



# ANNUAL REPORT

2024



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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.



Principal & Founding  
Sponsor

# TABLE OF CONTENTS

---

Letter from Our Founder **1**

---

Mission, Goals & Objectives **2**

---

BOLT Financial Awards **3**

---

Skilled Training **5**

---

Women in Construction **6**

---

SpeakOuts **7**

---

BOLT Gives Back **9**

---

Day of Discovery **10**

---

Job Shadowing **12**

---

Golf Tournament **13**

---

Casino Night **15**

---

Recognizing our Corporate Sponsors **17**

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## A LETTER 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.



Leo DelZotto, Founder of BOLT & Director, Tridel Board

### **2024 BOARD OF DIRECTORS**

**DOUG BUCHANAN  
(CHAIR)**

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(VICE-CHAIR)**

**PETER MENEGUZZI**

**ANDREW PARISER**

**MICHAEL SHERRARD**

# MISSION, 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, provided both directly through the BOLT Charitable Foundation and in collaboration with our post-secondary and community partners, support full-time students pursuing construction-related programs at the college or university level. For the 2024/2025 academic year, BOLT awarded a total of 34 scholarships, valued at \$146,000.

Recipients of these awards received up to \$5,000 for the academic year, which was applied toward tuition, educational materials, and living expenses. In addition to financial support, many students benefited from career development opportunities facilitated through our network of employer partners, including workshops, job shadowing, mentorship, co-op placements, and summer internships.

BOLT is proud to have significantly expanded its direct scholarship program and to continue its strong partnerships with the Pinball Clemons Foundation, Toronto Community Housing (Investing in Our Diversity Scholarship), Geosource Energy Inc., and the Rutherford Family Foundation, all of whom contribute to the foundation's scholarship offerings.



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**34**

scholarships  
awarded

**15+**

post-secondary  
programs

**10+**

post-secondary  
institutions

---





“  
RECEIVING THIS AWARD HAS HAD A PROFOUND IMPACT ON ME. IT NOT ONLY ACKNOWLEDGES MY HARD WORK AND DEDICATION BUT ALSO REINFORCES MY BELIEF IN THE POWER OF EDUCATION AND THE ENDLESS POSSIBILITIES THAT LIE AHEAD.  
”



“  
The BOLT program has not only shaped my education but has also instilled in me a strong sense of purpose. Through its emphasis on resourcefulness and collaboration, BOLT has taught me the value of working together to overcome challenges and achieve greatness.  
”



“  
This scholarship will alleviate some of the financial burdens related to higher education, allowing me to fully dedicate myself to my studies and engage in meaningful extracurricular activities. This scholarship is not just a monetary gift; it is an affirmation of my potential and a belief in my ability to make a meaningful contribution to society.  
”



“  
Receiving this scholarship means a lot to me as it will help lighten the financial burden associated with pursuing my education by a great deal. This scholarship has also provided me with the confidence and drive I need to excel as an architecture student. Your trust in my abilities as a student has made me determined to make the most of this opportunity and continue to strive for excellence in this career path.  
”



“  
RECEIVING THIS SCHOLARSHIP IS AN INCREDIBLE PRIVILEGE, AND I AM DEEPLY GRATEFUL FOR THE OPPORTUNITIES IT WILL GRANT ME. IT IS A TESTAMENT TO YOUR COMMITTEE'S DISCERNING JUDGMENT AND COMMITMENT TO NURTURING THE ASPIRATIONS OF PROMISING STUDENTS.  
”



“  
I am immensely grateful for the BOLT Financial Award, and I look forward to representing this esteemed scholarship throughout my academic pursuits. It is a tremendous encouragement and support for my academic journey. Thank you for your support and belief in my potential.  
”



## SKILLED TRAINING

BOLT provides critical support for industry-required safety training, personal protective equipment (PPE), and essential tools, helping to reduce the start-up costs for individuals entering apprenticeships in the construction industry.

In 2024, BOLT provided financial assistance to 24 youth who graduated from the Central Ontario Building Trades Hammer Heads program, as well as an additional 3 graduates from relevant union training centres. As a result of BOLT's support, 18 young individuals successfully began their apprenticeships in a variety of skilled trades within the construction industry, with some starting directly with skilled trade employers.

Additionally, BOLT has long been a dedicated supporter of the Toronto District School Board's "Step to Construction Program," an employment-focused high school co-op initiative that places students on construction sites for a full semester. BOLT's financial contributions help cover the costs of PPE, workwear, transit fare, nutrition, and tools—critical components that ensure the program's continued success across its two-semester cycle each year.



**24**

**SKILLED TRAINING  
COMPLETED**

**30**

**APPRENTICESHIPS  
STARTED**

**88**

**STUDENTS  
COMPLETED STEP  
TO CONSTRUCTION**





## WOMEN IN CONSTRUCTION

Women remain significantly underrepresented in the construction industry, comprising only 5% of on-site workers in 2024.

In response, BOLT awarded two targeted grants to female apprentices in 2024 to support their retention and career advancement within the industry. The Women in Construction grants, provided quarterly, are offered in collaboration with Supporting Ontario Youth (SOY) and Ontario Building and Construction Tradeswomen (OBCT).

Each recipient of the \$500 grant can apply the funds toward workwear, tools, in-class training, or living expenses. Additionally, grant recipients are paired with a female mentor in their own or a similar trade, offering valuable guidance and career advice to help foster their professional growth and success in the construction field.

“

Despite all the obstacles as a woman in the trades, I decided to finally challenge myself to complete the last two schooling requirements this year. Thanks to BOLT, OBCT, and SOY for giving me the much-needed encouragement in this journey and helping me with all my achievements this year. Not only was I able to complete my apprenticeship and become a journeyman, but it also gave me the boost of confidence to pass the Red Seal exam! I am beyond grateful!

”





## 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 2024, BOLT hosted several *SpeakOut* sessions across the city, both in-person and virtually. These sessions were organized in partnership with the Toronto Council Fire Native Cultural Centre, the Centre of Excellence for Black Student Achievement, and multiple TDSB schools. The primary focus was to highlight the diverse career opportunities within the construction industry, ranging from drywall and painting to health and safety, as well as architecture. Participants gained a comprehensive understanding of the various pathways to careers within the construction sector.

*SpeakOut* participants will:



Learn about the construction industry



Discover different careers



Hear career advice from industry professionals

**1,978**

**YOUTH ENGAGED**

**12**

**SPEAKOUT  
EVENTS**

**12**

**COMMUNITY &  
EDUCATION PARTNERS**

# INTERNATIONAL WOMEN'S DAY

In celebration of International Women's Day 2024, we hosted a special SpeakOut event that reached over 1,200 students across 50 classrooms and 34 schools. Through a live webcast, students had the opportunity to learn about the construction industry, explore various career paths, and hear firsthand from a diverse panel of women industry professionals who shared their experiences and career advice. The theme for this year's event, #InvestingInGirls, honoured the women in construction who play a vital role in building homes and communities. The panel featured four exceptional women whose contributions continue to inspire and empower the next generation of construction leaders.

The panel featured four incredible participants:

**Rosalie Griffith , Principal, Toronto District Schoolboard**

**Lisa Pryce, Assistant Director, LiUNA Local 183 Training Centre**

**Judith Tebbutt, Site Superintendent, Deltera**

**Moderated by Maggie Hall, Senior Manager of Social Impact, Tridel**

## DID YOU KNOW?

Construction Employment in 2022 had a total of 612,000 workers of which only 12% were women.  
On site - 422,700 workers 4% women & 96% men  
Off site - 129,200 workers 40% women & 60% men

## DID YOU KNOW?

% of all Tradeswomen

Construction Managers (19% )  
Trades Helpers and Labourers (19%)  
Painters and Decorators (15%)  
Homebuilding & Renovation Managers (9%)  
Contractors & Supervisors (9% )



**ROSALIE GRIFFITH**



**JUDITH TEBBUTT**



**MAGGIE HALL**

# BOLT GIVES BACK

## DONATIONS TO SCHOOLS

Education is essential in equipping youth with the necessary skills to enter the construction industry.

BOLT is proud to support this endeavour by donating to TDSB construction programs, contributing to the development and implementation of critical programming. In 2024, BOLT generously donated \$30,000 to local high schools, enhancing their budgets and providing students with the materials and tools needed to succeed in their future careers.

● \_\_\_\_\_  
**\$185,000 DONATED TO DATE**





# DAY OF DISCOVERY

BOLT's Day of Discovery offers an immersive and unique opportunity for youth to explore the diverse career opportunities within the construction sector. This program provides valuable insight into the day-to-day responsibilities in the industry, enabling participants to assess whether a career in the trades is the right fit for them.

In 2024, BOLT hosted 35 youth participants in October at Tridel's MRKT development in Toronto.

Through their participation in the Day of Discovery, attendees:

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

In partnership with





“

I really liked being in the plumbing lab. Listening to the instructor and understanding the program was the highlight of my trip.

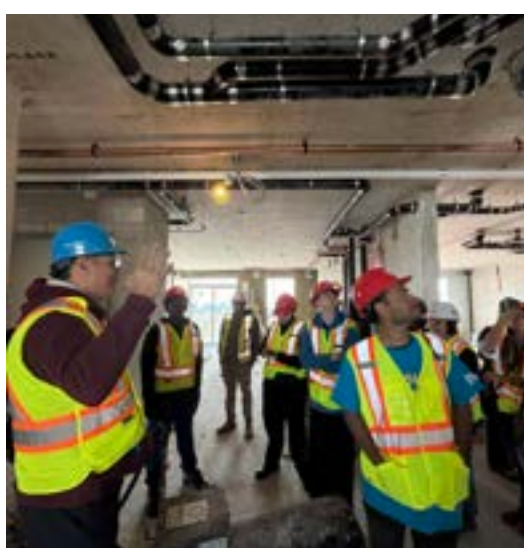
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“

Having the opportunity to network with faculty & construction professionals was the best part of the event.

”



“

Seeing a high-rise job site was awesome! I have never been on a live site before, so that was my favorite part. It was also great to learn about the programs offered at George Brown College.

”



“

It was a lot of fun to spend the morning at the college and understand the plumbing program. The best part was touring a live construction site.

”



“

The day was so informative and well organized. I have always wanted to be part of the construction industry and now I know for sure.

”



# JOB SHADOWING

Job Shadowing offers a two-week, hands-on experience on high-rise construction sites, providing youth with the opportunity to move "beyond the classroom" and shadow skilled tradespeople and management professionals. This immersive experience allows participants to explore various career paths within the sector. In 2024, BOLT facilitated job shadowing opportunities across four Tridel construction sites.

All participants complete mandatory Workplace Hazardous Materials Information System (WHMIS) and Working at Heights safety training, and are provided with the necessary safety equipment.

To support participation, transit fare to and from the site is covered, along with a \$300 stipend upon successful completion of the program. Based on individual interests, participants are also connected to relevant training and employment opportunities. Additionally, BOLT provides basic tools and appropriate workwear for those who need them on their first day on the job.

This distinctive program empowers participants to:



Build employable skills



Discover careers and how to get started



Connect with employers and grow their network



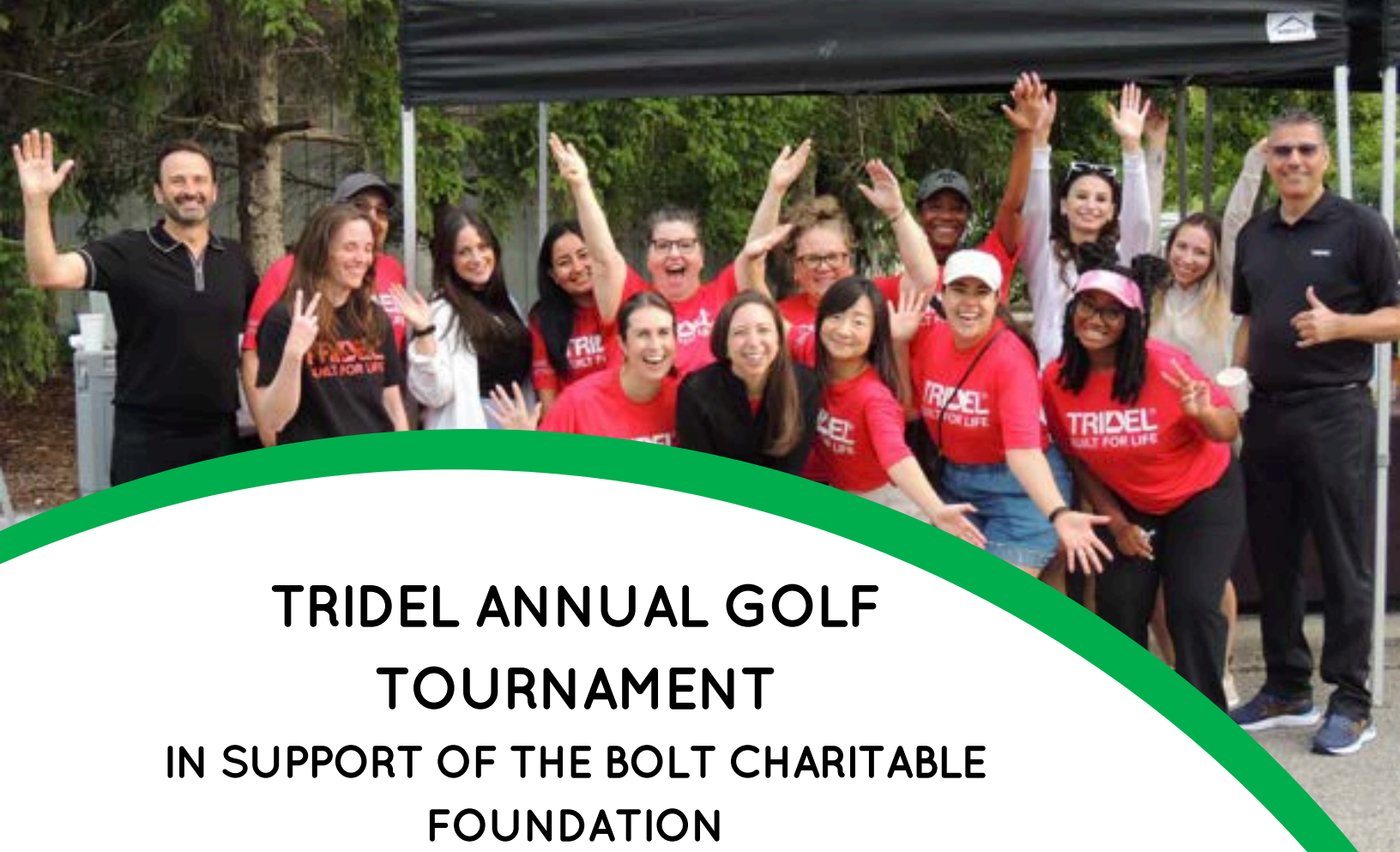
Access employment opportunities



Decide if construction is right for them

In partnership with





# TRIDEL ANNUAL GOLF TOURNAMENT IN SUPPORT OF THE BOLT CHARITABLE FOUNDATION

Each year, we eagerly anticipate the opportunity to invite our industry colleagues for a day of golf, celebrating the milestones and progress we have achieved together. This event serves as both a fundraising initiative and a celebration of the foundation's continued success. On a beautiful July morning, golfers gathered at Angus Glen Golf Club to enjoy a round of golf in support of a great cause. Participants also had the chance to indulge in delicious food, drinks, and gelato from our curated selection of specialty food trucks. Ten tournament champions were honoured with trophies, and all participants received SWAG items as a token of our appreciation for their generous support of the event.



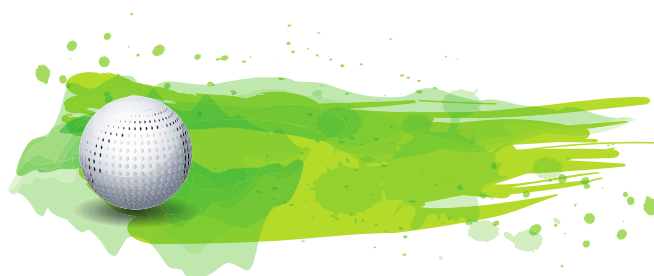
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**288**  
GOLFERS

**200+**  
INDUSTRY  
SUPPORTERS

**12**  
VOLUNTEERS

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In partnership with







# 11TH ANNUAL CASINO NIGHT

Our 11th Annual Casino Night was a resounding success, thanks to the invaluable support of our industry and corporate partners. With over 800 industry professionals in attendance, the event marked one of our most successful gatherings to date.

This fundraising initiative enabled us to continue our mission of supporting under-resourced youth. To date, BOLT has helped over 290 youth in the Greater Toronto Area begin their apprenticeships in the construction skilled trades. Additionally, we have awarded more than 575 scholarships, totaling \$1.9 million, to students pursuing post-secondary education in construction-related programs.

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**93**  
DONORS

**800**  
INDUSTRY PROFESSIONALS

**18**  
VOLUNTEERS

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# THANK YOU TO OUR 2024 CORPORATE SPONSORS

- Aareas Interactive  
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Advanced Precast  
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BMO  
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MultiSeal Inc.  
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Pro Drain  
Professional Carpentry  
QTK Fine Cabinetry  
Royal Bank of Canada
- Res Precast Inc.  
RES Group of Companies  
RESCON  
Rogers Communications  
Roman Metal Fabricating Ltd.  
Rowntree Enterprises  
Rosewood Flooring  
Royal Laser  
Scotiabank  
Sherwin Williams  
Sigmund Soudack & Associates Inc.  
SMART Local 285  
Spotlight Development Inc.  
Stellar Hi-Rise Mechanical Inc.  
Stephenson's Rental Services  
Straw Construction Group  
Summit Forming  
Sun-Brite Drapery  
The Humberview Group  
Timberwolf Transaction Services  
TK Elevator  
Torino Drywall Inc.  
TORLYS Smart Floors  
Toro Aluminum  
Toronto RediMix  
Tridel  
Triumph  
United Association Local 46  
Uni-Form Structures  
Viana Roofing & Sheetmetal Ltd.  
Venture Metalworks  
Venice Construction  
Verdi Structures  
Vintage Flooring  
Wallman Architects  
Westmount Guarantee Services Inc.  
Whirlpool  
Woodbourne Canada Management Inc.  
Your Home Custom Audio & Visual



# THANK YOU

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