Security Industry Transformation Map (ITM)

Innovative Companies | Better Jobs | A Secure Singapore



OVERVIEW OF THE SECURITY INDUSTRY

INDUSTRY FIGURES



47, 000Active Security Officers
Deployed at industrial, commercial,

residential & government premises



240 Security Agencies

OPPORTUNITIES



Security Service Providers

INDUSTRY CHALLENGES



Heightened terrorism threats



Potential new demand for security services & push for buyers to explore smarter security solutions



Shrinking local workforce & rising manpower costs





Paradigm shift to use technology & redesign processes to optimise resources



More educated workforce with higher aspirations





Better-skilled manpower to enable new technology & services

ABOUT THE SECURITY INDUSTRY TRANSFORMATION MAP (ITM)

The Security ITM is a tripartite effort to develop a vibrant, technologically advanced & competitive security industry that delivers better security outcomes for Singapore & provides good jobs for Singaporeans.

To achieve this, four key strategies are in place to enable security companies to move away from a headcount-based model & deliver integrated security solutions.

Integrated Security Solutions:



Combine skilled manpower, technology, design & processes



Implemented through outcome-based contracts

STRATEGIES

INITIATIVES

TECHNOLOGY & INNOVATION:

Push for technology & innovation to transform operating models



- Security Industry Digital Plan to provide step-by-step advice to Security small & medium-sized enterprises (SMEs) on digital tech solutions to use at each stage of their growth
- Support for industry-led pilot projects with potential to uplift the industry
- Call for Innovative Solutions for co-development of innovative solutions between buyers, security agencies & tech companies
- Funding support for job redesign & technology adoption through Security Productivity Initiative

BEST SOURCING:

Promote best practices in procurement of security services, with Government taking the lead



- Tripartite guide on best practices in procuring security services
- Skills training on best-sourcing for procurement officers & service providers
- Buyer outreach efforts by industry
- Government to adopt outcome-based contracts
- Funding support for buyers Smart Sourcing Initiative & Security Productivity Initiative

REGULATIONS:

Align regulatory criteria with ITM objectives to raise standards



 Revamped assessment criteria for Security Agencies Grading Exercise to better differentiate agencies that invest in training & technology, & deliver high quality services

SKILLS:

Invest in skills to support career advancement



- Skills Framework to support career development & training
- Enhanced skills training to train officers in relevant & emerging skills – SkillsFuture Series, Work-Learn Technical Diploma in Security Systems Engineering, SkillsFuture Study Awards
- Introduction of Specialist Diploma in Security Consultancy

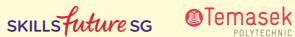
JOINTLY DEVELOPED BY:





















The goals, strategies & initiatives of the Security ITM have been developed in consultation with security industry stakeholders & the union to address the main challenges faced by the industry. These plans go beyond addressing manpower needs to address root issues by strengthening organisations & optimising resources.

For more information, visit www.mha.gov.sg/SecurityITM.