

## SECTION IV

### RECOMMENDATIONS

#### Projected Additional Manpower Requirements for 2006

4.1 Based on the projected manpower growth and the annual wastage (paragraph 3.18), the Training Board recommends the additional manpower requirements of the security services industry for 2006 as follows:-

<u>Job Level</u>	<u>Annual Wastage</u>	<u>Projected Manpower Growth for May 2006</u>	<u>Additional Manpower Requirement for May 2006</u>
Managerial/Professional	32	24	56
Supervisory/Technician	134	139	273
Security Guard	1 948	930	2 878
<b>Total:</b>	<b>2 114</b>	<b>1 093</b>	<b>3 207</b>

4.2 Of the 3 207 additional employees to be trained, the main training needs are at the security guard level. The Training Board also expects that there is substantial training demand for new entrants at the security guard level because of the consistently high turnover. The Training Board considers that the courses under the Recognition Scheme administered by the VTC can satisfy the demand for basic security training. The Quality Assurance System introduced since 2004, can help ensure the standard and quality of training courses under the Scheme.

#### Skills Upgrading Training

4.3 The Training Board is of the view that the existing 98 000 in-service employees, including employees of Owners Corporations, would need upgrading and updating training to remain competitive and efficient to cope with the growing demand for better security services. The Training Board considers that there is also an increasing need for training in crisis handling and other skills and will continue to support the Skills Upgrading Scheme of the Education and Manpower Bureau. Training institutions, trade associations, and employers with training facilities are recommended to offer more suitable courses to meet such training needs.

4.4 The Training Board also supports continuous development of security guard personnel, including the introduction of refresher training.

#### Trade Testing System

4.5 The Training Board will continue to organize trade test for security guards and develop trade tests for other categories of the security services personnel.

#### Quality of Trainers

4.6 The Training Board will develop criteria to help monitor the standard and quality of trainers.

#### Qualifications Framework

4.7 The Training Board supports the development of a qualifications framework to ensure a uniform standard for different levels of security services personnel.

#### Promotion of Security Services Training and Trade Test

4.8 The Training Board will promote courses, trade test and other training activities of the Training Board through Internet, seminars, talks, publications, direct mailing, advertisements and industrial visits.

#### Future Surveys

4.9 The Training Board recommends to conduct the manpower survey once every two years to assess the manpower demand and supply in this industry.