



ETITO

# ETITO CONSULTATION

**Security Industry**

**National Diplomas – how many?**

**December 2007**

## Report Purpose

This report summarises information gathered during Security Industry consultation in August/September 2007 and is intended to inform the development of a Security Industry strategic training plan and provide detail to support qualification development. Security companies were consulted [see Appendix 1 for consultation process], but as yet training provider viewpoints have not been formally included [to be included in 2008]. Further consultation will occur for both the Strategic Training Plan and specific qualification development. Strategic Training Plan consultation will occur again in 2008 and thereafter annually. Notification of qualification development/reviews is placed on the ETITO website 6 weeks before this work is to occur in addition to direct notification to the Advisory Group Chairman. ETITO welcomes your views at these times.

## Rationale for this consultation

Following on from the 2005 ETITO Security Industry research project, in early 2007 the Security Industry Research Group on Improving Educational Products presented a submission to ETITO management team listing a number of prioritised recommendations for improvements to the suite of educational products on offer.

One of these recommendations was that the National Certificate in Security Management [Level 6] should be removed from the National Qualifications Framework as it was seen as unnecessary to the industry and has never been awarded.

There is a second Level 6 qualification, the National Certificate in Security [Level 6], this was seen as necessary to the industry and has been awarded once to date.

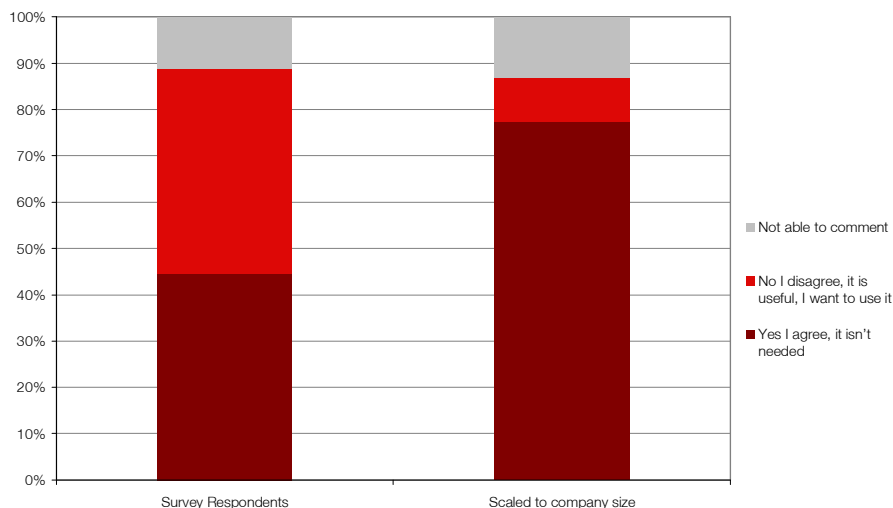
The Research Group self identified as not being entirely representative of the industry – especially so of Electronic Security as there was only one representative for this sector.

ETITO consulted with the Security Industry in August and September 2007 and included the following question:

There are currently 2 security qualifications at Level 6 and the research group thought only 1 was necessary. Do you agree with the recommendation that the **National Certificate in Security Management [Level 6]** is not needed by the security industry, as the National Certificate in Security [Level 6] or a specialist management/business certificate are more appropriate?

## Results

Do you agree with the recommendation that the National Diploma in Security Management [Level 6] is not needed by the security industry, as the National Diploma in Security [Level 6] or a specialist management/business certificate are more appropriate?



\* For full details on the process used to scale for company size, please see Appendix 2

- 44% of survey respondents [77% scaled for company size] want to remove the National Diploma in Security Management [Level 6] [Ref:-562]
- 44% of survey respondents [10% scaled for company size] want to retain it
- 12% of survey respondents [13% scaled for company size] were not able to comment

Comments included:

- Internationally Security Management is recognised as a separate field [therefore the qualification should be kept]
  - Other general management qualifications are used by current formally trained managers in security and would probably continue to be used, rather than this one [therefore the qualification should be removed]
  - It would be better to combine the content and have one pathway [therefore the qualification should be removed]
- Survey respondents who want to keep both Level 6 qualifications and those who believe only one is necessary are approximately even; however, once company size is factored in, results show those who believe there is no need for two Level 6 qualifications far outnumber those who think we should keep both.
  - Some of those who support the review and retention of the National Diploma in Security Management [Level 6] think that the middle management of larger companies and government departments will support this qualification. However respondents from these sectors do not support it and recommend its removal.
  - No provider has offered the National Diploma in Security Management [Level 6] [Ref:0562] developed in 1998 and ETITO has had no training agreements for it.
    - Providers stated that they would not offer the National Diploma in Security Management until it had been reviewed. This has not happened and it has not been offered yet.  
This would be one possible explanation for the lack of award of qualification
  - A single qualification in Security at level 6 could incorporate all current and relevant material from both qualifications.
  - Access to training, funding for training and for qualification development remain ongoing considerations for the sector.
    - With this consideration in mind it would make sense to better resource a single strong Level 6 qualification that to spread resource across two qualifications.

## Options

Remove the National Diploma in Security Management [Level 6] [Ref:0562] and maintain the National Diploma in Security [Level 6] [Ref:1059] as it is.

- Rationale: No uptake of the former qualification, low uptake of the latter.
- Benefit to industry: Concentrates resources into one qualification. A simplified qualification pathway and no disturbance of current provider training and assessment material.
- Cost to industry: Loss of formal recognition of one career path – although this recognition has never been sought so may not be a true cost.

Remove the National Diploma in Security Management [Level 6] [Ref:0562] and rewrite the National Diploma in Security [Level 6] [Ref:1059] to include the Security Management material as a strand.

- Rationale: No uptake of the former qualification, low uptake of the latter.
- Benefit to industry: Simplified qualification pathway. Allows the option of security management as a qualification, even though it seems to have very low demand.
- Cost to industry: The effort in review and maintenance of a qualification. Some disturbance of current provider training and assessment material.

Retain both the National Diploma in Security Management [Level 6] [Ref:0562] and the National Diploma in Security [Level 6] [Ref:1059]

\* For full details on the process used to scale for company size, please see Appendix 2

- Rationale: Even though there has been uptake of the former qualification and low uptake of the latter, there may be uptake in the future.
- Benefit to industry: Retains the option of formal recognition of the security management career pathway as a qualification, even though it seems to have no demand. Retains the option of security consultant as a career pathway even though it seems to have very low demand.
- Cost to industry: The effort in review and maintenance of 2 qualifications, one of which may continue to have no uptake. Having a qualification pathway that does not recognise the training needs industry has stated. Resources are spread across two qualifications. Development of provider training and assessment material necessary.

Remove both the National Diploma in Security Management [Level 6] [Ref:0562] and the National Diploma in Security [Level 6] [Ref:1059]

- Rationale: No uptake of the former qualification, low uptake of the latter.
- Benefit to industry: No effort in reviewing the qualifications
- Cost to industry: Loss of formal recognition of higher level security career paths.

## Summary

- There is no single viewpoint around the National Diploma in Security Management [Level 6] [Ref:0562].
- Some of those who support the review and retention of the National Diploma in Security Management [Level 6] think that the middle management of larger companies and government departments will support this qualification. However respondents from these sectors do not support it and recommend its removal.
- There is no industry engagement with the National Diploma in Security Management [Level 6] [Ref:0562] and very little industry engagement with the National Diploma in Security [Level 6] [Ref:1059].

Comments about the content of this report are welcome. Please email any comments to: [jeremytu@etito.co.nz](mailto:jeremytu@etito.co.nz)

## Appendix 1 – Research Process

To source respondents the following organisations were asked to suggest contacts: NZSA, ASIS International New Zealand Chapter, Service and Food Workers Union, Public Service Association, Security Officers Association, Unite, the SITAB Expert Working Group team leaders for projects covered by the research, and Aviation, Tourism & Travel Training Organisation.

Other respondents were sourced from the Yellow Pages and from the ETITO database. The aim was to ensure representation for companies ranging in size, from the length and breadth of the country and from the varying sectors of the industry, as well as ensuring representation of individual security officers, particularly those who could be termed senior officers/team leaders.

Potential respondents were initially contacted by phone and could either complete the questionnaire in person, by phone or by email. Most contacted chose email because of time and logistical concerns, these concerns also saw a low response rate from those who agreed to complete the survey.

For Security Staff Services, total of 63 companies or organisations were contacted, 38 surveys were sent out and 16 were received completed.

For Electronic Security, total of 33 companies or organisations were contacted, 28 surveys were sent out and 10 were received completed.

## Appendix 2 – Notes on graphical interpretation

The questionnaire included one question regarding company size. This allows results to be presented as both a figure representing number of completed surveys and for this figure to be scaled to company size – reflecting the numbers of people ‘behind’ the person/people who completed the surveys. There are benefits and limitations with both sets of figures, and both are presented in this report.

The completed survey figure includes individuals, and companies, including some situations where multiple people completed the same survey.

The company size figure category choices were 1-10, 11-20, 21-50, 51-100 and 100+. To scale by company size, all answers in the 1-10 category were multiplied by 1; all in the 11-20 category were multiplied by 10; all in the 21-50 category by 20; all in the 51-100 by 50; and all in the 100+ by 100. This doesn’t scale precisely, particularly in the 100+ category as precise figures were not requested, but it does allow for some scaling.

\* For full details on the process used to scale for company size, please see Appendix 2