

## Bikes Not Bombs YOUTH PATHWAYS Logic Model

Inputs	Activities	Target Outputs	Target Outcomes
<ul style="list-style-type: none"> <li>-Program Staff (design curriculum, run day-to-day programs, process applications, evaluate programs)</li> <li>-Volunteer and Community Outreach Staff</li> <li>-Mechanics (support Bike School instruction and bike refurbishing)</li> <li>-Supplies (helmets, lights, locks, tools, food)</li> <li>-Occupancy (BNB headquarters, CSR headquarters, BNB warehouse)</li> </ul>	<p>Provide young people (primarily from Roxbury, Mattapan and Dorchester) with affordable/free Bike School programming.</p> <p><b>Bike School</b></p> <ul style="list-style-type: none"> <li>-BIKE INSTITUTE (Spring, Summer, Fall. 30 hours.) All genders, ages 14+. Youth and young adults to work with mechanical and scientific concepts as they overhaul bicycles that they keep as their own. Participants learn about bike safety, and proper helmet and bike fitting. Students also explore topics related to equity.</li> <li>-EARN-A-BIKE (Spring, Summer. 37.5 hours). All genders, ages 12-18. Over the course of the program, participants will completely overhaul a bicycle while learning how to safely ride and navigate the City of Boston. Students also explore topics related to equity.</li> <li>-SISTERS IN ACTION (Spring, Fall. 37.5 hours) Girls, women, trans, non-binary, ages 12+. Youth to work with mechanical and scientific concepts as they overhaul bicycles that they keep as their own. Participants learn safe riding; explore topics related to equity, with a focus on gender. In JP, participants will explore the design process by investigating in-house design and construction of cargo bike that could be used to advance economic mobility in developing countries.</li> <li>-ON-THE-BIKE (Summer. 37.5 hours) All genders, ages 12-18. Focus on safe group rides, gradually increasing distance and proficiency. Participants learn basic bike mechanics and safety and explore topics related to equity.</li> </ul>	<p><b>Bike School - Jamaica Plain Hub</b> 90 Graduates</p> <p><b>Bike School - Roxbury Hub</b> 70 Graduates</p> <p><b>Bike School - Boston Public Schools</b> (McKinley South End Academy McKinley Preparatory High School) 85 Graduates</p>	<p><b>Bike School</b></p> <p>Participants will:</p> <ul style="list-style-type: none"> <li>-Learn mechanic skills needed to refurbish a bike to keep and maintain as their own.</li> <li>-Understand basic social and environmental justice values, systems, and community processes.</li> <li>-Learn safe, urban riding skills.</li> </ul>
<ul style="list-style-type: none"> <li>-Donated bikes</li> </ul>	<p><b>Year 1 Youth Paid Apprenticeships</b></p> <ul style="list-style-type: none"> <li>-Workplace orientation: youth development training. Explore topics of ageism, sexism, racism, and classism</li> <li>-Advanced Mechanics I - 100 hour training in advanced level bike mechanics</li> <li>-On-the-job bike shop training: inventory, fitting, safety, flat fixing, accessory installation, point-of-sales system, shop policies</li> <li>-Work in bike shop</li> <li>-Engagement in Bicyclists Organizing Community Action (BOCA) to organize around issues of: youth jobs, transportation equity, and climate change</li> <li>-Engagement in outreach and provide community services through Chain Reaction (mobile bike repair) and Tool Time (weekly drop-in repair)</li> <li>-Engagement in bicycle and parts recycling to master bike part technology, compatibility across standards, and mechanics</li> <li>-Bike School instruction</li> <li>-Case management support to develop youth relationship and engagement and engage in education as needed</li> </ul>	<p><b>Youth Apprentice Positions</b></p> <p>33 Youth Apprentices employed in total of 117 quarterly positions</p>	<p><b>75% of Year 1 Apprentices will:</b></p> <ul style="list-style-type: none"> <li>-Demonstrate basic bike skills: bike safety skills, bike path/street etiquette, bike repair skills, soft skills, justice values</li> <li>-Demonstrate retail sales and customer service (relationship management) competency</li> <li>-Bike part analysis (quality and function) and inventory management</li> <li>-Demonstrate teaching skills</li> <li>-Demonstrate life skills and personal goal setting</li> <li>-Draft resume and cover letter</li> <li>-Demonstrate organizing skills</li> <li>-Demonstrate inventory management skills</li> <li>-Demonstrate leadership skills</li> </ul>
	<p><b>Year 2 Youth Paid Apprenticeships</b></p> <ul style="list-style-type: none"> <li>-Advanced Mechanics II</li> <li>-Teach and apply skills to different kinds of bikes and parts</li> <li>-Focus on bike build-ups</li> <li>-Work in bike shop</li> <li>-Bike School Instruction</li> <li>-Case management support and post-secondary planning</li> </ul>		<p><b>75% of Year 2 Apprentices will:</b></p> <ul style="list-style-type: none"> <li>-Master intermediate bike skills</li> <li>-Demonstrate positive work habits (organization, cooperation, critical thinking, time management, timeliness, asks questions)</li> <li>-Master basic mechanics (cleanliness, truing/dishing, repair, overhaul hubs, bottom brackets, brake/shifting adjustments, assess replacement parts, finishing touches)</li> <li>-Demonstrate leadership and youth organizing skills</li> <li>-Master teaching skills</li> <li>-Complete post-secondary plan</li> </ul>
	<p><b>Year 3 Youth Paid Apprenticeships</b></p> <ul style="list-style-type: none"> <li>-Apply to work in bike shop or as an associate</li> <li>-Co-teach Bike School</li> <li>-Engage in leadership and management training</li> <li>-Implement post-secondary plan with support from Case Manager and Transition Coordinator</li> </ul>		<p><b>75% of all 3rd-year Apprentices will:</b></p> <ul style="list-style-type: none"> <li>-Fulfill all job requirements in shop or program (Bike School instruction, Bike Shop, Bike Recycling, BOCA)</li> <li>-Complete a diploma or attain GED/HiSet</li> <li>-Enroll in a post-secondary pathway or secure sustainable employment</li> <li>-Implement post-secondary plan</li> <li>-Sustain post-secondary placement for at least one year</li> </ul>