

Summary of Start Early, Succeed Sooner: Insights from the 2023 Employment Empowerment Study

The DeBruce Foundation’s annual study assesses employment patterns to gain insights on building empowered careers. The 2023 research of 16,000 Americans identifies Career Literacy and Network Strength as key factors.

Employment Empowerment

- Higher Income and Better Benefits
- Influence over Work Conditions
- Accumulation of Savings
- Confidence to Explore More Careers
- Lower Risk of Unemployment

Network Strength

- Strong Professional Network
- Diverse Network Ties (Industry, Education, Identity)
- Network’s Reliability

Career Literacy

- Future Career Vision
- Awareness of Skills and Interests
- Ability to Communicate Value
- Job Search Skills
- Exploration of Multiple Career Pathways

FINDING #1: Working-age Americans who exhibit high Career Literacy and Network Strength have more Employment Empowerment than those with lower Career Literacy and Network Strength.

When compared to those who are employment challenged, working-age Americans who are employment empowered have more success in the economy.

35%

More jobs outside their current career path considered

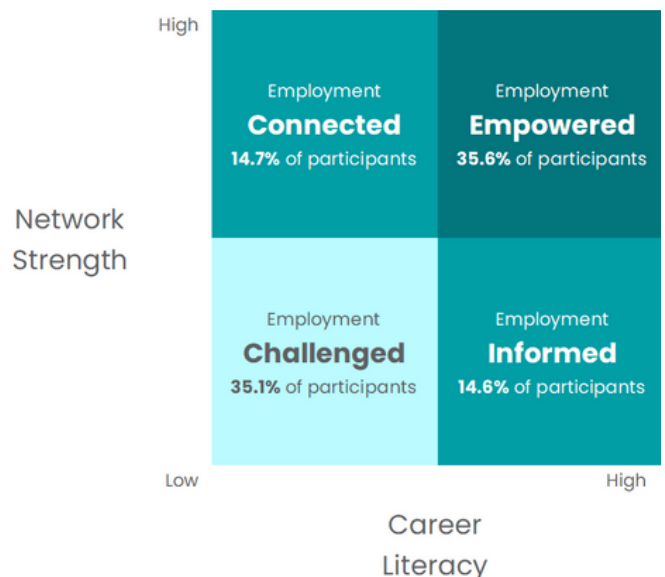
18%

More likely to be currently employed

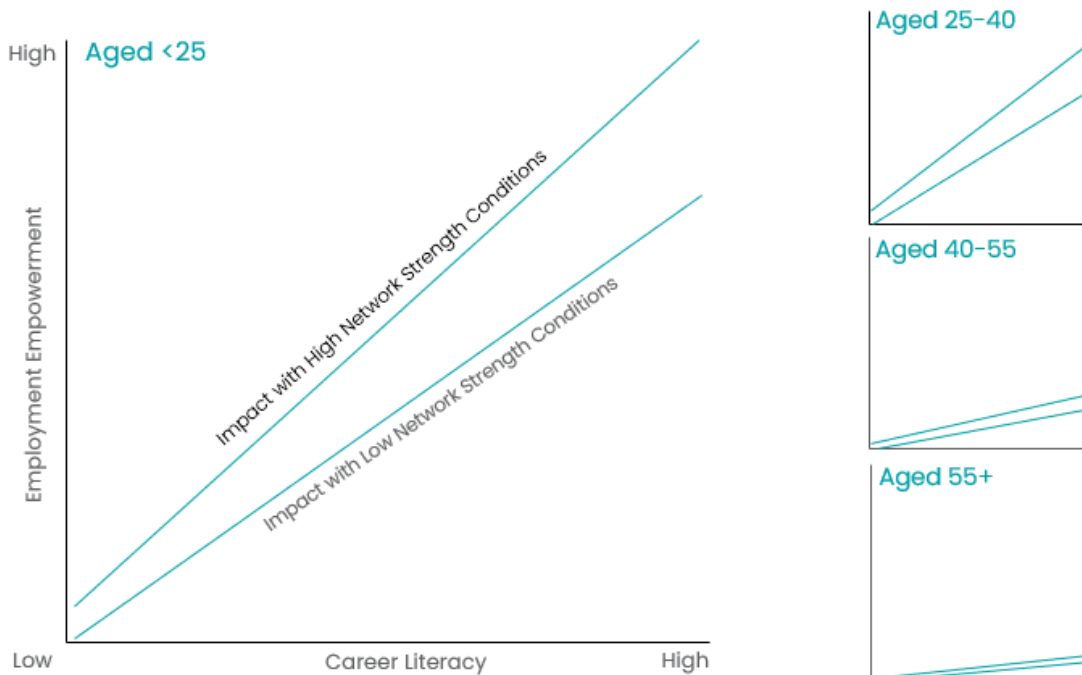
\$30,000

More in average annual earnings

FINDING #2: Only 1 in 3 working-age Americans are employment empowered with the remaining two-thirds low in Network Strength and/or Career Literacy.



FINDING #3: The benefits of Career Literacy and Network Strength for Employment Empowerment are stronger in younger age cohorts.



SOLUTIONS FOR BUILDING EMPOWERMENT

The DeBruce Foundation focuses on building literacy by developing and providing the following tools and resources:

- **The Agile Work Profiler®:** An online self-assessment that helps individuals better understand their own strengths, skills, and interests and how to communicate their value across career paths.
- **Career Explorer Tools®:** These tools help individuals expand their awareness of careers through activities aligning users' Agilities with in-demand occupations, required skills, and education options.
- **Draw Your Future with Agilities®:** In this online interactive career-planning workshop, youth and adults can participate in creative exercises to set goals and map career paths aligning their Agilities with their aspirations.

The Foundation makes these resources available to partner organizations focused on building professional networks and connections. This strategic alignment expands The Foundation's reach and impact, as more people can obtain the career insights and networks essential for empowerment.

To learn more about our partnerships, visit www.DeBruce.org.



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