



Discussion Paper:

Development of an industry-driven Certification Program for Electronic Security and CCTV Professionals

Background

As with many other industry sectors, the CCTV sector of the security industry is facing a shortage of appropriately trained and skilled personnel. The skills shortage was identified as a major impediment to the sector's growth and innovation.

To try and address this shortage and to attract new entrants to the industry, a small working group consisting of industry representatives has been working toward developing possible strategies and approaches.

What is certification?

To remain competitive today, individuals need to demonstrate that they possess the necessary skills and knowledge.

In the electronic security profession, the bar has been raised considerably over recent years as technology becomes more complex and sophisticated. Employers, contractors, governments, and clients now require a highly skilled and knowledgeable workforce. The challenge is where do you find these highly skilled personnel and how do you up- skill existing staff?

Certification is simply a process by which an authorized body evaluates and recognizes either an individual or an organization as meeting pre-determined requirements or criteria.

A professional certification program in Australia, would offer employers and users another screening tool -- one that has the backing and credibility of the preeminent security industry association in Australia.

Aim of an industry-driven certification program

A primary aim of a certification framework for the electronic security and CCTV sector would be to provide a clear pathway for those working or considering working in the security industry. In doing so, the aim is to develop a means of assessing the competence to a range of agreed criteria.

The certification program would be based on a simple principle:

Electronic security systems that are properly designed and installed by appropriately qualified technicians using the best available equipment, and operated by trained users typically perform to a higher standard, and as per the intention of the design.

Among some of the benefits offered by certification programs include:

- The ability to open other employment opportunities.
- Helping to support career path development by demonstrating professional commitment.
- Demonstrating industry-readiness.
- Proof of an individual's capability and expertise.
- Demonstrates the currency of individuals skill levels and industry standing.
- Indicates recognition by industry peers.
- Provides evidence of self improvement.
- Showing preparedness to be tested.
- Helping to eliminate the guesswork associated with finding a highly competent and professional electronic security company.
- Validate the skills and knowledge of individuals within the industry.
- Make individuals more valuable to their company.
- Target and build upon the skill levels individuals have as industry professionals.

Scope

It is proposed that initially, installers, designers, integrators and consultants of CCTV security systems would be certified. Over time, other areas of the electronic sector could be encompassed, including access control and alarms.



To earn certification, participants will need to undergo rigorous evaluation / assessment to demonstrate their knowledge and understanding of core skills sets. The assessment criteria will be determined by a Certification Body, comprised of key industry stakeholders.



Throughout the application process, participants would need to demonstrate that they adhere to the Certification Program's strict Policies and Guidelines.

Once certified, participants would be required to demonstrate their ongoing competence by undertaking Continuing Professional Development and undergoing re-certification.

Proposed certification process

Based on industry input and cooperation, it is proposed that the voluntary Certification scheme would provide recognition of skill attainment by existing practitioners and gives incentive for interested persons to enter the industry and grow through the industry. The assessment would be made available in an online format.