Breaktime's mission is to break the cycle of homelessness by equipping young adults with the job and financial security they need to establish housing security. By providing employment, wraparound services, and financial support, Breaktime works to ensure that every young person has the tools they need to achieve job, financial, and long-term housing security.

**Partner with Us!**

- Are you in need of additional staff and/or could you benefit from added organizational capacity?
- Do you want to support young adults facing housing insecurity along their journey toward stability?

Learn more about what we do, how we do it, and how you can be a part of it!

Breaking the Cycle of Young Adult Homelessness

[breaktime.org](http://breaktime.org)
The Problem

Young Adult Homelessness

According to Chapin Hall research, one in ten young people (ages 18-25) experience some form of homelessness in a given year. With every day that passes, the likelihood that these young adults will experience homelessness increases by 2%. The National Alliance to End Homelessness reports that 89% of these young adults identify as people of color, and according to the True Colors Fund, 40% identify as LGBTQ+. A report from Chapin Hall states that “case management and ad hoc supports like food or clothing donations just aren’t enough.” In fact, the Yale Law Journal reports that stable employment is typically the largest barrier to achieving stable housing. Put simply, young adults need and deserve more empowering, career-launching job opportunities.

Opportunity Youth

The US government defines opportunity youth as young people ages 16 to 24 who are currently disconnected from work or school. These young people face complex barriers to reconnection, many of which are exacerbated by housing insecurity, mental health issues, and a lack of support from adults in their lives.

Housing insecurity poses one of the most significant barriers to opportunity youth working toward reconnection. In 2019, the MA Youth Count found that unaccompanied youth experiencing homelessness were 6 times more likely to be out of school without a diploma and only 15% reported having a full-time job. Additionally, without a permanent address, many are unable to obtain IDs, complete school and job applications, or access services that require proof of residency.

Although the rate of youth disconnection steadily decreased throughout the 2010s, the onset of the Covid-19 pandemic returned these rates to pre-2010 levels. In 2020, the MA annual average youth unemployment rate was 16.4% — double that of 2019. Despite a substantial reduction in youth unemployment from April to December 2020, MA youth unemployment rates for 2021 have been observed to plateau at ~12%. Moreover, it is important to note that these rates often underestimate the scale of unemployment.

Youth unemployment and disconnection is not only a problem for impacted youth. A 2012 study found that the 6.7 million people who were opportunity youth at the time would cost taxpayers $1.56 trillion over their lifetimes. This number rolls over every year as youth and young adults continue to experience disconnection from work and school. Without major reform to support systems, opportunity youth will continue to struggle, and we as a society will miss out on all their amazing ideas and innovations coming to fruition.
**Breaktime's Program**

Breaktime's program—Launchpad, Liftoff, and Stable Orbit—is a three-part Supported Transitional Employment Program that utilizes partnerships to empower young adults aged 18-25 years old who are at risk/experiencing housing insecurity.

Through Launchpad, young adults are introduced to Breaktime’s 6 Essentials of Success (6ES): Attendance, Punctuality, Engagement, Communication, Professionalism and being Equipped through our curriculum that is designed to provide work readiness skills and offer education around navigating the workforce. In addition to the direct classroom training, Associates are also connected with partner organizations for career pathway and financial empowerment support. Upon completion of Launchpad, Associates enter Liftoff, where they are employed by Breaktime and placed with local employment partnerships for three months earning $18/hour for 20-30 hours per week. Throughout the entirety of Liftoff, Associates are engaged with our Young Adult Services team to receive case management and pathway coaching support around the 6 Essentials of Success. Post Liftoff, young adults transition into Stable Orbit, where they continue to engage with their Case manager/Pathway Coach around attaining longer term employment earning at least $18/hour, engaging in education, or a combination of the two, while continuing to receive coaching support around their individualized career development, housing support, and financial empowerment goals. Breaktime’s Pathway Coaches are students from local Master of Social Work programs and provide intentional support to young adults via one-on-support, facilitating workshops, making community referrals, and collecting key outcomes data.

The Breaktime model is uniquely and intentionally designed to support young adults to access job opportunities at a liveable wage while equipping them with the skills, financial knowledge, and support necessary for them to acquire long-term stable housing.
Program Model

3 weeks

Launchpad

Breaktime associates participate in a 3 week program that supports personal growth via professional development and financial empowerment. Associates leave Launchpad prepared with important practical skills necessary for success in the workforce.

Skills Learned and Practiced
- Professionalism
- Goal-Setting
- Introduction to Housing
- Self-Advocacy & Telling Your Story
- Conflict Resolution
- Communication
- Dependability
- Self-care
- Job Process Prep: Interviewing, Cover Letter, Resume, LinkedIn
- Budgeting & Credit

3 months

Liftoff

In Liftoff, associates gain 13 weeks of employment experience while supporting local small businesses and/or building nonprofit organizations' capacity. While working 20-30 hours per week, they receive continued support from Breaktime through weekly professional development, individualized coaching/case management, and a match savings program. At the end of Liftoff, they may be hired by their host site and/or move on to their next professional and/or educational endeavor.

Benefits of Transitional Employment
- Building transferable job skills
- 20/30 hours of paid work at $20/hour
- Networking Opportunities
- Exposure to new skills and fields
- Opportunity to save $1300 over 13 weeks

3 years

Stable Orbit

Stable Orbit, the final segment of Breaktime’s program model, encourages continued involvement with Breaktime beyond Launchpad and Liftoff. While pursuing living-wage jobs and/or education, associates continue engaging with Breaktime’s financial and social resources, receiving continued personalized and financial support as they work toward professional goals.

Services include
- Continued 1 on 1 Pathway Coaching/Case management
- Resume writing support
- Professional development opportunities
- Exposure to job opportunities
- Crisis Management and community-based referrals
Breaktime Partnership

Breaktime is seeking to add additional nonprofits and small businesses to our roster of host site partner sites at which our associates are placed for 13 weeks of employment. Below is the framework for how Breaktime and partner host sites work together to support young adults enrolled in Breaktime’s program:

<table>
<thead>
<tr>
<th>Breaktime Partnership</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Partnership Roles &amp; Responsibilities</strong></td>
</tr>
</tbody>
</table>

**BREAKTIME**
- Provide 3 weeks of soft skills training to associate prior to start date with partner
- Cost-Share with partner to cover associates’ wages + payroll/personnel costs
- Match associates with site partners based on skills and/or interests
- Communicate with Site Partner if/as challenges arise & provide ongoing support throughout Liftoff (as needed)
- Provide one-on-one support via Pathway Coach to each associate to help navigate any challenges
- Manage Administrative aspects of employment (associates are on Breaktime’s payroll)
- Coordinate Data Collection Checkpoints
- Customize (as needed) standard MOU for partnership to be signed by Breaktime and partner

**HOST SITE PARTNER**
- Offer 20-30 hours of work for 13 weeks, for each Breaktime associate placed with organization
- Cost-Share with Breaktime to cover associates’ wages + payroll/personnel costs
- Identify an associate supervisor/Breaktime liaison
- Commit to supervisor participation in a brief, virtual Breaktime orientation
- Provide a safe, supportive, and welcoming work environment
- Engage in 3 checkpoints with Breaktime staff:
  - Check-In call with Breaktime at 2-week mark
  - Performance review facilitated by Breaktime at 6-week mark
  - Final Evaluation (Survey)
- Track and submit associate hours (weekly)
- Communicate with Breaktime if challenges arise
- Sign partnership MOU

**Summary of Partner Benefits**
- Support Breaktime’s Mission in empowering young adults experiencing homelessness to build stability in their own lives while building resilience in their communities
- Get vetted, highly motivated entry level employees
- “Trial Period” of 3 months that you don’t get with traditional hires + potential for long term employment
- Associates don’t begin until they’ve completed our “Launchpad” soft skills training + Capstone week
- Cost-shared labor
- There’s a team of people behind the scenes supporting young adults & partners
- Shout-outs (e.g. Breaktime website, social media, annual report) for your role in supporting Breaktime

We hope to work with you soon!
For more information, contact: workforce-partnerships@breaktime.org