

Security Industry Transformation Map (ITM)

Factsheet on Initiatives to Raise Skills and Support Career Advancement

Skills training and upgrading will be a focus in the Security ITM. The security workforce will be equipped with skills to meet the industry's growing needs and become more effective through the following:

- A. Launch of Skills Framework for Security** – to support career development and training
- B. Enhance Skills Training** – to train new entrants and existing officers in relevant skills
- C. New Specialist Diploma for Security Consultancy** – building expertise to enable transformation

A. Launch of Skills Framework for Security

2. The Skills Framework is an integral component of the Industry Transformation Maps. It aims to create a common skills language for individuals, employers, and education and training providers. This further facilitates skills recognition and supports the design of training programmes for skills and career development. The Skills Framework is also developed to build deep skills for a lean workforce, enhance business competitiveness, and support employment and employability.

3. The Skills Framework for Security is jointly developed by SkillsFuture Singapore (SSG), Workforce Singapore (WSG) and the Ministry of Home Affairs (MHA) together with employers, industry associations, education and training providers, and the union. The key components are:

- **Sector information** – provides information on trends and opportunities in the security sector;
- **Career pathways** – depicts pathways for vertical and lateral progression. Three pathways have been identified, namely (i) Private Security; (ii) Security Consultancy; (iii) Auxiliary Police. These encompass 11 key job roles.
- **Skills and competencies** – covers a total of 38 existing and emerging technical skills and competencies and 18 generic skills and competencies. Emerging skills include risk analysis and adoption of new technologies.
- **Training programmes** for skills upgrading and mastery – provides information on training programmes which will help aspiring individuals and in-service employees acquire skills required for various jobs.

4. The Skills Framework for Security is targeted at the following groups:

- **Individuals** who wish to join or progress within the security sector, can assess their career interest, identify relevant training programmes to upgrade their skills and prepare for their desired jobs;
- **Employers** will be able to recognise these skills and invest in employees' career development and skills upgrading;

- **Education and training providers** can gain insights on sector trends, existing and emerging skills that are in demand, and design programmes to address the sector's needs accordingly; and
- **Government, unions and professional bodies** will be able to analyse skills gaps and design appropriate initiatives to upgrade manpower capability and professionalise the sector.

5. For a copy of the Skills Framework for Security, please go to skillsfuture.sg/skills-framework/security.

B. Enhance Skills Training

6. ITE's Work-Learn Technical Diploma (WLD) in Security Systems Engineering. The WLD offers a new career progression pathway for ITE graduates to take up jobs as systems engineers and project engineers. Comprising 70% on-the-job training with companies and 30% institutional training at ITE, the programme allows trainees to learn by doing, and develop skills and competencies based on deep knowledge about their employers' operations. About 20 trainees will enrol in the WLTD in Apr 2018, with 12 participating companies.

7. Delivery of training in emerging and critical skills. SSG will continue to partner Institutes of Higher Learning and quality training providers to deliver training to up-skill the workforce and transform the sector. One initiative is the SkillsFuture Series which offers modular courses in emerging areas relevant to the security industry, such as Data Analytics and Tech-Enabled Services, tiered across three proficiency levels (Basic, Intermediate and Advanced). This enables individuals and businesses to stay relevant and be future ready.

8. SkillsFuture Study Awards. Early to mid-career Singaporeans in the security industry can also tap on the SkillsFuture Study Award to pursue security-related Diploma and Degree courses. The study awards encourage skills upgrading and prepares security personnel to take on professional, managerial and executive roles. The \$5,000 bond-free award can be used to defray out-of-pocket expenses for supported courses and can be used on top of existing Government course fee subsidies.

C. New Specialist Diploma for Security Consultancy from Apr 2019

9. Expertise in security consultancy is a key enabler for the industry's transformation. The role of the security consultant is to assess the threats, vulnerabilities and risks to a facility, identify what needs to be protected, and design mitigation measures. Security consultants help to ensure that an effective and efficient security solution, which combines skilled manpower with technology, infrastructural design and operational processes, is put in place to meet the specific needs of the facility.

10. To build up expertise in security consultancy, MHA and Temasek Polytechnic (TP) will develop and offer a new Specialist Diploma in Security Consultancy from April 2019. The aim of the Specialist Diploma programme is to equip and enhance the knowledge and skills of participants to enable them to be competent security consultants. The one-year part-time course targets individuals from security

agencies and in-house security personnel seeking to specialise in security assessment and consulting. It will cover risk assessment, building security and relevant legislation, security technologies, and project management for security.

11. Security consultancy is also a new career pathway identified by the Skills Framework for Security. This means that security officers can pursue a new career path in security consultancy, beyond the five grades within the Progressive Wage Model.

12. The new Specialist Diploma is part of a new collaboration between MHA's Centre for Protective Security Studies (CPSS) and TP's Security Industry Institute (SII) to support the transformation of the security industry through developing skills and expertise. The collaboration was marked at the launch of the Security ITM through the signing of a Memorandum of Understanding between MHA's Deputy Secretary (Policy) Mr Puah Kok Keong and TP's Principal and Chief Executive Officer Mr Peter Lam.

About CPSS and SII:

- CPSS was established in 2012 as a centre of excellence in protective security. CPSS provides training to Home Team Departments, government agencies and key industry stakeholders. It imparts relevant knowledge and skills across the spectrum of protective security with the primary objective of enhancing protective security awareness and knowledge.
- SII was jointly established by TP and then-Workforce Development Agency (now SSG) in 2007 to offer nationally recognised and comprehensive professional security training, and quality job placements for security personnel. In 2015, SII was appointed by SSG to be the anchor training provider for the security industry. SII aims to enhance the industry's professional and operating standards and employability of the workforce through various skills upgrading initiatives, blended learning and research and technology collaborations.

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