

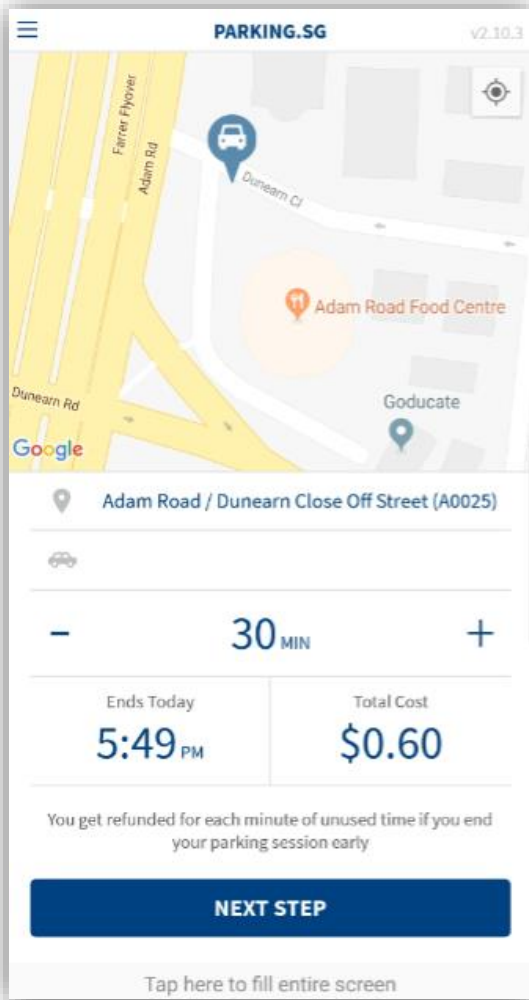


Skills Framework

For You & Your Business

SKILLS *future* SG

Businesses Are Being **Disrupted** Today



How can we better prepare our workers for the **jobs of today and tomorrow?**

SKILLS *future* SG

Each Skills Framework (SFw) Contains Useful Information

That help organisations to find out information on jobs, skills and training



Validated by employers, unions, professional bodies & MOE Institutions

Some of our 33 Skills Frameworks that cover 2/3 of the workforce...

Skills Framework for Security
A Guide to Occupations and Skills
An initiative of SKILLSfuture
skillsfuture.sg

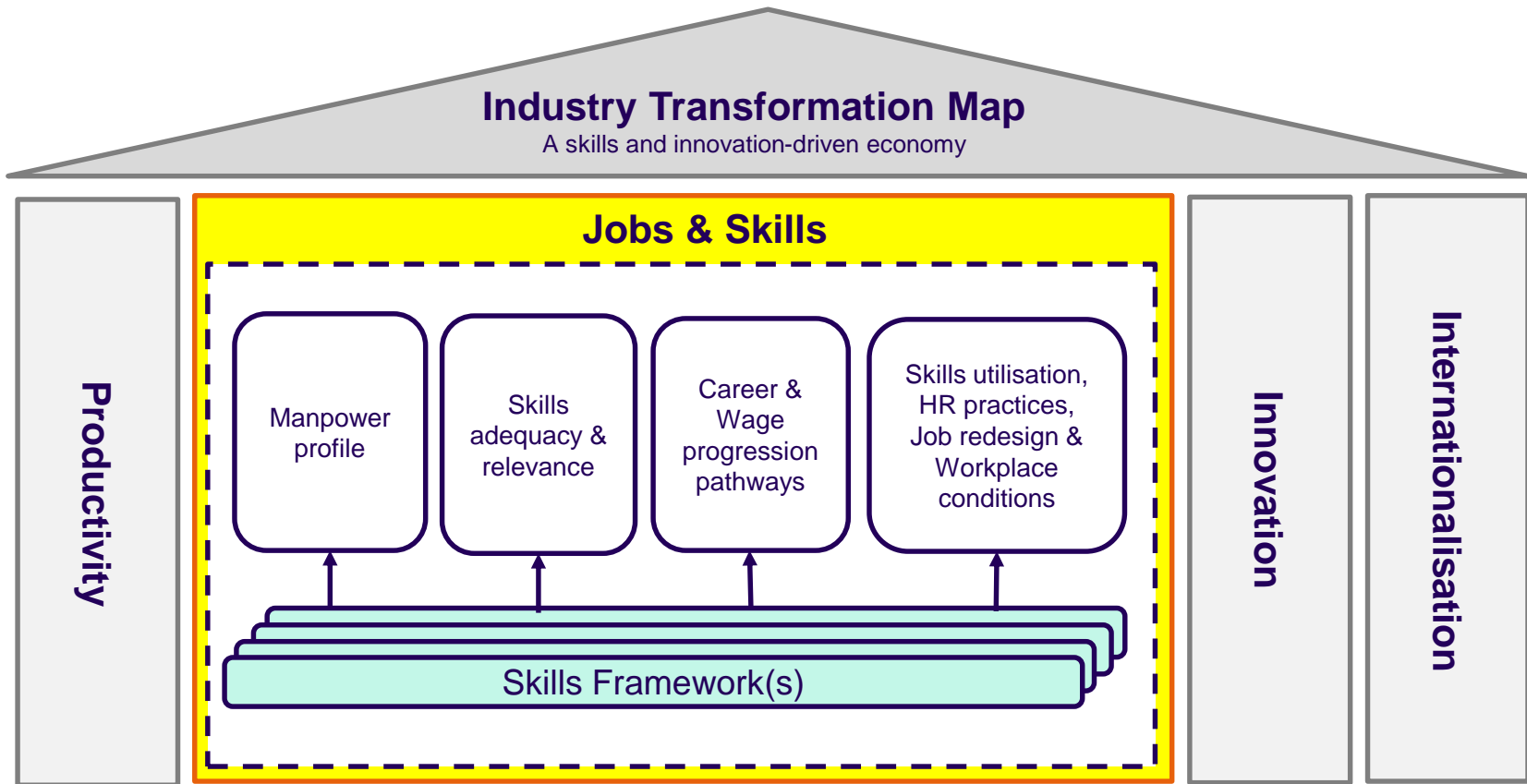
Skills Framework for Logistics
A Guide to Occupations and Skills
An initiative of SKILLSfuture
skillsfuture.sg

Skills Framework for Food Services
A Guide to Occupations and Skills
An initiative of SKILLSfuture
skillsfuture.sg

Skills Framework for Human Resource
A Guide to Occupations and Skills
An initiative of SKILLSfuture
skillsfuture.sg

SKILLSfuture SG

SFw is an integral part of the Industry Transformation Map (ITM) supporting the Jobs & Skills pillar



SSG has developed 33 SFWs, Targeting 2/3 Of Workforce

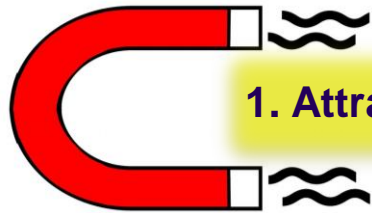
Manufacturing	Services	
Aerospace	Accountancy	Landscape
Air Transport	Design	Media
Biopharmaceuticals Manufacturing	Early Childhood Care & Education	Public Transport
Energy & Chemicals	Environmental Services	Retail
Energy & Power	Finance	Security
Electronics	Food Services	Social Service
Engineering Services	Healthcare	Tourism
Food Manufacturing	Hotel & Accommodation Services	Training & Adult Education
Logistics	Human Resource	Wholesale Trade
Marine & Offshore	Infocomm Technology	Workplace Safety & Health and Occupational Hygiene
Precision Engineering	Intellectual Property	
Sea Transport		

Skills Frameworks: What's In It For Enterprises

Ready Reference, Customisable, At No Cost

SFw enables Enterprises to

Through enhancing HR strategies and processes....



1. Attract The Right Talent

Talent Attraction

- Conduct workforce planning
- Refine job descriptions for hiring
- Determine selection criteria
- Set interview questions and assessment

2. Build A Performing Culture



Performance Management

- Refine job roles and performance standards
- Determine criteria to evaluate performance
- Design performance appraisal document



3. Retain Existing Talent

Career Management

- Design organisational chart and career pathways
- Develop career progression plan

4. Develop And Grow Talent



Learning And Development

- Identify skills requirements/ gaps
- Identify training courses
- Design training plan

SKILLS *future* SG

Skills Framework (SFw) Can Guide Us.....

What can jobs of the future look like?

What career paths can my workers take?

What are some skills that may be needed for such jobs?

Which training can they go for to learn these skills?

Where can I find information on the above?

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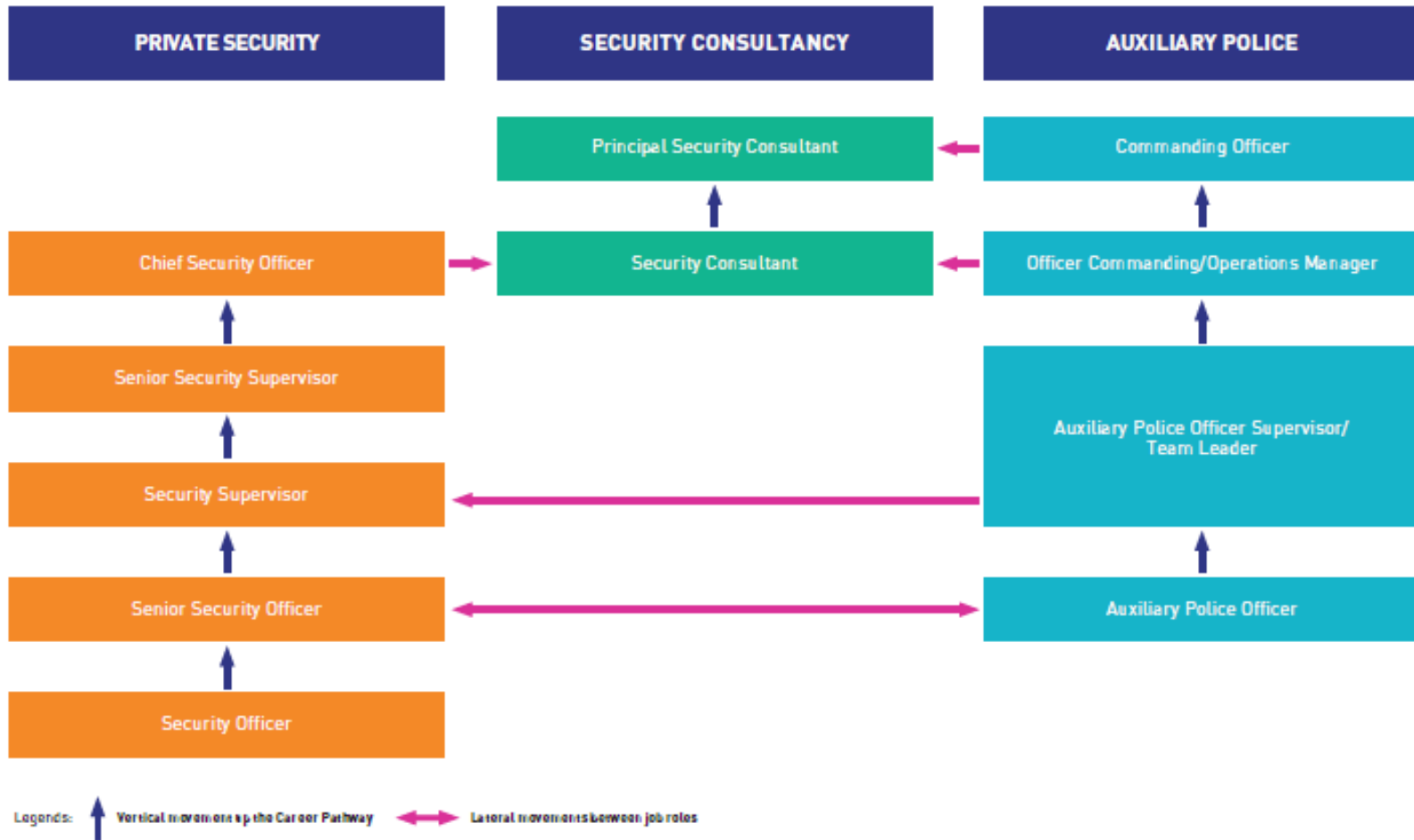
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SFw for Security: Career Map

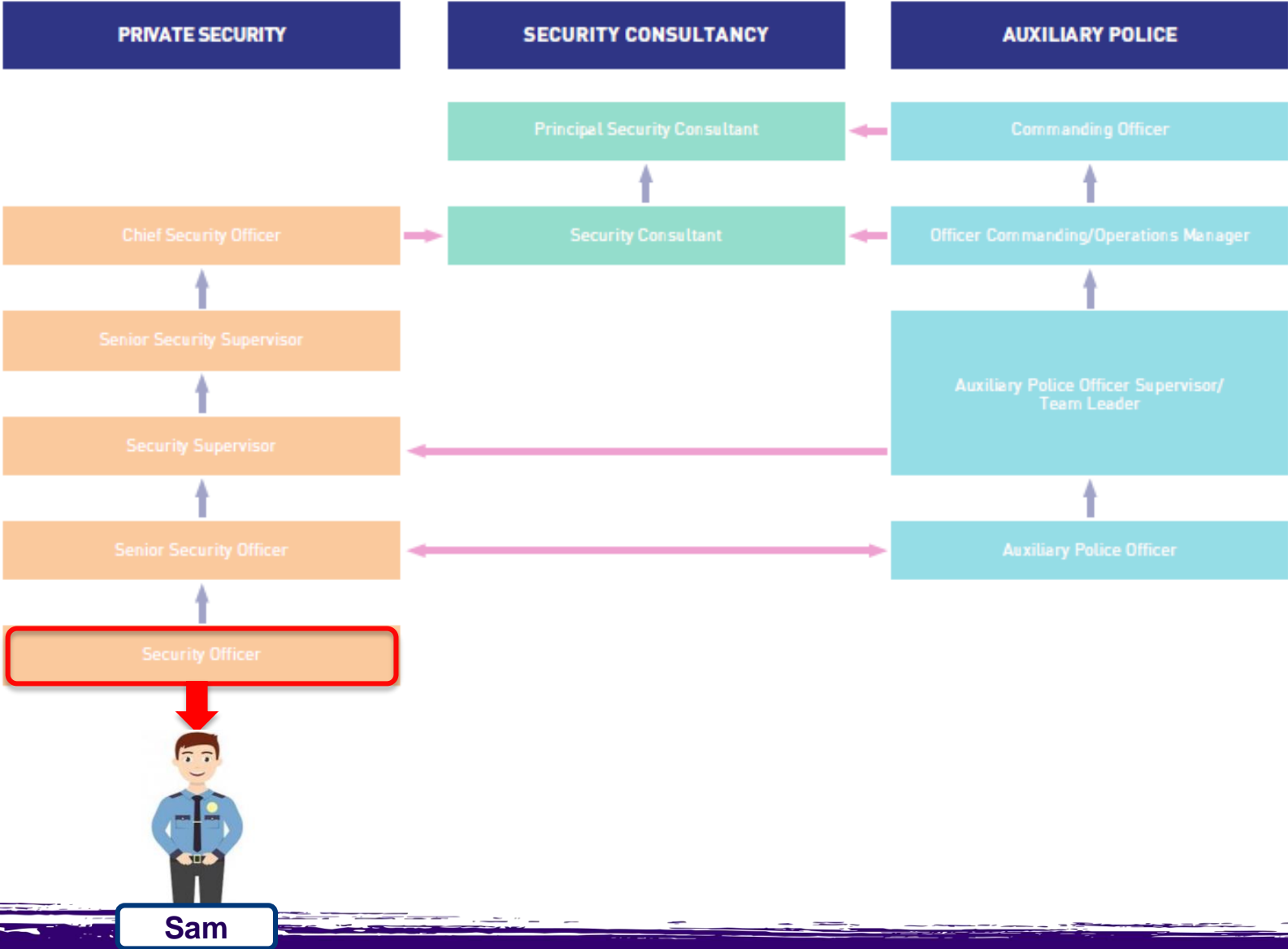


The Career Map serves as a reference to reflect the available job roles and possible career pathways in the security industry, which may vary depending on the organisation's structure and business context. The Career Pathway would depend on individual aspiration, performance, capability, experience and the organisation's needs.

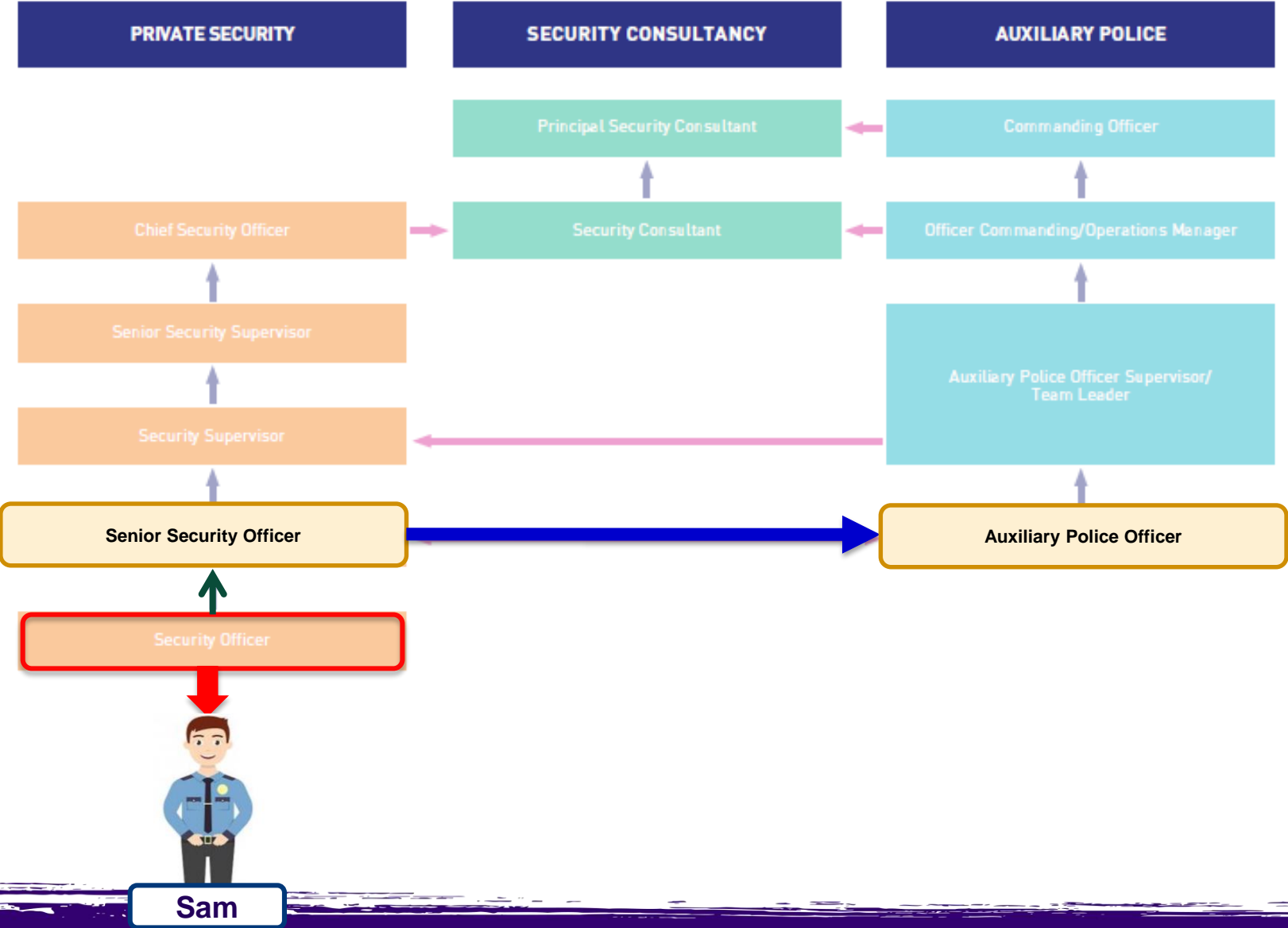
3 tracks

11 job roles

SFw for Security: Illustration of Progression of a Security Officer



SFw for Security: Illustration of Progression of a Security Officer



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SFw for Security: Vertical Progression and Skills Deepening (1/2)



Security Consultant

Critical Work Functions	Key Tasks
Manage tender process	<ul style="list-style-type: none"> Undertake needs analysis Conduct initial physical security surveys Prepare tender documents
Develop security plan	<ul style="list-style-type: none"> Design and evaluate security measures Recommend enhancement of security measures Integrate technology, processes and manpower deployment Plan for contingency
Implement security plan	<ul style="list-style-type: none"> Conduct security plan briefing to stakeholders Coordinate with vendor on setup of security equipment Integrate security measures Conduct security training
Assess security plan effectiveness	<ul style="list-style-type: none"> Conduct security audit Refine security measures based on audit findings Submit security audit report

Principal Security Consultant

Critical Work Functions	Key Tasks
Manage tender process	<ul style="list-style-type: none"> Oversee physical security surveys Review security survey results Evaluate tender documents
Develop security plan	<ul style="list-style-type: none"> Review security measures Ensure the feasibility of technology, processes and manpower deployment integration Evaluate contingency plan Approve security plan
Implement security plan	<ul style="list-style-type: none"> Supervise the conduct of security plan briefing to stakeholders Oversee the integration of security measures Conduct security training
Assess security plan effectiveness	<ul style="list-style-type: none"> Oversee security audit Evaluate revised security measures based on audit findings Provide improvements on security measures Approve security audit report
Manage Security Consultant	<ul style="list-style-type: none"> Manage the planning of deployment of manpower and work schedules Manage capability development of staff Facilitate effective work teams

SFw for Security: Vertical Progression and Skills Deepening (2/2)



Security Consultant

Technical Skills and Competencies (TSCs)	Proficiency Level
Conflict Management	Level 4
Contract Preparation, Evaluation, Negotiation and Tendering	Level 3
Documentation	Level 3
Innovation Management	Level 4
Quality Assurance and Audit	Level 4
Robotics and Automation Application	Level 4
Security Risk Analysis	Level 5
Security Threats Research	Level 4
Stakeholder Management	Level 4

Principal Security Consultant

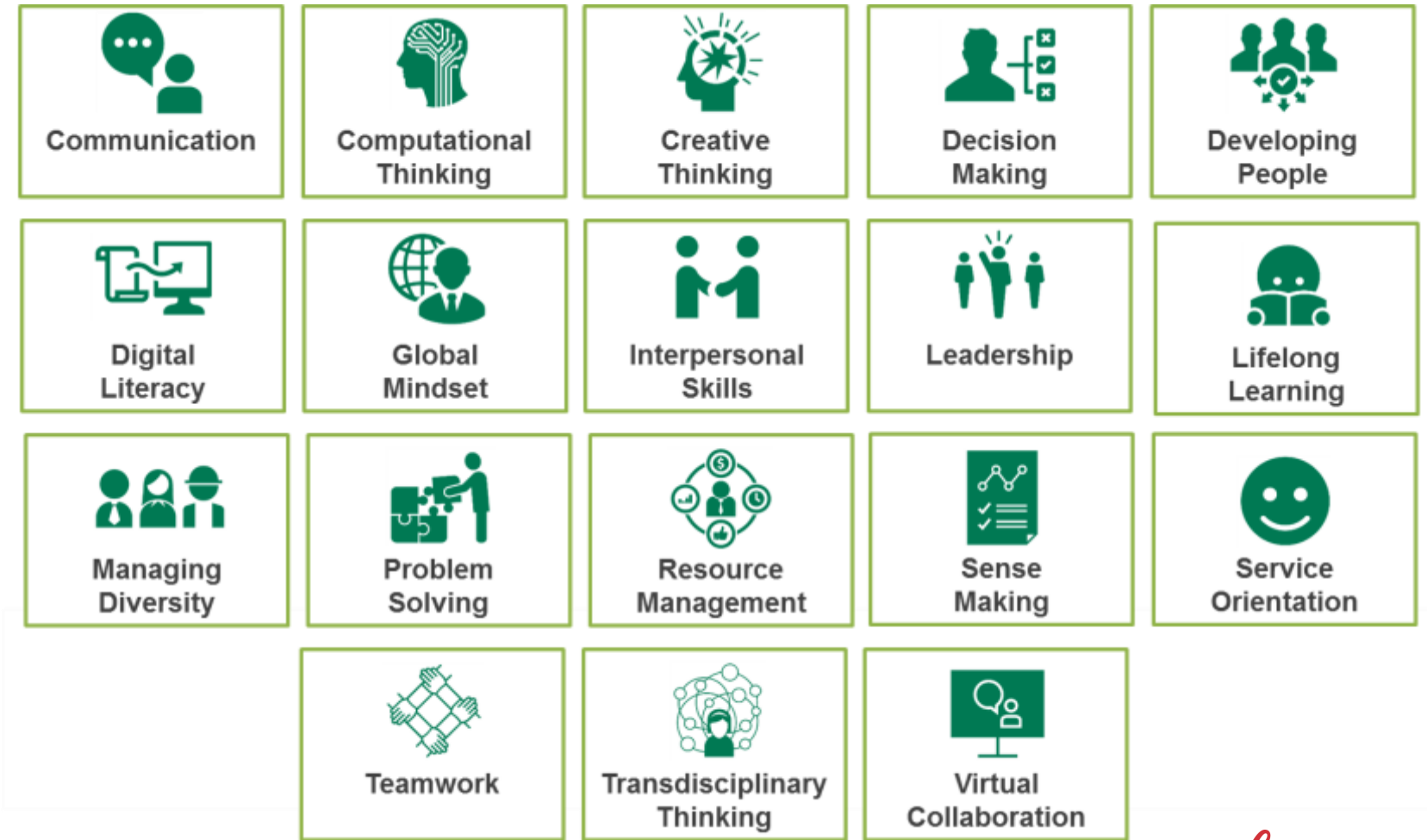
Technical Skills and Competencies (TSCs)	Proficiency Level
Conflict Management	Level 5*
Contract Preparation, Evaluation, Negotiation and Tendering	Level 4*
Documentation	Level 4*
Innovation Management	Level 5*
Performance Management^	Level 5
Quality Assurance and Audit	Level 5*
Robotics and Automation Application	Level 5*
Security Risk Analysis	Level 5
Security Threats Research	Level 5*
Stakeholder Management	Level 5*

^New TSC required

***Proficiency Level increased**

Generic Skills & Competencies (GSCs)

There are also a total of 18 GSCs that workers need to grow in order to grow their careers.....



Skills Framework (SFw) Can Guide Us.....

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Searching for Training Programmes (Move-in Programmes)

www.skillsfuture.sg/skills-framework/security

WHAT IS IT? WHO IS IT FOR? HOW DOES IT?

The Training Programmes provide information on the competencies required for various job roles.

(a) View the Training Programmes for new entrants

These are programmes that equip new entrants with the skills and knowledge required for various job roles.

Click on the tracks below to download the training programmes.

- Private Security [PDF / Word]
- Auxiliary Police [PDF / Word]

(b) View the Training Programmes for in-service employees

For in-service employees who work in the security sector, the training programmes listed here to acquire the skills and knowledge required for various job roles.

These are programmes for in-service employees who work in the security sector.

Private Security

Security Consultancy

Auxiliary Police

For more information on Training Programmes, please visit the respective training providers' websites or <http://www.skillsfuture.sg/credit>.

Skills Framework for Security		
Programmes that equip new entrants with skills and knowledge for the specific job role in the sector at their respective entry level		
Private Security		
Job Role	Programme	Provider
Chief Security Officer	Diploma in Police & Security Studies	Temasek Polytechnic
	Diploma in Security & Fire Safety Studies	Temasek Polytechnic

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Searching for Training Programmes (Skill-up Programmes)

ire.sg/skills-framework/security

WHO IS IT FOR?

HOW DOES IT WORK?

- Auxiliary Police [PDF / Word]

(b) View the Training Programmes for in-service personnel

For in-service employees who work in the Security sector and programmes listed here to acquire the relevant skills.

These are programmes for in-service personnel to broaden o

Private Security

- Security Officer [PDF / Word]
- Senior Security Officer [PDF / Word]
- Security Supervisor [PDF / Word]
- Senior Security Supervisor [PDF / Word]
- Chief Security Officer [PDF / Word]

Security Consultancy

Auxiliary Police

Skills Framework for Security

Programmes that broaden or deepen specific skills and knowledge for the various occupations in the sector

Private Security

Job Role:
Security Officer

Full Qualification Programme	Provider
WSQ Certificate in Security Operations	APRO TRAINING CENTRE PTE LTD
WSQ Certificate in Security Operations	LEACOV SINGAPORE PTE. LTD.
WSQ Certificate in Security Operations	NTUC LEARNINGHUB PTE. LTD.
WSQ Certificate in Security Operations	Security Industry Institute (SII)

Technical Skills and Competencies (TSC)			Modular Programmes	Providers
Category	Title	Proficiency Level		
Business Management	Stakeholder Management	1	Handle Enquiries and Requests (as of 1 Sept 2013)	CERTIS CISCO SECURITY PTE. LTD.
			WSQ Workplace Training for "Handle Enquiries & Request"	LEACOV SINGAPORE PTE. LTD.
			WSQ Handle Enquiries and Requests	NTUC LEARNINGHUB PTE. LTD.
			Handle Enquiries and Requests	PROSPECT PROTECTION PTE. LTD.
			Handle Enquiries and Requests	STANDARD SECURITY & INVESTIGATION SERVICES PTE LTD
	Deterrence	1	Manage Disorderly Conduct & Threatening Behaviour	ABSOLUTE KINETICS CONSULTANCY PTE LTD
			Manage Disorderly Conduct & Threatening Behaviour (as of 1 Sept 2013)	CERTIS CISCO SECURITY PTE. LTD.
			Manage Disorderly Conduct and Threatening Behaviour	KNOWLEDGETREE TRAINING CENTRE PTE. LTD.
			WSQ Manage Disorderly Conduct and Threatening Behaviour	NTUC LEARNINGHUB PTE. LTD.
			Manage Disorderly Conduct and Threatening Behaviour	SECURA TRAINING ACADEMY PTE. LTD.

For more information on Training Programmes, please visit the respective training providers' websites or <http://www.skillsfuture.sg/credit>.

Searching for Training Programmes (SkillsFuture Series webpage)

HOW WILL I BENEFIT?

WHAT IS IT?

WHO IS IT FOR?

Singaporeans will be able to tap on the curated list of training programmes for the future.

The screenshot shows the SkillsFuture Training Exchange interface. At the top, it says 'TRAINING EXCHANGE' and 'All information listed is provided by training providers. To enrol or find out more about the courses, please contact the training provider.' There is a search bar with 'SF Series_Data Analytics_Basic' entered. Below the search bar, there are filter buttons for 'Browse by Categories', 'Search by keywords', and various course categories like 'Financial', 'Tech', 'Creative', etc. On the left, there are 'SORT BY' and 'FILTER BY' sections. The main content area shows '70 course(s) found for "SF Series_Data Analytics_Basic"'. Three course cards are visible: 'BASIC DATA ANALYTICS@WORK', 'FINANCE ESSENTIALS FOR BUSINESS SUCCESS', and 'DATA ANALYTICS - COMMUNICATION INSIGHTS'. Each card includes the course ID, provider name, and a 'Full Fee' icon.

Basic Courses

Intermediate Courses

Advanced Courses



Data analytics involves collecting, cleansing, transforming and modelling data, in order to discover useful information. Data and business analytics provide valuable insights to aid in decision-making.

Domain areas: Mining, Data Science, Business Intelligence, etc.

Select the area of training you are interested in, and the training level (basic, intermediate or advanced)

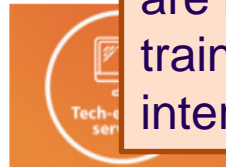
financial services and adoption of Fintech.

Domain areas: Blockchain, FinTech, Asset Management, Wealth Management, Risk Management and Compliance.

Basic Courses

Intermediate Courses

Advanced Courses



Tech-Enabled Services focuses on the use of technology-based

Digital Media covers the creation, broadcast, production, and use of

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Download Skills Framework For Security

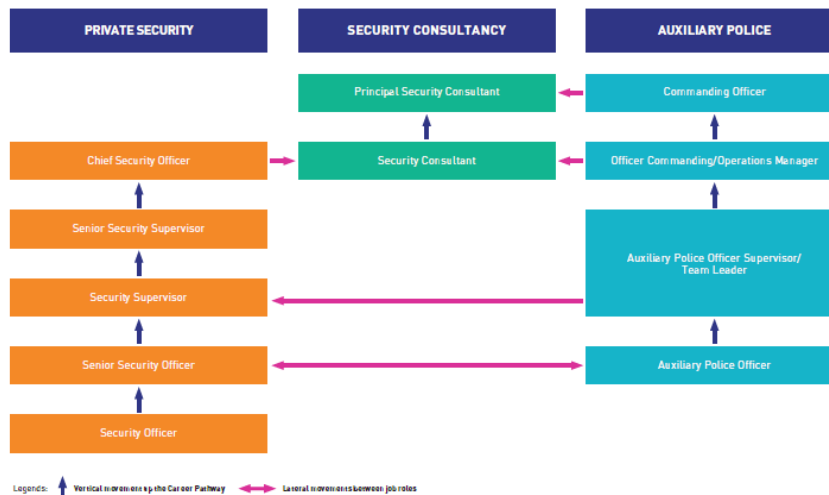
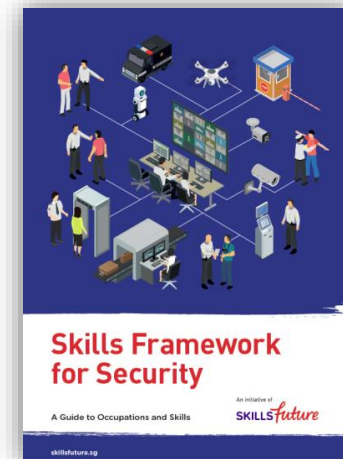
<http://www.skillsfuture.sg/skills-framework/security>



Download:

- SFw Booklet
- Career Map
- Skills Maps
- Training Programmes Listing

For your reference and adaptation



The Career Map serves as a reference to reflect the available job roles and possible career pathways in the security industry, which may vary depending on the organisation's structure and business context. The Career Pathway would depend on individual aspiration, performance, capability, experience and the organisation's needs.

Security Supervisor

JOB ROLE DESCRIPTION

The Security Supervisor assists the Senior Security Supervisor in leading the security team which protects assigned premises, assets and personnel. He/She is expected to handle medical incidents, compile incident reports, liaise with and provide relevant information requested by other departments. His duties include managing the security team, monitoring its performance and providing coaching and advice when necessary. He is required to work in rotating shifts and be physically fit. He is expected to be vigilant, decisive, resilient, and possess effective communication skills. He upholds a professional image when interacting with various stakeholders. He may be deployed to a variety of places, including industrial, residential and commercial areas, as well as educational institutions and government buildings.

CRITICAL WORK FUNCTIONS AND KEY TASKS	CRITICAL WORK FUNCTIONS	KEY TASKS		
CRITICAL WORK FUNCTIONS AND KEY TASKS PERFORMANCE EXPECTATIONS	Direct security threats	<ul style="list-style-type: none"> Manage security personnel in security surveillance 		
	Manage security teams	<ul style="list-style-type: none"> Coach security personnel Conduct team briefings Supervise security personnel 		
CRITICAL WORK FUNCTIONS AND KEY TASKS PERFORMANCE EXPECTATIONS	Manage incidents	<ul style="list-style-type: none"> Compile incident reports Execute evacuation plans or exercises Handle medical incidents Provide relevant information that are required by other departments relating to case management 		
	TECHNICAL SKILLS & COMPETENCIES	GENERIC SKILLS & COMPETENCIES (TOP 3)		
SKILLS & COMPETENCIES	Access Control Management	Level 3	Communication	Intermediate
	Alarm System Management	Level 3	Intrapersonal Skills	Intermediate
	Capability Development	Level 3	Teamwork	Intermediate
	Confidentiality Management	Level 2	Problem Solving	Intermediate
	Crowd and Traffic Control Management	Level 2	Decision Making	Basic
	Documentation	Level 2		
	Environment Observation	Level 3		
	Executive Protection	Level 3		
	First Aid	Level 1		
	Guard and Patrol	Level 3		
	Incident Response	Level 2		
	Information Collection	Level 3		
	Mangover Planning	Level 3		
	Media Storage Record Maintenance	Level 3		
	Person Observation	Level 3		
Robotics and Automation Application	Level 3			
Security Operation Compliance	Level 3			
Security Risk Analysis	Level 4			
Security Screening Management	Level 3			
Security Surveillance Management	Level 3			
Stakeholder Management	Level 3			

Sharing by Enterprises...



“The Skills Framework is able to provide an overview of the sector, as well as a **reference point to calibrate job groups, skills and competencies for Shell.**”

Goh Swee Chen
Chairperson
Shell Companies in Singapore



“The **SFw empowers the Teachers to plan their own career paths**, which will also **retain** them in the ECCE sector.”

Ms Wendy Tan
Principal
MacPherson Sheng Hong Childcare Centre



“ We have communicated the updated framework at our monthly meeting and have **incorporated the process into our learning needs analysis for 2017.**”

Ms Ng Sher Lynn
Talent Development and
Quality Manager

- “**SFw is a useful HR resource, especially for companies that do not have existing resources or the means to acquire such information (i.e. SMEs)** to facilitate development of HR systems and tools.”
- “For companies that already have in-house development frameworks, SFw is still a **useful resource to reference and benchmark against the industry baseline.**”



Support From Organisations

1. **Encourage** your management/ HR partners to **download** the Skills Framework for Security
<http://www.skillsfuture.sg/skills-framework/security> 
2. **Refer** your management/ HR to SSG to **discuss on using** the Skills Framework for Security
3. **Invite** SSG to suitable platforms to share on Skills Framework for Security
4. **Invite** your management/ HR partner to attend a complimentary Skills Framework workshop

For enquiries on Skills Framework for Security, you may contact:

Daniel Lim
Associate Specialist, SSG
Daniel_LIM@ssg.gov.sg

Barry Chou
Principal Manager, SSG
Barry_CHOU@ssg.gov.sg

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Find out more at the SFw Workshops

COMPLIMENTARY

especially designed for employers & HR practitioners



Key Takeways:

1. Appreciate the intent and purposes of SFw
2. Appreciate the components of SFw (e.g. career pathways, skills)
3. Understand how the SFw can be **applied to enhance HRM & HRD practices** (e.g. talent attraction, performance management, career management, learning and development)
4. Relate how the skills can **support business outcomes**

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More To Come....

To Support Businesses

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Thank You

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