



BOLT
BUILDING OPPORTUNITIES FOR LIFE TODAY

2025

BOLT CHARITABLE FOUNDATION

ANNUAL REPORT





BOLT's mandate is to connect under-resourced youth in the Greater Toronto Area to construction careers through raising awareness, immersive career exploration, financial support for post-secondary and skilled training programs, and industry partnerships.

BOLT's positive impact to date would not have been possible without the support of our trade and industry partners, and Tridel's commitment to creating opportunities for youth to pursue a career in construction. As BOLT's Principal and Founding Sponsor, Tridel covers the administrative and operational costs associated with the foundation to ensure that additional funds raised can go directly toward benefiting youth through our programs.

TRIDEL®
BUILT FOR LIFE

Principal & Founding Sponsor

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A MESSAGE FROM OUR FOUNDER

As we reflect on the past year, the BOLT Charitable Foundation is deeply moved by the significant strides made in our mission to connect under-resourced youth with careers in construction. Our dedication to spreading awareness and providing exposure to the array of opportunities within the construction sector has remained unwavering. Through financial aid, we have supported individuals seeking training and education, while forging partnerships that generate employment and mentorship avenues for young people.

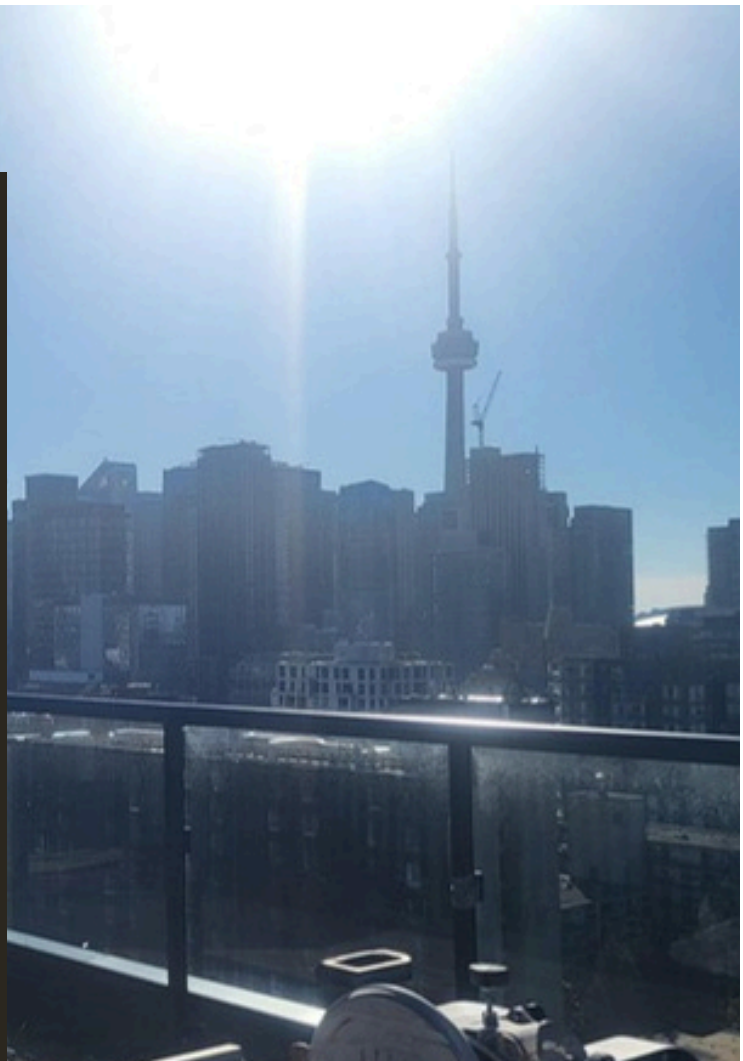
Our initiatives have unlocked fresh prospects for those who might not have considered a path in construction otherwise, dismantling barriers and fostering connections within this thriving industry. Simultaneously, we acknowledge the indispensable role of education and training in achieving success. Through fundraising efforts, we proudly extend financial aid to under-resourced youth pursuing construction-related training or higher education, empowering them to pursue their aspirations and construct brighter futures.

None of these achievements would have been feasible without the support of our esteemed trade and industry allies, who have provided invaluable mentorship, training, and job opportunities. Their backing has enabled us to make tangible, enduring impacts in the lives of under-resourced youth, contributing to a more diverse and inclusive construction landscape.

Looking forward, our commitment to our mission and program's success remains resolute. We will continue fostering vital partnerships, raising awareness about construction industry opportunities, and extending financial support to under-resourced youth. Together, we can forge a brighter future for both BOLT youth and the construction industry at large.

2025 BOARD OF DIRECTORS

Doug Buchanan (Chair)
Sandra DelZotto (Vice-Chair)
Peter Meneguzzi
Andrew Pariser
Michael Sherrard
Sakshi Bonomo



MISSON, GOALS & OBJECTIVES

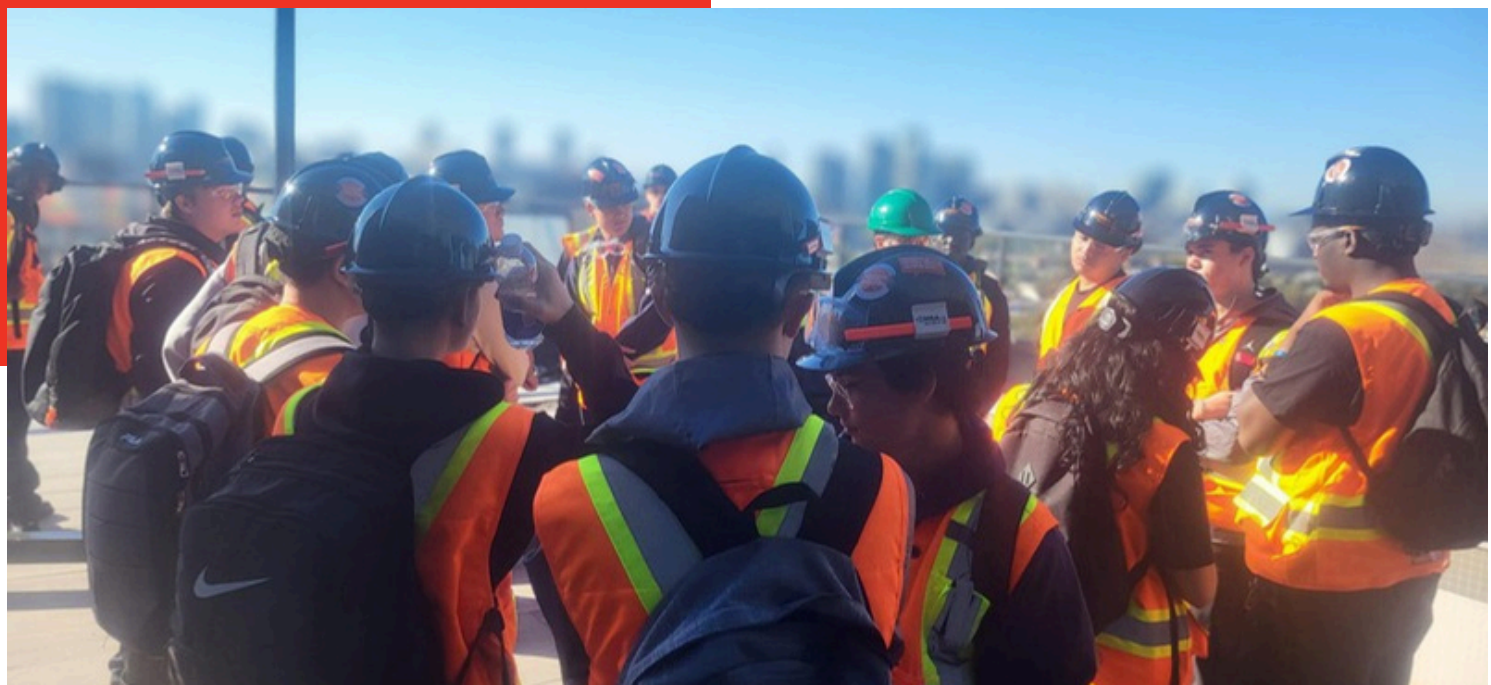


MISSION

BOLT's mission is to connect job-ready, under-resourced youth aged 17-29 to careers in construction by providing access and support for skill training and financial awards for post-secondary programs related to construction

GOALS + OBJECTIVES

To raise awareness and offer exposure to the diverse career opportunities in the construction industry by hosting SpeakOuts, Days of Discovery, and Job Shadowing.
To raise funds to offer financial assistance to under-resourced youth wishing to pursue training or a post-secondary education leading to a career in construction.
To foster trade and industry partnerships to provide employment, training and mentorship opportunities for youth and to secure the support of community and government partnerships required for the success of the program.



BOLT FINANCIAL AWARDS

The BOLT Financial Awards—delivered through both the BOLT Charitable Foundation and in partnership with post-secondary institutions and community organizations—provide crucial support to full-time students enrolled in construction-related college and university programs. During the 2025–2026 academic year, BOLT awarded 52 scholarships with a combined value of $288,125.

Individual awards of up to $5,500 were applied toward tuition, educational resources, and living expenses, helping to reduce financial barriers and enable student success. Beyond financial assistance, many recipients also gained access to valuable career development opportunities through BOLT's employer network, including workshops, job shadowing, mentorship, co-operative education placements, and summer internships.

BOLT is proud to have expanded its direct scholarship offerings while continuing its strong collaborations with the Pinball Clemons Foundation, Toronto Community Housing's Investing in Our Diversity Scholarship, Geosource Energy Inc., and the Rutherford Family Foundation. Together, these partnerships strengthen BOLT's commitment to developing the next generation of skilled professionals in the construction industry.



52

Scholarships Awarded

15+

Post-secondary Programs

10+

Post-secondary Institutions



STUDENT VOICES





I want to sincerely thank you for selecting me as a recipient of the 2025/2026 BOLT Financial Award. This support means a lot to me and will have a very positive impact on my studies and future in the construction industry. Your encouragement gives me even more motivation to work hard and do my best in my program. I truly appreciate the opportunity and the confidence you have shown in me. Thank you again for helping students like me move closer to our goals. - *Yaksh, HVAC Technology*

> I'm incredibly grateful to be selected as a recipient of the 2025/2026 BOLT Financial Award. This support plays a vital role in helping me pursue a career in construction by easing financial stress and allowing me to focus on building the skills and experience I need to succeed in the industry. Thank you to the BOLT Foundation and its donors for investing in students like me and supporting the next generation of construction professionals. - *Brandon, Mechanical Engineering*

As a civil engineering student with a strong passion for construction and infrastructure, this award has continued to make a real and lasting impact on my academic and professional journey. Receiving this scholarship for the second year in a row means a great deal to me. Last year, it helped me stay focused on my coursework, perform well in my classes, and take on hands on learning opportunities that helped build my skills in the field. Because of this support, I've been able to grow both as a student and as a future professional in the construction industry. - *Shujah, Civil Engineering*

> I wanted to sincerely thank you for the support you've given me to continue my education in construction. Receiving this funding means a lot to me, and it's a big step toward reaching my goals in the industry. This opportunity is helping me build not just skills, but also confidence in my future. I'm excited to keep learning and growing, and your support is making that possible.
> Thanks again for believing in me and investing in my education — it truly makes a difference. - *Anthony, Civil Engineering Technology*

SKILLED TRAINING

BOLT plays a vital role in reducing financial barriers for individuals entering construction apprenticeships by supporting industry-required safety training, personal protective equipment (PPE), and essential tools. This assistance helps offset start-up costs that can otherwise limit access to skilled trades careers.

In 2025, BOLT provided financial support to 36 youth graduating from the Central Ontario Building Trades' Hammer Heads program, along with an additional four graduates from affiliated union training centers. Through this support, 16 young people successfully launched apprenticeships across a range of skilled construction trades, with several transitioning directly into employment with trade partners.

BOLT is also a longstanding supporter of the Toronto District School Board's Step to Construction Program, a work-integrated high school co-operative education initiative that places students on active construction sites for a full semester. BOLT's funding helps cover essential costs—including PPE, workwear, transportation, nutrition, and tools—ensuring participants can fully engage in the program and contributing to its continued success across two semesters each year.



52

Skilled Training Completed

19

Apprenticeships Started

88

Students Completed Step to Construction

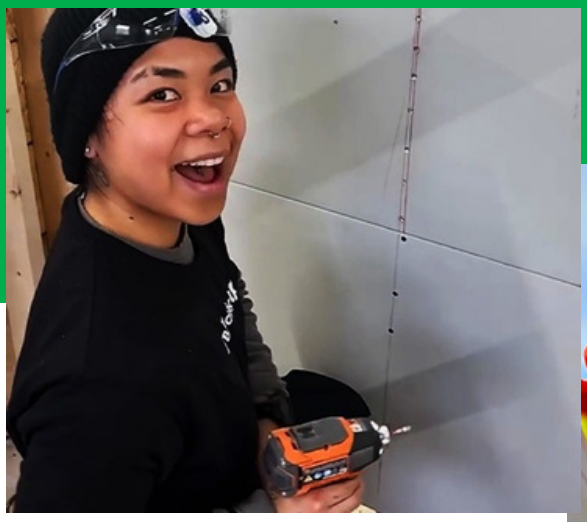


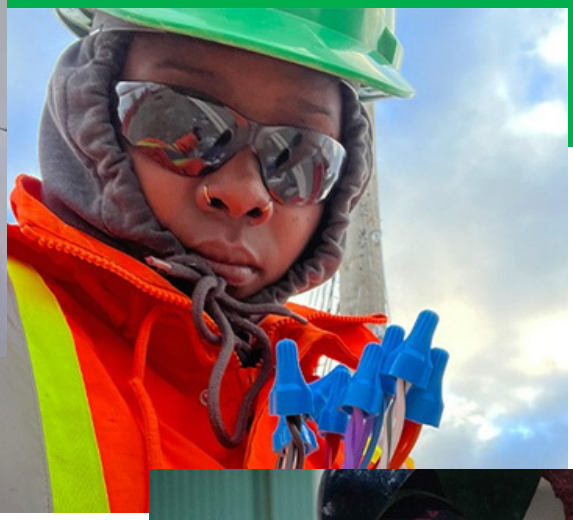
WOMEN IN CONSTRUCTION

Women continue to be significantly underrepresented in the construction industry, accounting for only 5% of on-site workers in 2025. Addressing this imbalance remains a priority for BOLT's workforce development efforts.

In response, BOLT awarded two targeted Women in Construction grants in 2025 to support the retention and advancement of female apprentices. Delivered on a quarterly basis in partnership with Supporting Ontario Youth (SOY) and Ontario Building and Construction Tradeswomen (OBCT), these grants are designed to help remove barriers that women often face early in their careers.

Each $1,000 grant may be used to support essential needs such as workwear, tools, in-class training, or living expenses. In addition to financial assistance, recipients are matched with experienced female mentors within their trade—or a closely related field—providing guidance, professional insight, and support to strengthen long-term career success in the construction industry.



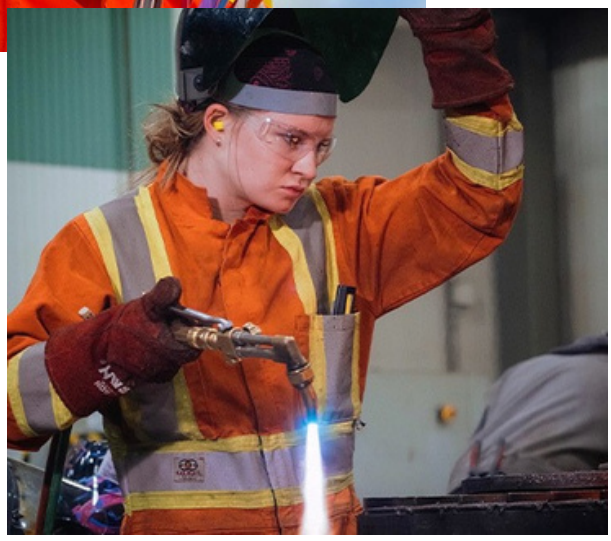


19

Grants Provided

$19K

Awarded



SPEAKOUTS

A SpeakOut is an interactive information session designed in collaboration with schools, as well as youth-focused community and employment agencies. This session features a panel of industry professionals from various sectors, including skilled trades, professional services, and management, who provide valuable insights into the educational and training requirements for specific careers. They also share their personal experiences and offer advice to participants.

In 2025, BOLT delivered a series of SpeakOut sessions across the city, offered both in person and virtually. These sessions were developed in collaboration with the Centre of Excellence for Black Student Achievement, the Scarborough Boys & Girls Club, and several Toronto District School Board schools.

Designed to raise awareness of the breadth of opportunities within the construction industry, the sessions showcased a wide range of career paths —from skilled trades such as drywall and painting to roles in health and safety, project coordination, and architecture. Participants gained valuable insight into the skills, training pathways, and long-term career possibilities available within the construction sector, supporting more informed and inclusive career exploration.

SpeakOut participants will:

- Learn about the construction industry
- Discover different careers
- Hear career advice from industry professionals

1,000+

Youth Engaged

10+

SpeakOut Events

10+

Community & Education Partners





INTERNATIONAL WOMEN'S DAY

In recognition of International Women's Day 2025, BOLT hosted a special SpeakOut event that engaged more than 500 students across 50 classrooms and 34 schools. Delivered through a live webcast, the event introduced students to the construction industry, highlighted diverse career pathways, and provided firsthand insight from women working across a range of roles within the sector.

Guided by the 2025 theme, #AccelerateAction, the event celebrated the women in construction who play a vital role in building both homes and communities. Students heard from an inspiring panel of industry leaders who shared personal career journeys, practical advice, and reflections on navigating and succeeding in the construction profession.

The panel featured:

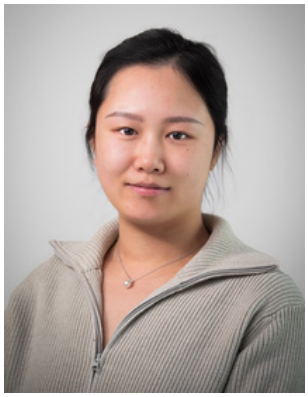
- Agnes Watkinson, Principal and Founder, AMC Services; Founder, NextGen Women
- Sasha McDonald, Drywall Finisher, IUPAT
- Tina Qin, Engineer, Project Manager (Building Science), EXP

The discussion was moderated by Maggie Hall, Senior Manager of Social Impact at Tridel. Together, the panelists offered diverse perspectives that sparked meaningful dialogue and encouraged young women to consider careers in construction and related fields.







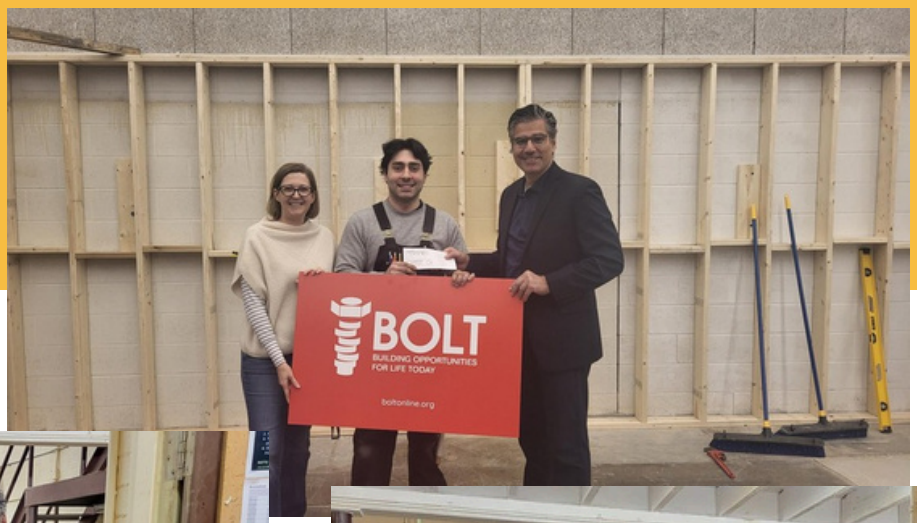


SCHOOL CONSTRUCTION PARTNERSHIPS

Education plays a critical role in preparing young people with the skills and knowledge needed to pursue careers in the construction industry. BOLT is proud to support this work through targeted investments in Toronto District School Board construction programs, contributing to the development and delivery of essential hands-on learning opportunities.

In 2025, BOLT contributed $30,000 to local high schools, strengthening program budgets and helping to provide students with the tools, equipment, and materials required to build a strong foundation for future success in construction-related careers.

$215,000 DONATED TO DATE







DAY OF DISCOVERY

BOLT's Day of Discovery provides youth with an immersive, hands-on opportunity to explore the wide range of career pathways available within the construction sector. Designed to offer real-world exposure, the program helps participants better understand the day-to-day responsibilities of the industry and assess whether a career in the skilled trades aligns with their interests and aspirations.

In October 2025, BOLT welcomed 20 youth participants to Tridel's Dufferin & Bloor development site in Toronto. Through guided site tours, industry discussions, and direct engagement with professionals, participants gained practical insight into construction roles, workplace environments, and the skills required to succeed in the field. The Day of Discovery experience supports informed career decision-making and helps build early connections between youth and the construction industry.

By attending the Day of Discovery, participants:

- Learn about various careers in construction
- Experience the realities on site
- Gain understanding of safety practices
- Access additional programs and support
- Discover relevant college and training programs







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GEORGE BROWN COLLEGE

PARTICIPANT VOICES







The construction site tour was the best part of the event!



Getting to really see what every trade does.

Seeing the difference from when a floor is bare to almost finished.

Going on the hoist to the highest floor was exciting. One of the Deltera foreman's on site walked us through the different parts of a high rise building which was very informative.

It was really nice to look into the units and seeing the different stages of construction.

It was an exciting new experience and I would love to do it again!

Touring George Brown College with the Dean was awesome. It was great to see all the different construction programs they have and the facilities they run them in.



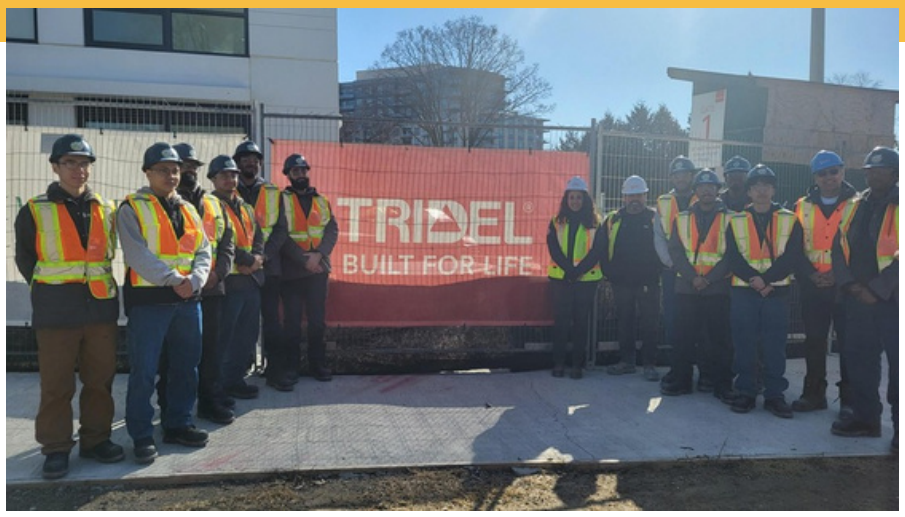
JOB SHADOWING

BOLT's Job Shadowing program provides youth with a two-week, hands-on experience on active high-rise construction sites, offering opportunities to move beyond the classroom and gain practical exposure to the industry. Participants shadow skilled tradespeople and construction management professionals, allowing them to explore a range of career pathways and better understand the realities of working in construction.

In 2025, BOLT facilitated job shadowing placements across four Tridel construction sites. All participants completed mandatory Workplace Hazardous Materials Information System (WHMIS) and Working at Heights training and were equipped with the required personal protective equipment to ensure a safe and supportive learning environment.

To reduce barriers to participation, BOLT covered transit costs to and from job sites and provided a $400 stipend upon successful program completion. Participants were also connected to relevant training and employment opportunities aligned with their individual interests. For those requiring additional support, BOLT supplied basic tools and appropriate workwear on their first day.
This distinctive program empowers participants to gain confidence, develop industry-relevant skills, and build meaningful connections that support their transition into construction-related education, training, and employment.

- Build employable skills
- Discover careers and how to get started
- Connect with employers and grow their network
- Access employment opportunities
- Decide if construction is right for them





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TRIDEL ANNUAL GOLF TOURNAMENT

IN SUPPORT OF THE BOLT CHARITABLE FOUNDATION

Each year, BOLT looks forward to welcoming industry partners for a day dedicated to connection, collaboration, and shared impact. The annual golf tournament serves as both a key fundraising initiative and an opportunity to celebrate the collective milestones achieved in support of BOLT's mission.

On a beautiful July morning, participants gathered at Angus Glen Golf Club for a day of golf in support of the foundation's work. The event offered opportunities for networking and camaraderie, complemented by a curated selection of specialty food trucks featuring gourmet food, refreshments, and gelato. At the conclusion of the tournament, ten championship teams were recognized with trophies, and all golfers received BOLT-branded SWAG as a token of appreciation for their generous support.

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288

Golfers



200+

Industry Supporters



12

Volunteers














12TH ANNUAL CASINO NIGHT

BOLT's 12th Annual Casino Night was a tremendous success, made possible through the generous support of our industry and corporate partners. With more than 800 industry professionals in attendance, the event stood out as one of the foundation's most successful and well-attended gatherings to date.

Proceeds from this signature fundraising initiative directly support BOLT's mission to expand access to careers in the skilled construction trades for under-resourced youth. To date, BOLT has supported more than 300 young people across the Greater Toronto Area in launching construction apprenticeships and has awarded over 650 scholarships valued at $2.2 million to students pursuing post-secondary education in construction-related programs. Together, these outcomes reflect the lasting impact of our community's continued engagement and commitment.



84

Donors

800

Industry Professionals

18

Volunteers










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THANK YOU TO OUR 2025 DONORS & CORPORATE SPONSORS

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Altus Group Ltd.
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Bot Construction Limited
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Hitachi Solutions
II By IV Design
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Isherwood Geostructural Engineers
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Nucor Rebar Fabrication
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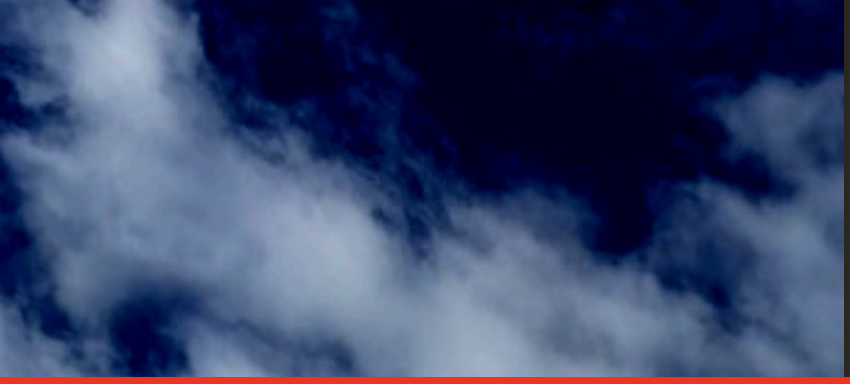
OZZ Electric
PliteQ
Premform
Premier Contractors
Pro Drain
Professional Carpentry
Royal Bank of Canada
Res Precast Inc.
Resform Construction Ltd.
RES Group of Companies
RESCON
Rinomato Group
Rogers Communications
Roman Metal Fabricating Ltd.
Rowntree Enterprises
Rosewood Flooring
Royal Laser
Scotiabank
Sherrard Kuzz LLP
Sherwin Williams
Sigmund Soudack & Associates Inc.
SMART Local 285
Stellar Hi-Rise Mechanical Inc.
Stephenson's Rental Services
Straw Construction Group
Summit Forming
Sun-Brite Drapery
Timberwolf Transaction Services
TK Elevator
Torino Drywall Inc.
TORLYS Smart Floors
Toro Aluminum
Toronto RediMix
Tridel
Triumph Inc.
United Association Local 46
Venice Construction
Verdi Alliance
Vintage Flooring
Westmount Guarantee Services Inc.
Whirlpool
Woodbourne Canada Management Inc.
Your Home Custom Audio & Visual



2025

THANK YOU



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