

# Security Industry Transformation Map (ITM) 2025

The Security ITM was launched in 2018 to uplift the private security industry.

The industry has since evolved from a manpower-intensive model to integrating skilled manpower and technology for higher quality security services.

## Significant progress has been seen in the following areas:

- a. Greater adoption of outcome-based contracting;
- b. Better wages and welfare, as well as upskilling and career advancement opportunities for security officers; and
- c. Higher industry standards with implementation of the Security Agencies Competency Evaluation.



## Security ITM 2025: Focus Areas

### 1 A more advanced and integrated industry

- Update the Security Industry Digital Plan so that it remains relevant to the needs of security agencies and supports the growth of their digital capabilities.
- Accelerate digital transformation through the Chief Technology Officer-as-a-Service, which provides SMEs access to digitalisation resources and end-to-end digital consultancy support.

### 2 OBC as a new norm to transform procurement and planning

- Intensify outreach to private sector service buyers, to encourage and help more to adopt outcome-based contracting.
- Launch of one-stop resource portal to help security agencies and service buyers familiarise themselves with outcome-based contracting.

### 3 Developing a future-ready, multi-skilled workforce

- Update Skills Framework for Security to spotlight skills needed for the changing job scope of security officers.
- Development of a new role for Security Technologists to support the transition towards more advanced integrated solutions.

### 4 Raising the bar for new entrants into the industry

- New entrants will need to have the means to invest in technology and support better wages and welfare for their officers.
- Initial paid-up capital requirement for new security agency licence applicants will be raised from \$300,000 to \$500,000 from 1 July 2023.

Industry transformation is a holistic effort. MHA remains committed to work closely with our tripartite partners to steer the Security ITM 2025, and build a more secure Singapore.

