

**Specification of Competency Standards**  
**for the Security Services Industry**  
**Unit of Competency**

Functional Area - Physical Security & Technological Support

Title	Coordinate training of security personnel for managing physical security and technological support
Code	107696L3
Description	This unit of competency applies to security personnel at managerial level responsible for managing physical security and technological support of an organisation. It covers the abilities to co-ordinate training of security personnel in order to ensure that they deliver effective and efficient physical security and technological support services to the organisation in accordance to the policies, procedures and guidelines as well as relevant laws and regulations.
Level	3
Credit	2
Competency	<p>Performance Requirements</p> <p>1. Analyse relevant information to identify critical factors that will impact on the training of security personnel for managing physical security and technological support</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> <li>• Evaluate the scope of services of physical security and technological support to identify the job roles and tasks</li> <li>• Evaluate the qualifications, experiences and skills required for performing the job roles and tasks</li> <li>• Evaluate best practices for adult training and learning</li> <li>• Evaluate training resources for managing physical security and technological support</li> </ul> <p>2. Coordinate training of security personnel for managing physical security and technological support</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> <li>• Identify training needs of various roles/tasks, which should include but not limited to: <ul style="list-style-type: none"> <li>○ The physical security policy of the organisation</li> <li>○ The minimum standards of physical security of the organisation</li> <li>○ The organisation's duty of care and third party responsibilities relevant to safety and security of the premises under protection</li> <li>○ Laws and regulations relevant to the operations of physical security and technological support</li> <li>○ A good understanding of the principles of "protection-in-depth" and "CPTED" as well as their application in the design of security of a premises</li> <li>○ A good understanding of international best practices in physical security and the application of security systems and devices</li> <li>○ A good understanding of the configuration, components, functions and operations of electronic security systems</li> <li>○ A good understanding of international security standards relevant to physical security facilities, systems and devices</li> <li>○ Skills and knowledge for project management</li> <li>○ Skills and knowledge for security risk assessment and site security surveys</li> <li>○ Skills and knowledge for budgeting and resource planning</li> </ul> </li> <li>• Estimate the training budgets required</li> <li>• Identify internal and external training resources available</li> <li>• Select the training resources based on factors such as relevancy, quality, cost, etc.</li> <li>• Develop the training programs for various roles/tasks</li> <li>• Present the training proposals for obtaining the endorsement of management and stakeholders about the training programs and budget</li> </ul>

**Specification of Competency Standards**  
**for the Security Services Industry**  
**Unit of Competency**

Functional Area - Physical Security & Technological Support

	<ul style="list-style-type: none"> <li>• Communicate with/inform different stakeholders about the details of the available training programs (e.g. mandatory and optional training for various roles/tasks)</li> <li>• Monitor and maintain records about the enrolment, attendance, completion and certification of training of the security personnel</li> <li>• Conduct reviews on training effectiveness using various means and techniques of evaluation</li> <li>• Control and ensure the effective and efficient use of the training budgets</li> </ul>
Assessment Criteria	<p>The integrated outcome requirements of this UoC are the abilities to:</p> <ul style="list-style-type: none"> <li>• Establish training programs to meet the training needs and objectives and the requirements of relevant laws and regulations;</li> <li>• Monitor the performance of the training programs to ensure that they achieve the desired outcomes; and</li> <li>• Conduct periodic reviews for continuous improvement</li> </ul>
Remark	