2025

The DeBruce Foundation's Annual **Employment Empowerment Study**

What does it take to build careers with higher wages, less risk of unemployment, and better benefits?

In 2020, The DeBruce Foundation initiated annual research to assess patterns of employment, income, and work conditions in America. Across six years with nearly 48,000 participants, the findings remain consistent: there are *two key components* in building empowered careers.

Below, explore the 2025 research of 8,000 Americans, which affirms the role of **Career Literacy** and **Network Strength** in building **Employment Empowerment**.

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.

26%

More jobs outside their current career path considered

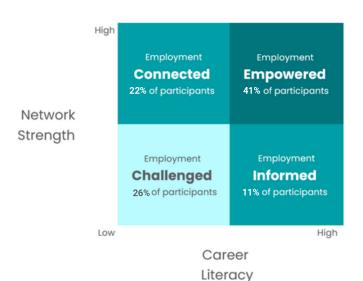
34%

More likely to be currently employed

\$44,000

More in average annual earnings

FINDING #2: Just over 40% of working-age Americans are Employment Empowered, meaning nearly 60% are low in Network Strength and/or Career Literacy.



Solutions for Building Employment Empowerment

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

Agile Work Profiler[©]

This online self-assessment helps individuals identify their work strengths and interests-what we call your Agilities[®]!

Career Explorer Tools[©]

This suite of online, interactive tools helps individuals expand their awareness of careers by exploring in-demand occupations, required skills, and education options.

Draw Your Future with Agilities[©]

In this online, interactive career-planning workshop, youth and adults set goals and map their career paths, aligning their Agilities with their aspirations.

K-12 Career Literacy Resources

These resource kits provide tools, lessons, and activities to help youth explore their skills, build their confidence, and prepare for bright future careers.

And more! Visit **Agilities.org** for free access to Career Literacy resources for all ages.







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 <u>DeBruce.org/partner</u>.



Read more research at <u>DeBruce.org/E2</u>

