BOLT
BUILDING OPPORTUNITIES FOR LIFE TODAY

Annual Report 2021

BOLT's mandate is to help connect under-resourced youth in the GTA 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 Tridel's commitment to creating opportunities for youth in construction. As BOLT's Principal and Founding Sponsor, Tridel covers the administrative costs associated with the foundation to ensure funds raised can go directly toward benefiting youth through our programs.

TRIDEL
BUILT FOR LIFE

Principal & Founding Sponsor

2021 in Review

3 Foreword from Executive Director & Founder

BOLT PROGRAMMING

4 BOLT Financial Awards

6 Skilled Training

8 Speak Outs

10 Day of Discovery

12 Job Shadowing

COMMUNICATIONS & MEDIA

14 Digital Presence
- Brand refresh
- #IndustryChampion
- #BuildingIndustryTalent
- Careers in Construction Video Series

18 BOLT In The News

FUNDRAISING

19 BOLT to the Finish Line

20 2021 Tridel Golf Tournament

22 Recognizing our 2021 Sponsors

Day of Discovery at George Brown with special guest Minister McNaughton

COBT Hammer Heads graduation ceremony with special guest Mayor John Tory

Joanne Bin, BOLT's Founding Executive Director, retired at the end of 2020. Starting as Tridel's program in 2009, under Joanne's leadership BOLT was formalized as a charitable foundation in 2013 to reach even more youth.

With Joanne's vision, commitment and hard work, BOLT has changed hundreds of lives in our communities and created opportunity where otherwise there wouldn't have been. She has been a strong and passionate advocate for BOLT youth and the construction industry has benefited from the diverse and skilled talent pipeline that she helped build. Joanne is an unyielding champion of youth and we have no doubt that she will continue to make a positive difference in the community.

Joanne, THANK YOU!

Foreword

Living through a time of so much uncertainty, BOLT continued to fulfill its mission to create opportunity for youth who needed it most and help build a new talent pipeline to address growing labour shortages in the construction industry.

BOLT youth already face multiple barriers in accessing training, education, and employment. The pandemic and its associated restrictions added to these challenges, disproportionally impacting young people and further limiting their ability to gain meaningful experience and start their careers.

In 2021, our priority was to safely maintain our programming and build additional capacity to support even more youth. Our reach, and therefore our casework, quadrupled. We implemented a new database to better track BOLT youth program journeys and employment outcomes, a new communication strategy to better share opportunities and success stories, and an expanded team to offer dedicated, one-on-one support to youth.

We are honoured to share our work with you in this inaugural annual report. The successes in these pages would not have been possible without the generosity of our industry partners. Their commitment to our mission, in the face of unprecedented adversity, is nothing short of inspiring. It ensures that youth can continue to work towards their dreams and reach new heights.

Simply put, together, we are changing lives, supporting families, and building our communities - and we can't thank you enough.

2021 Highlights

95
scholarship recipients

85
Day of Discovery participants

34
Job Shadowing participants

60
high school co-op students

43
direct job placements

Leo DelZotto, Founder of BOLT & Director, Tridel Board

Raly Chakarova, Executive Director of BOLT

2021 Board of Directors

Doug Buchanan (Chair)
Sandra DelZotto (Vice-Chair)
Greg Nevison
Sherry Mosko
Andrew Pariser
Peter Meneguzzi
Maria Passero

BOLT FINANCIAL AWARDS

BOLT Financial Awards are offered to full-time students pursuing construction-related college or university programs. With the ongoing generosity of our industry partners, BOLT awarded **95 scholarships** for a total of $335,000 in the 2020/2021 and 2021/2022 academic years.

Successful candidates received $3,000 to $5,000 for the school year and used their awards to cover the cost of tuition, school materials, and living expenses. Through our network of industry champions, some also benefited from additional career supports, such as workshops, job shadowing and mentorship opportunities, co-op and summer placements.

95
scholarship recipients

15+
post-secondary programs

10+
post-secondary institutions

> "I have been experiencing some homelessness now and again throughout the pandemic and this scholarship will not only catapult me but expand what I was able to accomplish last year. The only thing that has kept my head up is school and what it might do for my future, and I have been striving to carry on with the momentum."

> "This year I was faced with many financial difficulties, however because of BOLT's support I can continue my post-secondary education and my dream of becoming a mechanical engineer. Ever since I was young, I knew I wanted to pursue a job related to this field."

> By awarding me this support, you have lightened my financial burden, which allows me to focus more on the most important aspect of school, learning. Your generosity has inspired me to help others and give back to the community. I hope one day I will be able to help students achieve their goals just as you have helped me.

> My educational pursuits would have been much more complicated had it not been for your generosity. I cannot describe how happy I am to have been given this amazing gift. I am so eager to learn and finally pave the way to my future and contribute to the construction industry. Thank you for enabling me to reach my fullest personal and professional potential.

TOP RECIPIENTS

Programs

1. Construction Management
2. Civil Engineering
3. Architectural Technology
4. Construction Engineering
5. Building Renovation

Schools

1. George Brown College
2. Humber College
3. Ryerson University

FOCUS ON SUSTAINABILITY

In 2021, BOLT introduced a dedicated scholarship to help promote renewable energy and sustainable practices in the construction industry and support students interested in this important field.

The ongoing pandemic continued to disproportionally impact young people, limiting internship, summer and part-time work opportunities that would have helped them cover the costs of their post-secondary education and gain experience in their relevant field. BOLT's Financial Awards are more important than ever to ensure that young people can obtain the education they need to advance further in their construction careers.

Awards are provided both directly through the BOLT Foundation and through our post-secondary and community partners:

- George Brown College
- Humber College
- Centennial College
- Children's Aid Foundation
- Co-operative Housing Federation of Toronto (CHFT)
- Pinball Clemons Foundation
- Indpsire
- Rutherford Family Foundation

Skilled Training

BOLT provides financial support for pre-apprenticeship and skilled training programs that demonstrate strong employment outcomes and help connect youth to careers in the construction skilled trades.

In 2021, we supported two cohorts of the **Hammer Heads** program, our longest and biggest partner in delivering pre-apprenticeship skilled training. Created by the Central Ontario Building Trades (COBT) and their 25 trade union affiliates, Hammer Heads is a 12-week skilled training program that includes hands-on skilled training delivered through union training centres, life skills training, academic upgrading, and mentorship. Upon completion of the program, the successful graduates started their apprenticeships with one of the COBT union affiliates.

> "The trades are definitely where it's at. Not only do you build your hands on skills but your teamwork skills as well. You get a head start on life and a chance to set down a foundation to build a great future."

22

youth graduated from the Hammer Heads program and started their apprenticeships

60

youth completed TDSB's STEP to Construction program

19

youth found employment in construction through Eva's Employment Essentials program

> "Since joining the Hammer Heads program, my life has completely turned around. I've gained confidence and the drive to be the best version of myself. I have tremendous gratitude."

> Thank you for all the equipment and everything else that was provided to our class. They are essential and pave the way for success not only in the STEP program but in our future careers.

BOLT is also a long-standing supporter of **TDSB's Step to Construction**, an employment-focused high school co-op program that places youth on construction sites. BOLT's financial support helps to cover the cost of personal protective equipment and workwear, transit fare, nutrition, and tools that are integral to the program's success over the course of two semesters per year.

Due to pandemic restrictions, **Eva's Construction and Building Maintenance** training program did not run in 2021, so BOLT's support was redirected to the Employment Essentials program that helped 19 youth start careers in the construction sector.

Women in Construction

To help promote retention in the industry, BOLT launched a new **Women in Construction Trades Scholarship** in partnership with Supporting Ontario Youth (SOY) and Ontario Building and Construction Tradeswomen (OBCT).

Currently, female apprentices make up only 4.8% of new apprentice registrations, with only 2% of those actually completing their apprenticeships.

Apprentices receive a $500 scholarship during their in-class training and a mentor for additional support and career advice. BOLT will be providing six scholarships per year.

> It is especially meaningful to me just knowing the BOLT Women in Construction Scholarship is even available. It reminds me that there IS support, and there are people who believe in us as tradeswomen. As I near the end of my apprenticeship this scholarship is going to be a great financial help to me. Thank you for selecting me as a recipient of this amazing scholarship and the continued support you bring to women in the trades.

Speak Outs

Tackling the growing labour shortages in construction starts by raising awareness about the industry and the diversity of careers available within it. In 2021, for the first time ever, our Speak Out sessions moved online, helping us reach the most youth participants to date in a single year.

Speak Outs are an interactive information session organized in schools and with youth-focused community and employment programs. A panel of industry professionals, including those in the skilled trades, professional services, and management, provide valuable information about the educational and training requirements for specific careers and share their personal experiences and advice with participants.

Speak Out participants:

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

720
youth participants

21
Speak Out events

16
community and education partners

In 2021, BOLT became a **TDSB Partner in Education** for the Speak Out program, making it available to all TDSB Grades 7 to 12. We also invite the influencers in young people's lives, including parents and guardians, teachers, and case workers, to join the sessions to learn more about the industry and the rewarding careers within it. Moving forward we'll be incorporating a hybrid model of in-person and virtual delivery of the program.

> My experience in the trades when I was younger helped to shape me and gave me opportunities that allowed me to follow the path that I am on now. That is why a program like Speak Out is so important. It allows the next generation to discover a whole new world.
>
> *~ Anthony Perruzza, City of Toronto Councillor & Speak Out Champion*

Tridel-hosted community event at Regent Park in August 2021.

Day of Discovery

BOLT's Day of Discovery is an immersive and unique opportunity to learn more about the variety of careers in the construction sector. We hosted 85 youth participants at four events in April, June, September, and November across three different Tridel construction sites in Toronto.

By attending the Day of Discovery, participants:

- Learned about careers at the different stages of construction
- Experienced the realities on site
- Gained understanding of safety practices
- Discovered relevant college & skilled training programs
- Accessed additional training programs and financial support

"What I liked best about the event was how informative, kind and passionate everyone was. It inspired me to pursue a career in the construction industry."

"Everyone who helped facilitate our tour was very kind, open to questions and helpful. They created a comfortable environment for all, which helped maximize how much knowledge I could take away from the event."

85

youth participants as part of 4 events

★★★★★

100% were "Very Satisfied" or "Satisfied" with the event

83% are now certain they want to pursue a career in construction

> The Day of Discovery was informative and fun. I liked being exposed to real life examples of different trades in the construction industry and understanding their role at each construction stage.

Job shadowing

The two-week experience on a high-rise construction site takes youth 'beyond the classroom' to job shadow up to 10 different skilled trades and management professionals and discover countless other careers in the sector. In 2021, we were able to significantly expand the program to offer more program supports to even more youth participants.

This unique program helps participants:

- 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

All participants received industry-required WHMIS and Working at Heights safety training and safety equipment, $500 stipend upon completion and transit fare to and from site. Based on youth specific interests, we were able to connect them to relevant skilled training and employment, as well as provide them with basic tools and appropriate workwear for their first day on the job.

34

graduates across 10 construction sites

★★★★★

100% had a positive experience and would recommend the program to others

73% are now interested in starting an apprenticeship and 23% in pursuing a post-secondary program

This program is funded in part by the Government of Canada and the Government of Ontario.

Canada Employment Ontario Ontario

The job shadowing experience made me want to work in the trades. I really enjoyed interacting with people and asking lots of questions, so I have a better understanding of what they do. This is an amazing program!

The learning experience helped me build more knowledge and showed me what the trades are really about. This was an amazing experience and I really enjoyed it.

I liked being able to see firsthand how everything is done and seeing everyone work together. Really informative. It makes me appreciate the industry more.

The best part for me was being able to hear all these different perspectives from all the trades. The experience was great, and I really appreciate everything BOLT has done to help me start my career.

Digital Presence

As the global pandemic and associated restrictions accelerated the need for online access and resources, we focused on growing our own digital presence by sharing informative, engaging and BOLT-specific content. Our goals were to:

- demystify the industry and position construction careers as desirable and rewarding opportunities (so we launched the **Careers in Construction Video Series**);
- engage target youth with BOLT programming (so we undertook a **Brand Refresh**);
- recognize our industry partners and the critical role they play in our success (so we launched the **#IndustryChampion** profiles); and
- share and celebrate BOLT alumni's professional and personal accomplishments and help inspire others (so we launched the **#BuildingIndustryTalent** feature).

All of these new initiatives generated growth in followers and engagement across our social media channels, especially Instagram. Noteworthy is the new LinkedIn BOLT page created at the end of 2020 that quickly surpassed all our other channels to have the highest number of followers.

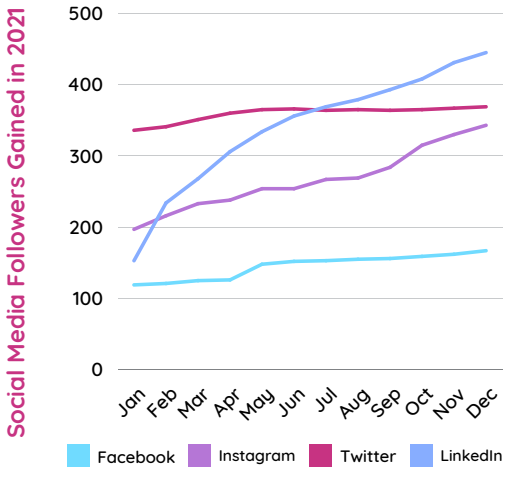
Social Media

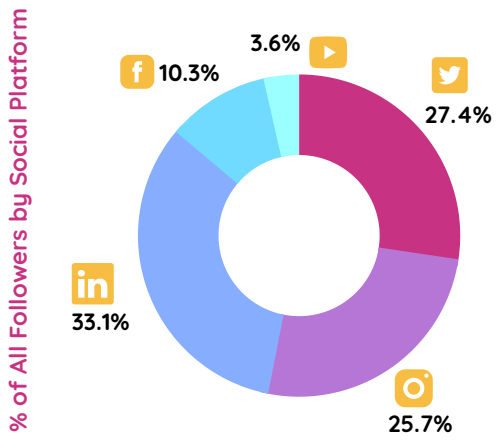
1,349
followers

476
published posts

9,245
engagements

385K
impressions



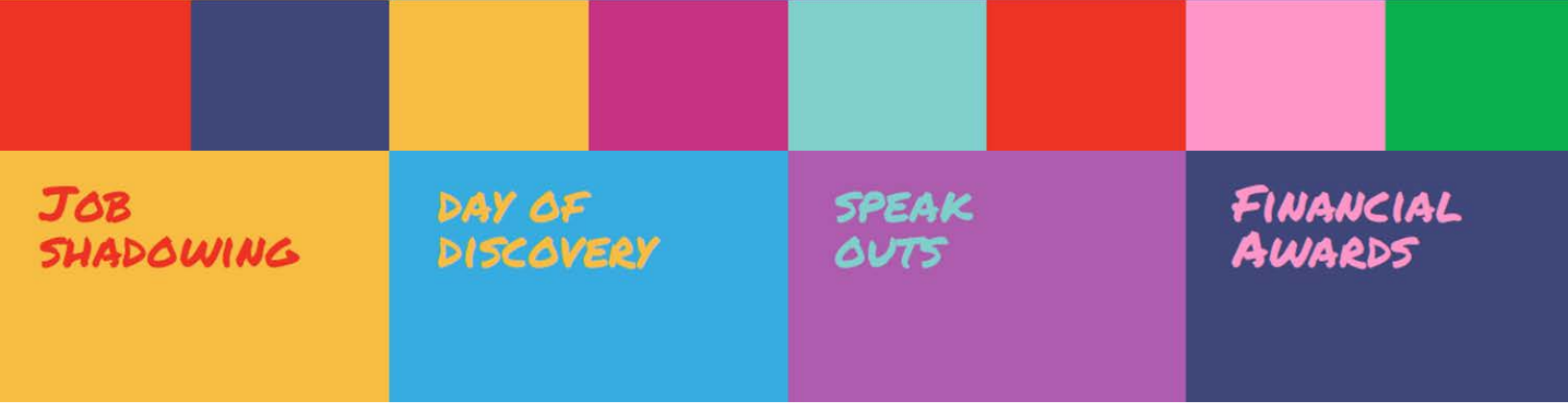


Website engagement

6,913 Users
37,778 Page Views

Top 5 Website pages viewed

1) Homepage 2) Financial Awards 3) Job Shadowing
4) Day of Discovery 5) About Us



The Brand Refresh

The brand refresh created distinct sub-branding for each BOLT program with bright and youthful colour combinations from the same scheme, as you can see above. After a soft launch of the new designs that garnered rave reviews from our partners and youth alumni, we overhauled all print and digital assets, including our website, to incorporate the new branding.

#IndustryChampion

Our industry partnerships are at the heart of our success. We are thankful for our donors' commitment to our mission to assist under-resourced youth reach their career goals, create training and employment opportunities, and develop the talent of tomorrow. To recognize their leadership, we launched the "Industry Champion" series as part of our new quarterly newsletter and shared each feature on our website and social media.

> We believe everyone deserves an equal opportunity to reach their full potential. We are very much onboard with the BOLT mission and appreciate the value the organization is bringing to under-serviced communities.
>
> *~ Torino Drywall*

> We would recommend BOLT to any contractor who is looking for new workers. We count ourselves lucky for having had the opportunity to become involved with this program in its infancy.
>
> *~ Straw Construction*

In our inaugural newsletter, it was only fitting to launch the #IndustryChampion series by recognizing the inspirational leadership of **Tridel**, our Principal & Founding Sponsor. Tridel employees have been some of BOLT's biggest supporters since Day One. They have raised funds to help support BOLT and its scholarship programs and generously given their time by volunteering at Casino Nights and Golf Tournaments, sharing their professional journey and experiences with youth, hosting our Day of Discovery and Job Shadowing programs and providing mentorship opportunities through co-op programs and summer placements.

Two other #IndustryChampions we recognized in 2021 were **Straw Construction** and **Torino Drywall**. In addition to financially supporting BOLT's programs, both companies have hired BOLT youth and helped them start their apprenticeships in the skilled trades.

#BuildingIndustryTalent

In 2021, we shared the stories of 22 remarkable BOLT alumni to celebrate and share their professional and personal accomplishments. Overcoming personal challenges and adversity, they are all building successful construction careers across the industry, as sheet metal and plumbing apprentices, carpenters, rodworkers, project managers, building inspectors, and more! Through their hard work and determination, they are making the construction industry more innovative, sustainable, and diverse. We are incredibly proud to have helped play a role in their success.

These stories helped inspire other youth who joined our programs, but also our supporters and industry partners. The #BuildingIndustryTalent series was by far our most engaged with content across our social media channels.

22
featured alumni

17
different careers

2816
social media engagements

Jessica is a BOLT Financial Awards recipient who graduated from George Brown College with a degree in Construction Management. She is now working as an Electrical BIM Modeler with Hammerschlag & Joffe Mechanical & Electrical Consulting Engineers.

Maria is a BOLT Financial Awards recipient and an Architectural Technology graduate from George Brown College. She is part of the Moriyama & Teshima Architects team and just wrapped up her work on Ontario's first mass-timber, low-carbon institutional building!

Joseph is a BOLT Financial Award recipient who studied Civil Engineering at Ryerson University. He is now working as a Site Coordinator with Tridel and working towards his Professional Engineering licence.

Alexandra is a BOLT skilled training graduate who completed her tile setter training from the Terrazzo Tile & Marble Guild of Ontario. She is the first female tile foreman for Mega City Tiling and is also managing her own tiling business.

Andy is a BOLT Job Shadowing and Skilled Training graduate from the Hammer Heads program. Andy is now a third year electrical apprentice with IBEW Local 353.

Erika is a BOLT Day of Discovery & Job Shadowing alumni. Erika is now a Health and Safety Specialist with Tridel, working at one of the most incredible construction sites in the country – The Well.

Careers in Construction Video Series

We launched the Careers in Construction educational video series to represent a virtual Day of Discovery and create an engaging public resource that introduces youth to different careers in the industry and the critical role they play in the building process.

The series features in-demand, and in some cases, lesser-known professions, showing the audience their main day-to-day work and responsibilities. On our website, youth can also find relevant programs and skilled training and the average starting wages and earning potential for the featured careers.

We commissioned Bill Hawryschuk to film and narrate the series. Bill is a Professor at George Brown College with more than 30 years' experience working in the construction industry and creating films.

The five episodes in the series feature the careers at each construction stage:

- Finishing Trades
- Interior Wall Trades
- Site Management
- Structural and Exterior Trades
- Mechanical Trades

5
YouTube videos

30+
careers featured

36K
YouTube views

Videos generously sponsored by:

BMO

RESCON
RESIDENTIAL CONSTRUCTION COUNCIL OF ONTARIO

TRIDEL
BUILT FOR LIFE

Ontario

BOLT in the News

"How can booming construction trades become more diverse?", The Pointer, 1/14/2021

"Meet Jessica Vazquez – a BOLT Financial Awards recipient and the first featured youth in BOLT's new #BuildingIndustryTalent segment", Ontario Construction News, 2/8/2021

"The Value of Having Values When Building Communities", Storeys, 3/4/2021

"Special to the DCN: Industry women encourage others to 'take a chance' on construction opportunities", Daily Commercial News, 3/8/2021

"'Take a chance': Women finding fulfillment, opportunities in construction", On-Site, 3/8/2021

"Things Are Heating Up For Geothermal Energy", Resource in Focus, 4/1/2021

"Women needed to fill construction jobs as skilled trades shortage continues", Ontario Construction News, 4/7/2021

"BOLT Foundation Continues Supporting George Brown College Students", George Brown, 5/12/2021

"Support Ontario Youth and BOLT present the 2021 Skilled Trades Scholarship for Women", Ontario Electrical League, 6/15/2021

"'I was meant to be in the trades, to be hands-on,' says Wells", Daily Commercial News, 6/25/2021

"Ontario women receive support through 2021 Skilled Trades Scholarship for Women", Rock To Road, 6/30/2021

"Support Ontario Youth and BOLT present the 2021 Skilled Trades Scholarship for Women", Electrical Industry News Week, 7/7/2021

Applications open for BOLT Women in construction scholarship, Daily Commercial News, 11/16/2021

"Tackling skilled trades shortage: what can be done", CP24, 11/24/2021

"Women in Construction scholarships from BOLT/SOY – Nov2021", Electrical Business, 11/25/2021

"Careers in Construction video series bridges engagement gap", Daily Commercial News, 11/26/2021

"Applications open for BOLT Women in Construction Scholarship", Plumbing + HVAC, 12/7/2021

BOLT TO THE FINISH LINE

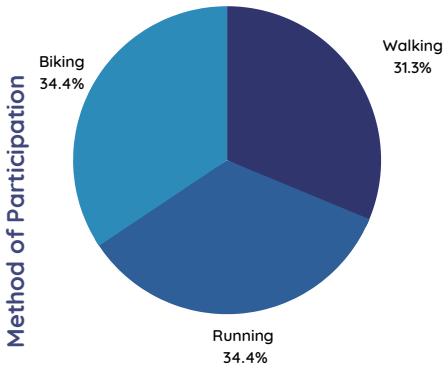
Since we could not host our Annual Casino Night once again due to public health restrictions, we organized the "BOLT to the Finish Line". This walk, run, cycle fundraising event encouraged participants to get active, win prizes and raise money for a great cause.

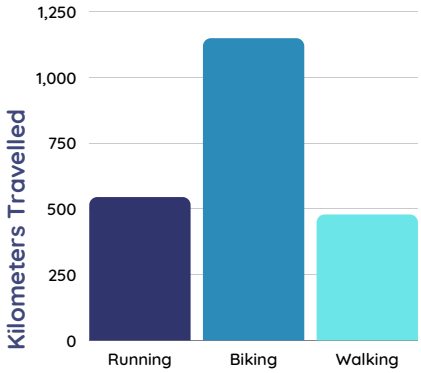
The event was a great success with 33 participants who helped raise a total of $32,589.50, exceeding our campaign goal of $20,000! Together, we walked, ran, and biked a total of 2,163km – that's longer than the distance from Toronto to Winnipeg! And captured some beautiful views along the way.

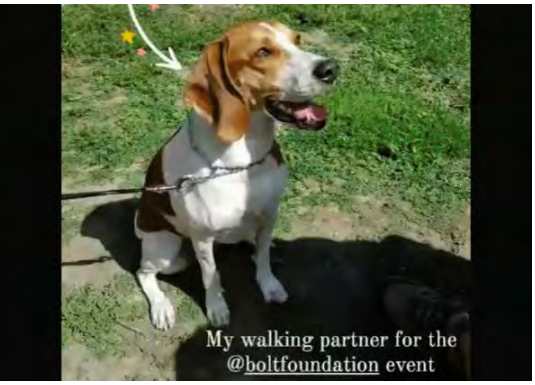
33
participants

185
donors

2163
kilometers travelled







Annual Tridel Golf Tournament

Every year we look forward to hosting our supporters at Tridel's Annual Golf Tournament in support of BOLT, but this year's gathering, for the first time after so many months, felt even more special.

On a sunny July morning, golfers joined us at Angus Glen Golf Club to play a round for a great cause and enjoy some delicious food, drinks, and gelato from our specialty food trucks. 10 lucky winners also walked away with amazing raffle prizes.

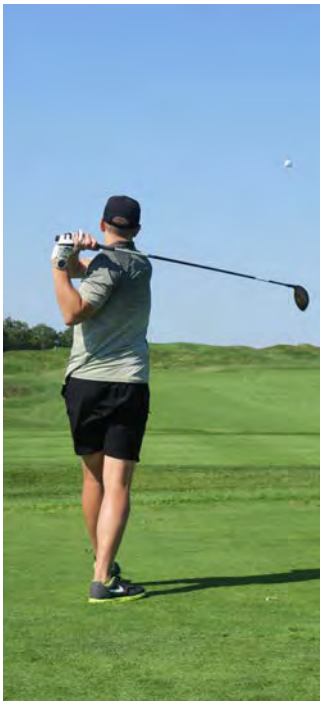
All participants received a special edition "Make it count, every time" mug – a Jack-ism that rings true for BOLT youth and our industry partners who work hard to pave the way.

276
golfers

21
industry sponsors

13
volunteers

NIKE.COM/GOLF



THANK YOU

TO OUR 2021 CORPORATE SPONSORS!

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Appliance Canada
Armco Agencies Inc.
Ashby Contracting Ltd.
BMO
Bothwell-Accurate Co. Inc.
Bousada
Centon Sales Corp.
Central Ontario Building Trades
Cervini Painting & Decorating Ltd.
CIBC
Citywide Door & Hardware Inc.
Coreydale Contracting Co.
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Deltera Inc.
Dolente Concrete & Drain Co.
Dorsay Development Corp.
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Primo Mechanical Inc.
Pro Caissons & Shoring Ltd.
Professional Carpentry Ltd.
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RBC
Res Precast Inc.
RESCON
Rogers Communications
Roman Metal Fabricating Ltd.
Rosewood Flooring
Rowntree Enterprises Inc.
Select Drywall & Acoustics Inc.
Sigmund Soudack & Associates Inc.
Stellar Mechanical Inc.
Stephenson's Rental Services
Straw Construction Group
Sun-Brite Drapery
The Humberview Group
Torino Drywall Inc.
TORLYS Smart Floors
Toro Aluminum
Toronto RediMix
Trace Engineering Ltd.
Tridel
United Association Local 46
Uptown Hardware Ltd.
Viana Roofing & Sheetmetal Ltd.
Westmount Guarantee Services Inc.
Whirlpool
Woodbourne Canada Management Inc.
Your Home Custom Audio & Visual

And a very heartwarm THANK YOU! to the **280+ individual donors** who made a personal donation and the **22 companies** who made an in-kind donation to BOLT to help support our mandate and our ability to create opportunities for under-resourced youth in the GTA.

BOLT Charitable Foundation
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Become an industry or community partner today!