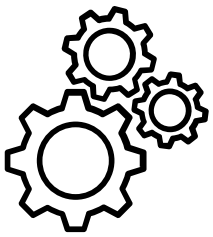


Youth Pathways 2024

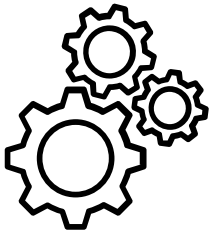
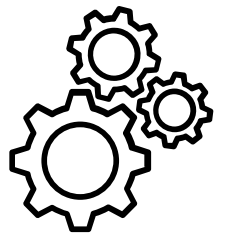


Program Impact Report

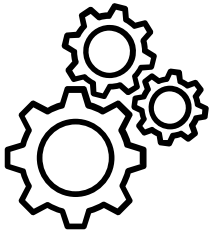
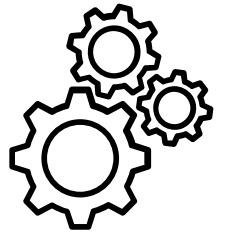
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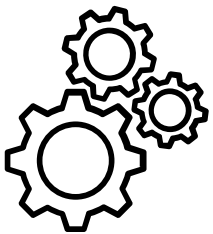
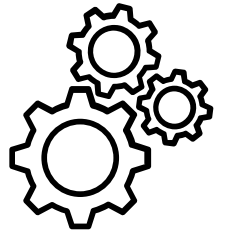
1 Program Goals



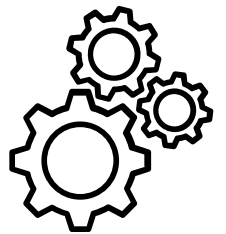
2 Demographics



3 Outcomes



4 External
Evaluation



5 Testimonials

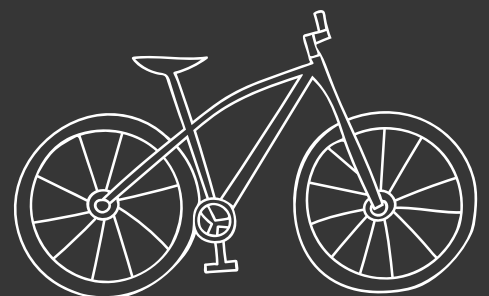
Youth Pathways Objectives

Youth Pathways provides Black and marginalized youth in Boston with the tools and opportunities they need to succeed in sustainable, long-term careers and to see themselves as drivers of positive change.

Youth Apprentices engage in work-based learning across all BNB operations – teaching bike mechanics and safe riding, organizing for transportation justice through Bicyclists Organizing for Community Action (BOCA) initiatives, refurbishing bikes for donation, and working in our full-service bike shop. With the encouragement of a team of youth development, mechanics, organizing, and operations professionals, Youth Apprentices build the skills and confidence needed to step up as leaders among their peers and in their communities.

Apprentices' work-based experiences become a launchpad to plan for their future, stretching the bounds of what they thought was possible. Apprentices meet regularly with our Youth Development and Transitional Manager to identify strengths and interests and to develop a tailored, long-term Career Action Plan to prepare them for post-secondary success and well-being.

Goal: Black and other marginalized youth from Boston's most underserved neighborhoods have the resources they need to thrive in sustainable long-term career pathways.



89%

Identified as BIPOC

49%

Identified as Black

66%

From Dorchester,
Roxbury, Mattapan

14-21

Age Distribution

80%

Identified as Male

DEMOGRAPHICS

BNB's Youth Pathways program primarily engages Black and other marginalized youth ages 15-24 who live in low-income households in Dorchester (\$29,767), Mattapan (\$28,356), and Roxbury (\$20,978), which have per capita income far below that of Boston as a whole (\$44,690). These neighborhoods' residents are primarily Black, Hispanic, or other people of color (ranging from 77% - 94%), with the highest proportion being Black residents.

Despite living in communities steeped in rich cultural heritage and powerful community ties, too many young people who hail from our target neighborhoods grow up with the effects of trauma from repeated exposure to personal racism. Moreover, these youth face significant challenges in securing the resources needed to thrive, due to centuries of systemic disinvestment in communities of color.

Youth Pathways programming contributes directly and intentionally to advancing racial equity and economic opportunity for Black youth, recognizing that pathways to meaningful, sustainable careers serve as pathways to the ability to thrive.

Outcomes

Competency-Based Assessments: Gauge increase in technical skills and soft skills.

Career Action Plans: Map course for post-secondary employment and/or education.

Outcomes for 35 Apprentices Employed in 2024:

Technical and Soft Skills

82% mastered skills in

- Bike mechanics
- Safe riding
- Teaching and facilitation
- Public speaking
- Sales and service
- Inventory management
- Planning, organizing, timeliness, positive mindset, teamwork
- Social and environmental justice values, systems, and community processes
- Leadership

Career Development

100% Apprentices

- Grew and understanding of what it means to be financially independent, responsible, and successful
- Explored a range of careers aligned with their skills and interests
- Practiced resume and cover letter writing
- Practiced interviewing
- Planned for post-secondary employment and/or education.

Education

25 Continued High School Education

9 Graduated High School

6 Pursued post-secondary educational pathway

Job Placements

6 Pursued post secondary career

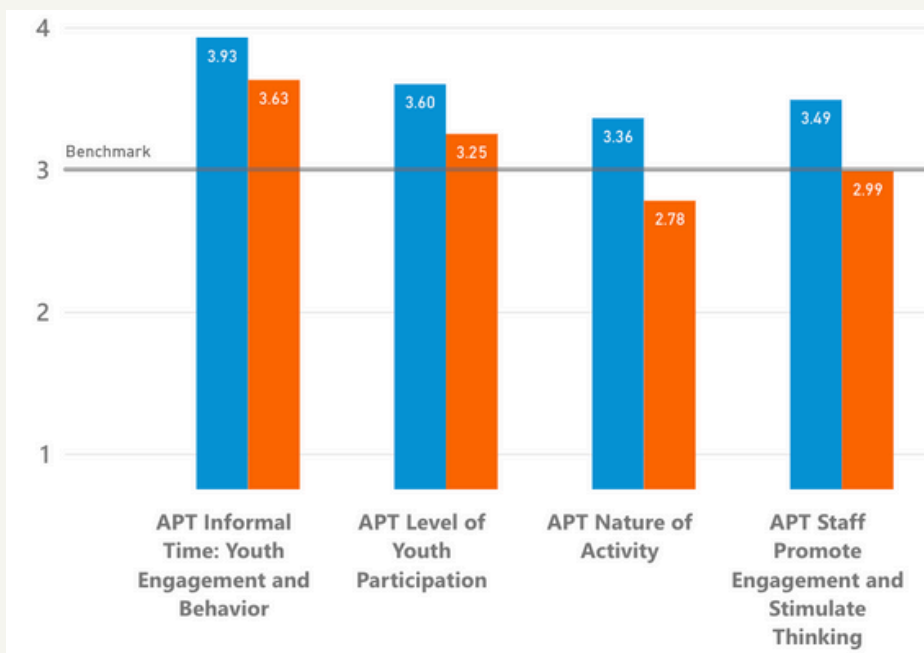
Note: In 2025, BNB built capacity to track the long-term career and educational pathways of Youth Pathways alumni. We look forward to sharing this data in future years.

External Evaluation

Bikes Not Bombs partners with Boston After School and Beyond to assess programs through certified observers who implement an Assessment of Program Practices Tool (APT).

School Year 2023 - 2024 Summer 2024

Engagement and Learning

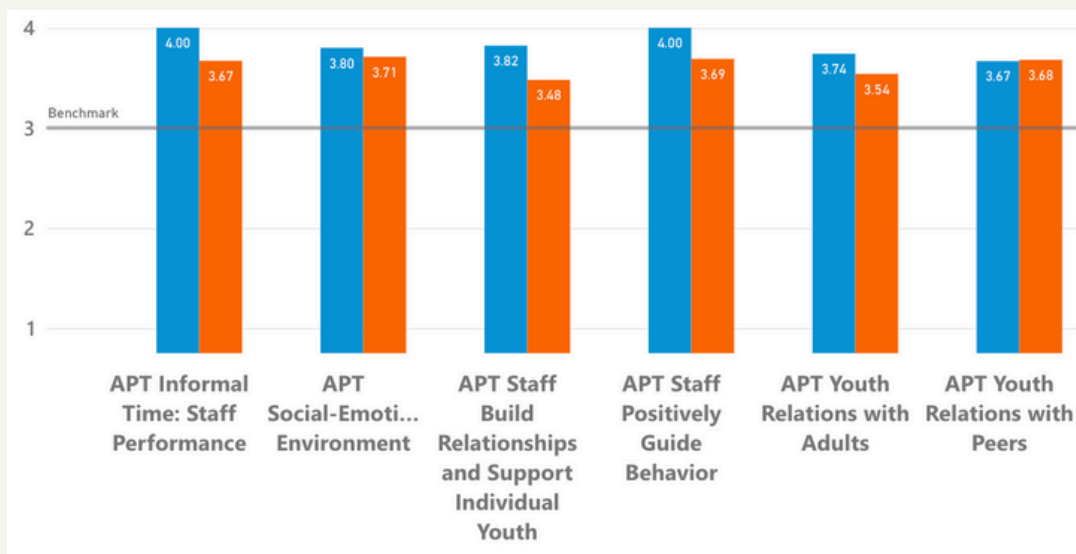


Grey = National Benchmark

Blue = Bikes Not Bombs

Orange = Local Boston After School and Beyond Network

Supportive Environment



Testimonials

“BNB is a safe haven for cyclists, community members, volunteers, and people trying to find their place in the world. I first got involved with BNB in late June of 2016, taking part in our youth summer program, Earn-a-Bike. Attending this program allowed me the opportunity to learn how to fix, maintain, and ride a bike, as well as keep it at the end of the program. Having felt a sense of accomplishment, paired with the happiness granted by ownership, no one would have guessed the impact it would have on me.

“I wanted to stay involved, which led me to the discovery of Volunteer Night. I couldn’t have been happier knowing I’d be able to continue using my newfound skills for the betterment of others who needed it most. I eventually went through the required process to secure my first title: Youth Apprentice. I began teaching and leading the same program where it had all started for me. It was my full circle moment.

“Over the course of six years, BNB has supplied me with the environment, mentors, and knowledge to grow professionally. At BNB I’ve learned what it means to be a community member, an advocate, and a leader. I went from being a part of many different teams in the organization to leading my own. This year, I was able to travel to Pennsylvania, Denver, and even Puerto Rico with BNB! All of these trips involved opportunities to hone my networking and public speaking skills, and understand the larger impact BNB has outside of Boston.

“Going forward, I want to ensure that the youth I work with are ready to tackle their own leadership roles as I did.”

-Joseph, Program Alum/BOCA Associate



“At BNB, I am not afraid to try my best.” -Jesus

**“The strengths I’ve developed at BNB have been communication and collaboration with my peers.”
-Zyree**

**“A goal that I made for myself was to take what I learned at BNB, like motivating others, into the real world. I believe I achieved that.”
-Blisson**