



“HAVING BEEN IN THIS INDUSTRY FOR 30 YEARS, I KNOW THAT NO ONE STARTS OUT AT THE HEIGHT OF WHAT THEY’RE DOING, WHEN IT COMES TO KNOWLEDGE, SKILLS AND SAFETY PRACTICES.”

Rick Hicks
Delta Elevator
Training and Development Supervisor



SAFETY AWARDS 2022

LEGACY SAFETY AWARD

Driven by **Passion** to **Elevate** Industry Safety Standards

Rick began his career at Delta Elevator 30 years ago as an apprentice. He rose through the ranks, assuming such roles as Crew Leader and Field Operations Supervisor of the GTA branch, before becoming the organization’s Training and Development Supervisor in 2013. Now a mentor to young workers whose shoes he was in three decades ago, Rick assesses more than 50 apprentices and oversees their tracking of hours, schooling, and education units, as well as the individual training for all Elevating Devices Mechanic Trainee (EDM-T) required safety education. (EDM-T is a TSSA certification.) “Elevator mechanic can be a very dangerous trade, so we’re training people to be safer, better workers,” he said. “I don’t agree with learning the hard way.”

Establishing safety protocols above and beyond industry standards, Rick has created hundreds of hours of curriculum and procedures to ensure up-to-date and effective training for both apprentices and mechanics at Delta Elevator. He works one-on-one in the field with mechanics to improve their operational aptitude and also provides skills- and safety-focused training that gets webcasted to more than 170 workers across Delta Elevator’s five branches. “We used to bring in outside trainers, but the training was too generic, and the guys would get bored,” he said. “I now lead in-house training specific to the work our mechanics are doing, and the buy-in is much better.” Providing a personal evaluation of skill sets, he designs specific training programs to support the advancement of individuals through their apprenticeship process and career.

Within each of Delta Elevator’s branch locations, Rick has helped to acquire specialized equipment and spearheaded the development of physical training labs that provide direct practical training and hands-on experience to apprentices and mechanics. It seems the emphasis on comprehensive safety training is paying off. “We’ve worked more than two million hours without a lost-time injury,” he said. “We’re very proud of that.”

An Elevating Devices Mechanic Class A (EDM-A), Rick has also been an active contributor to the Ontario College of Trades (now Skilled Trades Ontario) curriculum and previously worked with a group of industry experts to update the Apprenticeship Training Standard Log Book for Elevating Devices Mechanics. “Part of my job was to review it and see if there needed to be improvements,” he explained. He has also provided his expertise on TSSA’s Training and Elevating Devices Mechanics Certification Advisory Board (TCAB), comprising industry representatives who assist TSSA in developing training standards, providing input into certification policies, procedures, and related regulations, as well as disseminating information to the industry.

A part-time professor teaching courses to the EDM class at Mohawk College since 2019, Rick was also a volunteer on Durham College’s EDM Apprenticeship Program’s Advisory Committee until 2019. He feels passionately about upholding the integrity of his profession and preparing future elevator mechanics to be proponents of safety in the field. “Prior to my career in this industry, people used to make fun of me for wearing a safety helmet because they didn’t realize how quickly they could get hurt,” he said. “Today, I tell my students, ‘Everyone in every company needs to make money, but no one makes money if someone gets hurt, so if someone is pushing you to do something unsafe, you tell them, ‘No one dies today’.”

For Rick, winning TSSA’s Legacy Award proves that success comes in small, purposeful steps. “Having been in this industry for 30 years, I know that no one starts out at the height of what they’re doing, when it comes to knowledge, skills and safety practices,” he explained. “Every step forward is valuable, each improvement matters, and this award is a testament to that.”