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The
DeBruce
Foundation

11/9/23

The Path to
Employment
Empowerment:

Career Literacy +
Network Strength



Highlights

Research findings on
Employment
Empowerment

Market research on what
youth think about careers

Free resources to build
Career Literacy



DeBruce
FOUNDATION

THE DEBRUCE FOUNDATION

OUR MISSION

EXPANDING PATHWAYS TO
ECONOMIC GROWTH AND
OPPORTUNITY

HELPING PEOPLE BECOME
MORE AGILE

IN THE FACE OF THE EVER-
CHANGING WORLD OF WORK

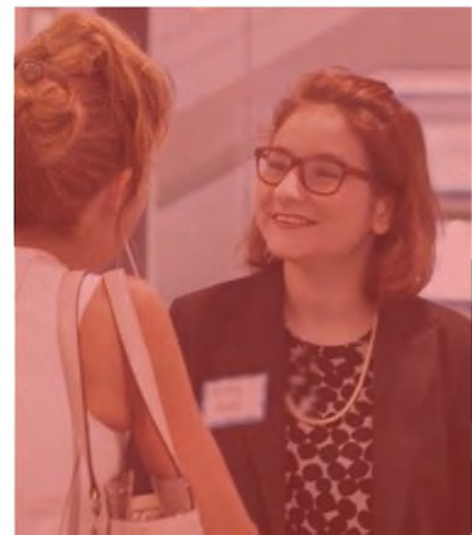


About The DeBruce Foundation



Working Smarter: Driving Employment Empowerment with Career Literacy + Networks

2022 REPORT BY THE DEBRUCE
FOUNDATION



Employment Empowerment

Higher income and better **benefits**

Influence over work conditions

Accumulation of **savings**

Confidence to explore **more careers**

Lower risk of unemployment



Career Literacy

Vision for one's career

Self-awareness of one's skills and interests

Capacity to communicate one's professional value

Job search skills

Capability to explore multiple career pathways



Network Strength



Connections between people

Diverse ties spanning

- Industries
- Education levels
- Social experiences

High level of **supportiveness**

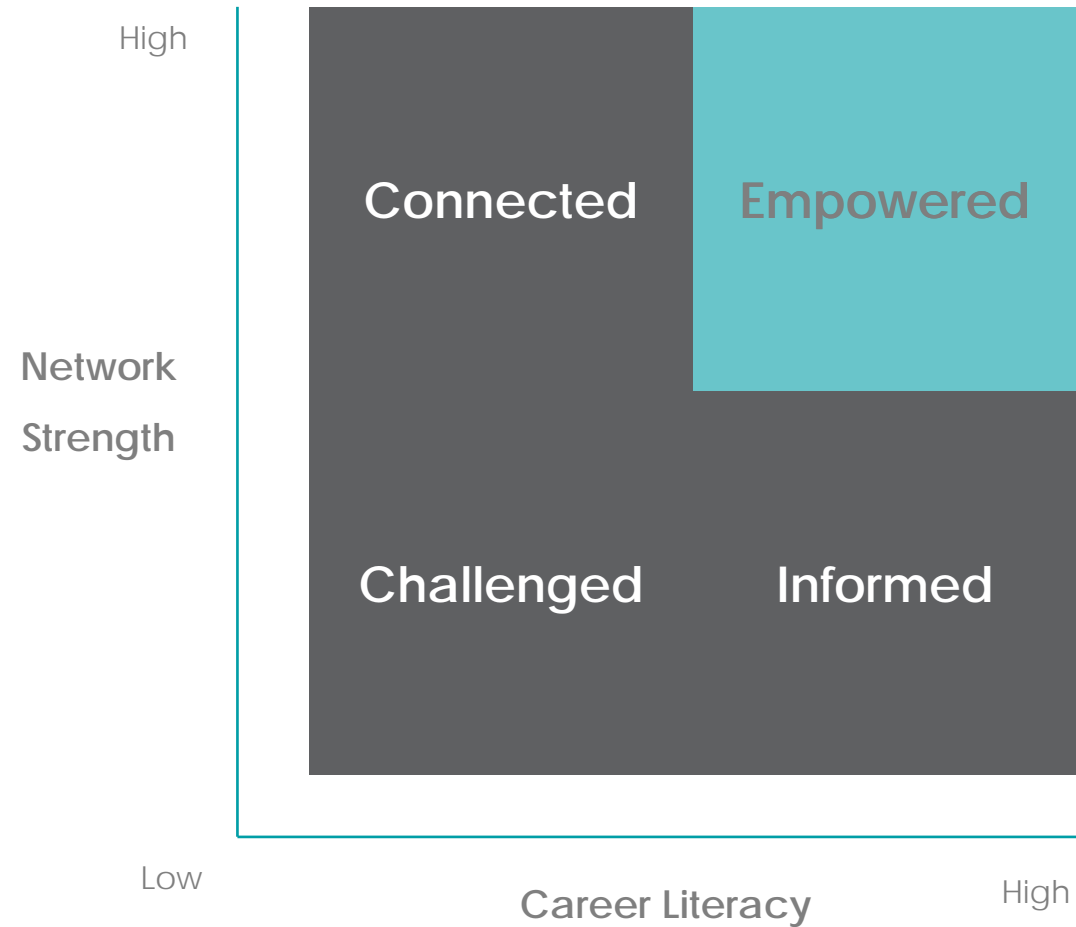
Findings

These ideals form four categories:

- Challenged
- Connected
- Informed
- Empowered

Employment empowerment is:

- High network strength
- High career literacy



Method Overview

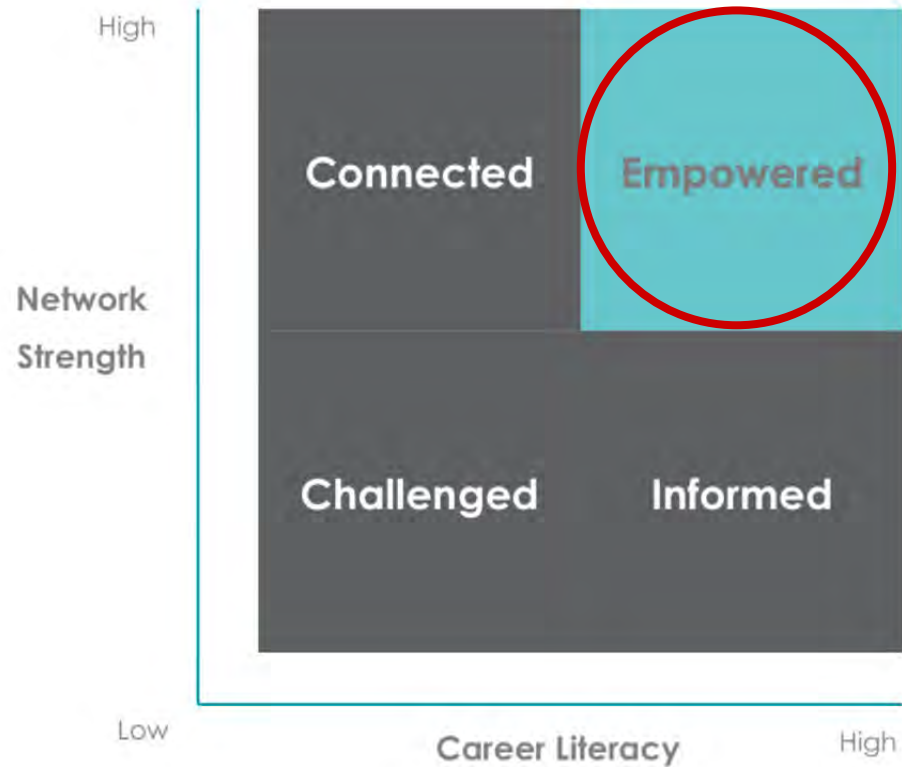
National Employment
Security and Career Literacy
Survey

Survey validation and
refinement

Nationally representative

Predictive analysis

Being Empowered:



\$30,000 more in annual earnings

18% more of them are currently employed

Consider **35% more jobs** outside their current career path

65% of respondents are not empowered

2023 Employment Empowerment Study

Robust Employment Empowerment benefits

Career Literacy & Network Strength assist all age cohorts

Advantages are stronger for younger ages



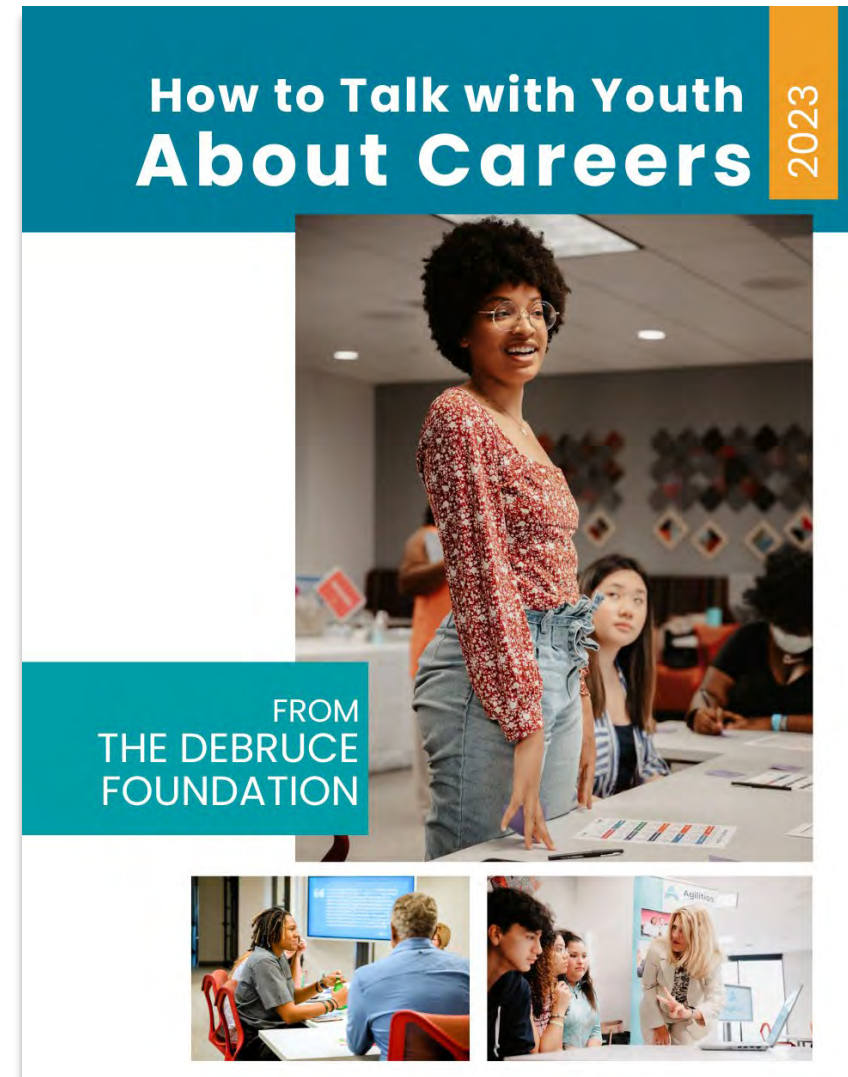
Start Early

People who focus on building
Career Literacy and Network
connections
from an early age
are far
more likely to
become employment empowered
than those who start later in life.



How to Talk with Youth About Careers

COMMISSIONED
BY THE DEBRUCE FOUNDATION



[Click image to view report](#)

Most youth believe in themselves

“How confident are you that you will ultimately be **able to achieve your career goals** and find an occupation that suits you?”




90%

believe they will achieve their career goals

And, yet...

“Which of the following **steps have you taken** to help you decide on a career or occupation?”

A horizontal bar chart with a light gray background. A solid orange bar extends from the left edge to approximately one-third of the way across the chart. The text '32%' is displayed in large black font, centered over the orange bar and the gray background.

32%


have researched careers on a search engine
(i.e. Google or Bing)

The Opportunity

2 of 3

people **are not** employment empowered

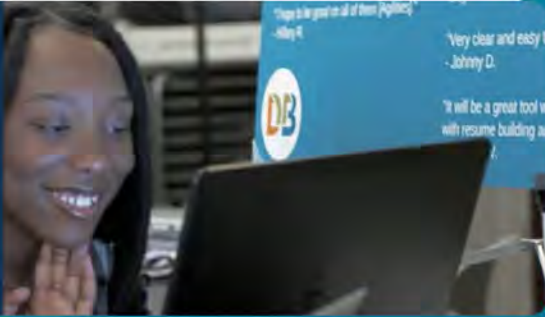
Career Explorer Tools

**Agilities**
BY THE DEBRUCE FOUNDATION

HOW AGILITIES HELP EXPLORE AGILITIES TOOLS & RESOURCES ACTIVATE ABOUT

HOME / TOOLS & RESOURCES / CAREER EXPLORER TOOLS

CAREER EXPLORER TOOLS



"Steps to be great in all of them (Agilities)"
-Johanny D.

"Very clear and easy to use"
-Johanny D.

"It will be a great tool w/ resume building as well"

Once you know your Agilities, use these interactive tools to see more options for yourself in relation to income, preparation, demand, and salary information for each type of career.

Education Explorer

Your tool to explore educational options by considering different indicators.

Schools offering: ☐ All ☐ Associate ☐ Bachelor's ☐ Certificate ☐ Graduate ☐ Master's

Offering this: ☐ All ☐ City ☐ Rural ☐ Suburb ☐ Town

Costing (last 10 years): ☐ All ☐ \$1-\$1,000 ☐ \$1,001-\$5,000 ☐ \$5,001-\$10,000 ☐ \$10,001-\$15,000 ☐ \$15,001-\$20,000 ☐ \$20,001-\$25,000 ☐ \$25,001-\$30,000 ☐ \$30,001-\$35,000 ☐ \$35,001-\$40,000 ☐ \$40,001-\$45,000 ☐ \$45,001-\$50,000 ☐ \$50,001-\$55,000 ☐ \$55,001-\$60,000 ☐ \$60,001-\$65,000 ☐ \$65,001-\$70,000 ☐ \$70,001-\$75,000 ☐ \$75,001-\$80,000 ☐ \$80,001-\$85,000 ☐ \$85,001-\$90,000 ☐ \$90,001-\$95,000 ☐ \$95,001-\$100,000 ☐ \$100,001-\$105,000 ☐ \$105,001-\$110,000 ☐ \$110,001-\$115,000 ☐ \$115,001-\$120,000 ☐ \$120,001-\$125,000 ☐ \$125,001-\$130,000 ☐ \$130,001-\$135,000 ☐ \$135,001-\$140,000 ☐ \$140,001-\$145,000 ☐ \$145,001-\$150,000 ☐ \$150,001-\$155,000 ☐ \$155,001-\$160,000 ☐ \$160,001-\$165,000 ☐ \$165,001-\$170,000 ☐ \$170,001-\$175,000 ☐ \$175,001-\$180,000 ☐ \$180,001-\$185,000 ☐ \$185,001-\$190,000 ☐ \$190,001-\$195,000 ☐ \$195,001-\$200,000 ☐ \$200,001-\$205,000 ☐ \$205,001-\$210,000 ☐ \$210,001-\$215,000 ☐ \$215,001-\$220,000 ☐ \$220,001-\$225,000 ☐ 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\$2,245,001-\$2,250,000 ☐ \$2,250,001-\$2,255,000 ☐ \$2,255,001-\$2,260,000 ☐ \$2,260,001-\$2,265,000 ☐ \$2,265,001-\$2,270,000 ☐ \$2,270,001-\$2,275,000 ☐ \$2,275,001-\$2,280,000 ☐ \$2,280,001-\$2,285,000 ☐ \$2,285,001-\$2,290,000 ☐ \$2,290,001-\$2,295,000 ☐ \$2,295,001-\$2,300,000 ☐ \$2,300,001-\$2,305,000 ☐ \$2,305,001-\$2,310,000 ☐ \$2,310,001-\$2,315,000 ☐ \$2,315,001-\$2,320,000 ☐ \$2,320,001-\$2,325,000 ☐ \$2,325,001-\$2,330,000 ☐ \$2,330,001-\$2,335,000 ☐ \$2,335,001-\$2,340,000 ☐ \$2,340,001-\$2,345,000 ☐ \$2,345,001-\$2,350,000 ☐ \$2,350,001-\$2,355,000 ☐ \$2,355,001-\$2,360,000 ☐ \$2,360,001-\$2,365,000 ☐ \$2,365,001-\$2,370,000 ☐ \$2,370,001-\$2,375,000 ☐ \$2,375,001-\$2,380,000 ☐ \$2,380,001-\$2,385,000 ☐ \$2,385,001-\$2,390,000 ☐ \$2,390,001-\$2,395,000 ☐ \$2,395,001-\$2,400,000 ☐ \$2,400,001-\$2,405,000 ☐ \$2,405,001-\$2,410,000 ☐ \$2,410,001-\$2,415,000 ☐ \$2,415,001-\$2,420,000 ☐ \$2,420,001-\$2,425,000 ☐ \$2,425,001-\$2,430,000 ☐ \$2,430,001-\$2,435,000 ☐ \$2,435,001-\$2,440,000 ☐ \$2,440,001-\$2,445,000

AGILE WORK PROFILER© (AWP)



- Immediate results with top Agilities/work skills
- Reflects experience and interests
- Research-Based & Tested
- 15-minute Online Assessment
- Provides key words for resumes & interviews



We analyzed
US Bureau of
Labor Statistics
data



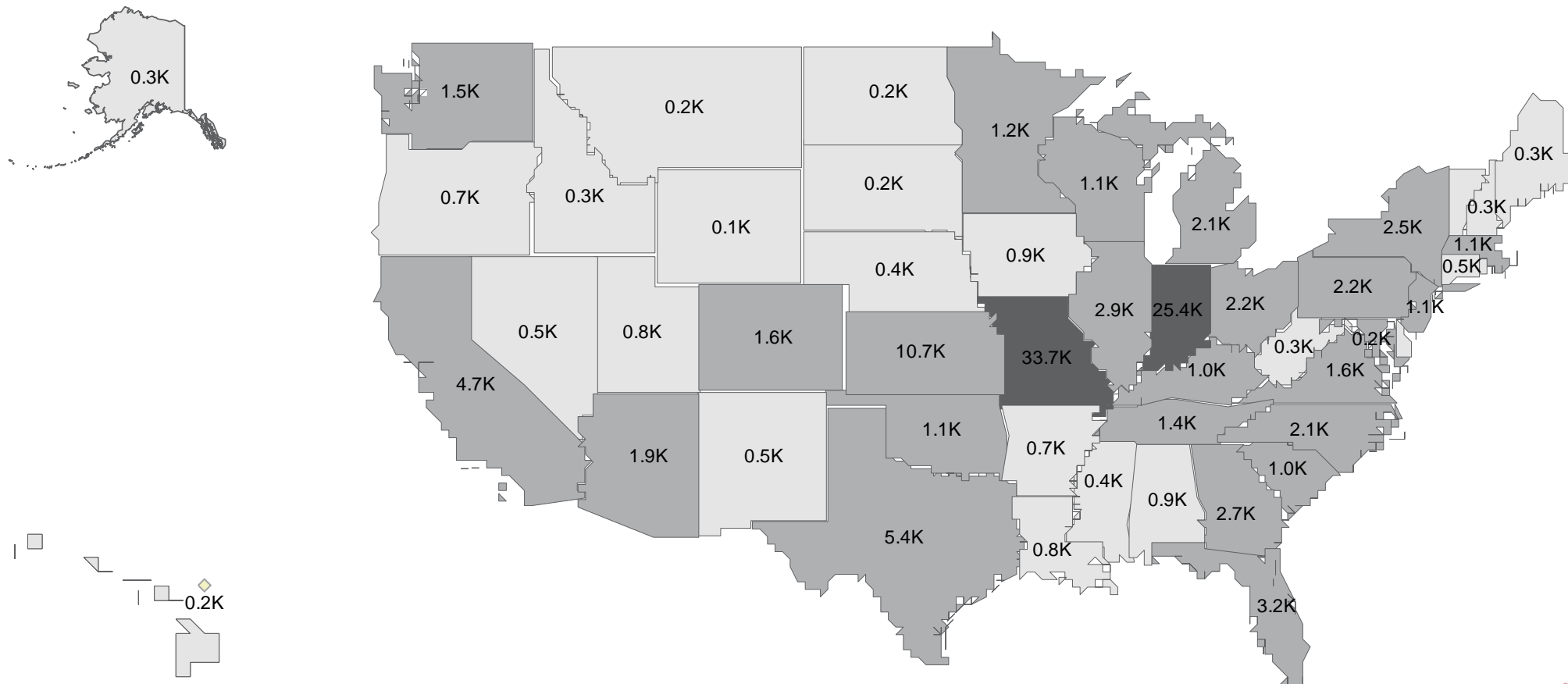
It turns out
all jobs use the
same 10 work
activities
in different
amounts



You can learn
any of them,
and have some
you like best and
are best at doing

AWP completed sessions by state

This map displays 126,685 AWP Completes, across 50 states, and is current as of 10/13/23.



Ongoing resource development

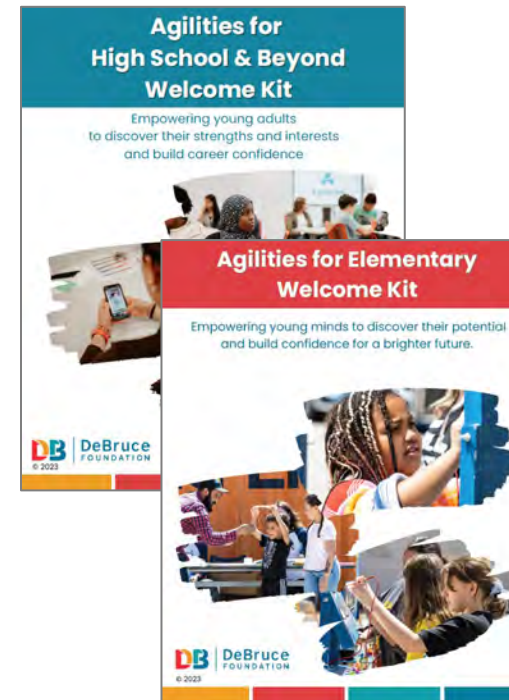
Click images to link to files



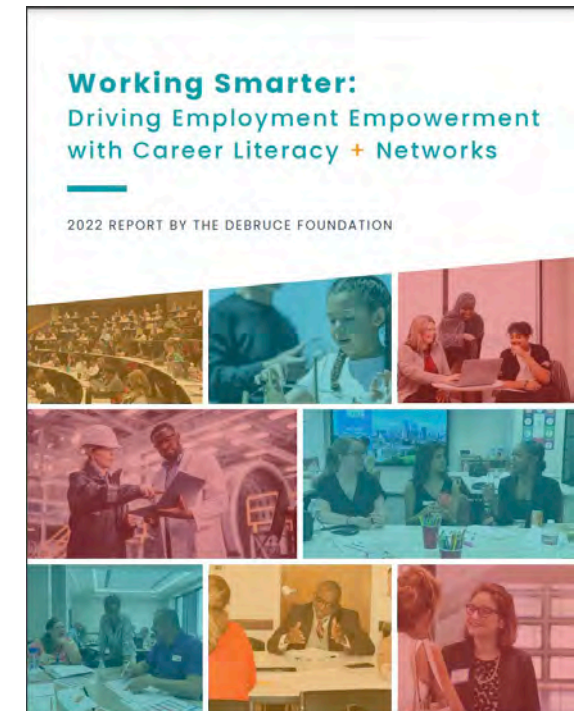
Leveraging Your Agilities
One Pager



10 Agilities
One Pagers



Welcome Kits
Activities for
the classroom



Employment
Empowerment
Report

Findings with High School Students

THE AVERAGE STUDENT WHO USED THE DEBRUCE FOUNDATION'S AGILITY TOOLS*



EXPLORED NEARLY 3
MORE CAREERS



EXPERIENCED NEARLY
5 TIMES THE GROWTH
IN CAREER
EXPLORATION SKILLS



EXPERIENCED 10%
GREATER INCREASE IN
SELF-RELIANCE



EXPERIENCED 17%
MORE INCREASE IN
CONFIDENCE TO
OVERCOME
OBSTACLES

*COMPARED TO PEERS

Sign up to learn
more



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and Career Literacy
Resources!**

Take the Agile
Work Profiler©



**Get your ranked
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research on
Employment
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@DeBruceFound

CONTACT ME
rsmith@debruce.org

Robin Smith

Senior Director



Extra

What are AGILITIES?

The Agilities are a group of 10 work activities that are found in different amounts in every job.

Your Top Agilities

What you're currently good at +
what you like doing



Can change over time and be developed!

10 Agilities of Work



Value of Agilities

Elevate YOU

Knowledge of your skills and how they're used on the job help you:





- **Translate** your skills into **work language**
- **Frame** your skills and experiences in your **resume**
- **Speak** better to your strengths in **interviews**
- **See skills** embedded in **experiences** and **transfer** those into different **environments**
- **Be more confident** doing the job
- **Develop skills** to prepare you for the **future** you want



Value of the Agile Work Profiler



How is the Agile Work Profiler **Different?**

	TOOL	MEASURES	GOAL
 Agile Work Profiler Agilities.org	Agile Work Profiler	Your interests and strengths in doing actual work activities	Expand your options to see many career pathways to your success
 mbti.	Myers-Briggs	Your preferences in using your perception and judgment	Become aware of your perceptions and appreciate others' ways
 CliftonStrengths	Clifton Strengths	Your preferred thinking, feeling, and behavior styles	Be more engaged, happier at work, manage teams better
 OAD ORGANIZATION ANALYSIS & DESIGN	OAD	Your personality compared with successful people	Reduce turnover and increase productivity

Looking at these 10 skill sets,



Which 1–2 skills are you **good** at and **like** to do?