

Bikes Not Bombs Youth Pathways Logic Model 2023

| Activities | Target Outputs | Target Outcomes |
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| <p>Bike School Provide young people (primarily from Roxbury, Mattapan and Dorchester) with affordable/free Bike School programming.</p> <p>-BIKE INSTITUTE (Winter, Spring, Summer, Fall. 32 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.</p> <p>-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.</p> <p>-SISTERS IN ACTION (Spring, Summer, 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 a cargo bike that could be used to advance economic mobility in developing countries.</p> | <p>Bike School - Jamaica Plain Hub 90 Graduates</p> <p>Bike School - Roxbury Hub 64 Graduates</p> <p>Bike School - Department of Youth Services 4 Graduates</p> | <p>Bike School Participants will:</p> <ul style="list-style-type: none"> -Learn mechanic skills needed to refurbish a bike to keep and maintain as their own. -Understand basic social and environmental justice values, systems, and community processes. -Learn safe, urban riding skills. |
| <p>Youth Apprenticeships -Employ Boston YA in a three year apprenticeship. In Bike School, BOCA/Community Engagement and Operations, and Bike Shop to build critical workplace and leadership skills and develop post-secondary plans to achieve economic mobility.</p> <p>-Support YAs in building critical, hands-on, on-the-job workplace skills.</p> <p>-Support YAs in developing and cultivating leadership skills.</p> <p>-Support Youth Apprentices in implementing and sustaining a post-secondary plan and placement for a least one year.</p> | <p>Year 1, 2, and 3 Youth Apprentices 44 Youth Apprentices Employed</p> | |
| <p>Year 1 Apprenticeship (Paid) Advanced Mechanics Primarily Bike School Instructor</p> | | <p>75% of Year 1 Apprentices will:</p> <ul style="list-style-type: none"> -Demonstrate basic bike skills: bike safety skills, bike path/street etiquette, bike repair skills, soft skills, justice values -Demonstrate retail sales and customer service (relationship management) competency -Bike part analysis (quality and function) and inventory management -Demonstrate teaching skills -Demonstrate life skills and personal goal setting -Draft resume and cover letter -Demonstrate organizing skills -Demonstrate inventory management skills -Demonstrate leadership skills |
| <p>Year 2 Apprenticeship (Paid) Advanced Mechanics Primarily Bicyclists Organizing for Community Action (BOCA)</p> <p>-Community Engagement: Organize point of entry community engagement activities to build a base in target communities.</p> <p>-Education: Provide Youth Apprentices with opportunities to build leadership and organizing skills by engaging Bike School, Alum, and Target Communities in workshops and project-based work.</p> <p>-Youth Organizing: Build and advance a core campaign related to mobility and/or racial justice.</p> | | <p>75% of Year 2 Apprentices will:</p> <ul style="list-style-type: none"> -Master intermediate bike skills -Demonstrate positive work habits (organization, cooperation, critical thinking, time management, timeliness, asks questions) -Master basic mechanics (cleanliness, truing/dishing, repair, overhaul hubs, bottom brackets, brake/shifting adjustments, assess replacement parts, finishing touches) -Demonstrate leadership and youth organizing skills -Master teaching skills -Complete post-secondary plan |
| <p>Year 3 Apprenticeship (Paid) Advanced Mechanics Primarily Bike Shop Primarily Bike Recycling and Operations</p> | | <p>75% of all Year 3 Apprentices will:</p> <ul style="list-style-type: none"> -Fulfill all job requirements in shop or program (Bike School instruction, Bike Shop, Bike Recycling, BOCA) -Complete a diploma or attain GED/HiSet -Enroll in a post-secondary pathway or secure sustainable employment -Implement post-secondary plan -Sustain post-secondary placement for at least one year |