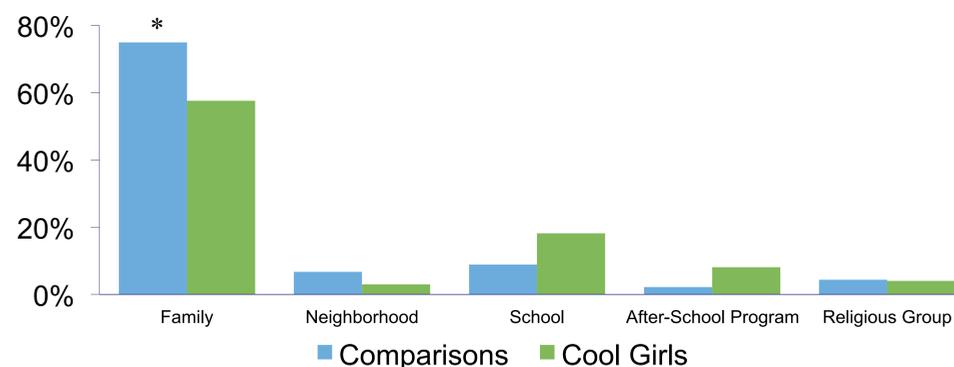


Hierarchical Logistic Regression Model Predicting Knowing a Career Role Model from Time in Cool Girls

	B	OR	Wald
Constant	-0.18 (0.45)	0.84	0.15
Pre-Test Career Role Model	1.21 (0.41)	3.36*	8.82
Time in Cool Girls	0.14 (0.24)	1.15	0.36

Note. N = 151; Standard errors are in parentheses; OR = Odds Ratio. *p < .05.

Settings Where Comparisons and Cool Girls Met Career Role Models at Post-Test



Note. Chi-square analyses revealed an association between participation in Cool Girls and whether participants met a career role model through their family, $\chi^2(1) = 4.30, p = .038$. Based on the odds ratio, comparisons were 2.28 times more likely to meet a career role model through their family. This association was not significant at pre-test, $\chi^2(1) = 0.01, p = .904$.

Results

8 Most Common Jobs Held by Career Role Models

Job	%
Teacher	14.8
Doctor	13.4
Medical professional (not doctor)	12.8
Singer, actor, dancer	8.1
Mother	6.0
Lawyer	4.7
Administrative Assistant	4.0
Retail and sales	4.0

Conclusions

Time in Cool Girls **did not predict increases** in the likelihood of knowing a career role model.

A small percentage of youth reported knowing their career role model through an after-school program.

- These results suggests that Cool Girls and other after school programs should continue to develop effective strategies for introducing youth to more adults with various careers.

A **smaller percentage of Cool Girls** than comparisons reported **knowing their career role model** through their **families** at post-test.

- This suggests that Cool Girls, Inc. may encourage youth to consider a broader array of jobs, including jobs that are not held by family members.

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.