A Study on the Utilization of the National Occupational Competency Standards for the Development of Security Field

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Abstract

Purpose: In Korea’s industrial sites, the state standardizes the skills required to perform duties and supports to foster the field-oriented talents, yet the use of the National Occupational Competency Standards in the security industry is very inadequate.

Method: In this study, the current status of the security industry and the operation of the National Occupational Competency Standards are reviewed, and the National Occupational Competency Standards for the development of the security industry are conducted based on the interviews with the experts applying to the security industry using the National Occupational Competency Standards towards the efficient use of the Standards.

Results: In the security industry, the National Occupational Competency Standards are not functioning properly given the dual contents provided by the existing Security Services Industry Act and the new National Occupational Competency Standards. Accordingly, it is required to change the legislative system which can more actively utilize the Security Services Industry Act and National Occupational Competency Standards and further improve the National Occupational Competency Standards.

Conclusion: For the development of the security industry, this study presents the following conclusions. First, in the security industry and the NCS-based education system, the curriculum of the Security Services Industry Act and the education system of the NCS must be unified to reestablish the curriculum. Second, the classification of the duties of the Security Services Industry Act and the level of the NCS according to the occupational rating must be reestablished in a systematic and progressive direction by comprehensively examining the industrial reality and foreign cases. Third, it must be redeveloped as a comprehensive and efficient model by collecting the opinions of experts in each field for the inspection of the security industry and the NCS-based system.

Keywords: Security Industry, Security Services Industry Act, National Occupational Competency Standards, Security Guard Training, Security and Guard

1. Introduction

Human beings have developed their own capability to defend and protect themselves in order to promote individual physical security after birth[1].

Such a desire for safety is manifested as an increase in the people’s desire for safety along with the various social problems behind the industrial development and economic revival. Accordingly, the security industry is taking a large leap forward.

Recently, the issue of safety has spread and shared not only in Korea but also around the world[2][3].

Based upon the establishment of standards for each industry classification, which has been raised across various industries, the government invests a tremendous amount of money to
develop the National Occupational Competency Standards and utilizes them for the industrial sites and education.

The government has established the National Competency Standards (NCS); hereafter, “NCS”) to shift the theory-oriented education towards the practicality-oriented education, aiming to realize a competency-oriented society, and is also developing and operating a curriculum to establish and settle the NCS[4].

The occupational competency standard refers to the practical performance capability required for the worker to effectively perform his or her duties within the job[5].

There is also a risk that the results of the NCS development may not be appropriate for the relevant industrial site due to problems such as the selection of an appropriate development institution, the appropriate composition of 12 people, and the level of agreement[6][7].

Accordingly, in this study, the operational status of the NCS in the field of security is examined and the problems drawn based on the opinions of experts in this regard are analyzed. In addition, the purpose of this study is to present a developmental plan for the analyzed contents.

2. Theoretical Background

2.1. Status of the security industry

Many studies in the United States find the foundation of the development of private security in the police's incompetence and the fear of crime[8][9][10][27][28].

In Korea, the security industry has achieved a rapid development as the demand for private security has increased together with the industrial development under the stable operation of the national police[11][12][29][30].

In their study called for changes in how private security is viewed by the privatization of the government-led security system, and by improving its self-capabilities, taking some of the power away from the government, and by private/public collaborations[13][14][15][16][17].

In Korea, the Security Services Industry Act was enacted in 1976, and the private security sector has achieved such a remarkable growth through various international events.

Table 1. Current status of security companies(unit: companies).

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of entities</th>
<th>Facility guard</th>
<th>Convoy guard</th>
<th>Personal protection</th>
<th>Machine guard</th>
<th>Special guard</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>4,438</td>
<td>4,355</td>
<td>29</td>
<td>603</td>
<td>146</td>
<td>132</td>
<td>5,265</td>
</tr>
</tbody>
</table>

Note: National police agency.

Table 2. Current status of security guard(unit: people).

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of security guard</td>
<td>147,049</td>
<td>156,066</td>
<td>158,020</td>
<td>157,774</td>
<td>164,014</td>
</tr>
</tbody>
</table>

Note: National police agency.

If the security work is expanded, it will lead to greater growth, and it will be able to contribute to advancement and specialization as it will not only stimulate the economy but also promote the globalization of the company[18][19].
2.2. Understanding the national occupational competency standards

What are the National Occupational Competency Standards?
The National Occupational Competency Standards” refers to the state’s systematization of the knowledge, skills, and literacy required to perform duties in the industrial field by industry sector and level[31].

Figure 1. National occupational competency standards.

In the National Occupational Competency Standards, the security industry may be viewed as a job definition for each subcategory of security and guard.
Security is a combination of any and all safety activities which prevent and respond to various risks to protect the property, life, and body of a specific customer[32].
Guard is the job of protecting the life, body, and property of the person being guarded from against various harm and assisting them in maintaining their honor and dignity[32].

3. Research Method

3.1. Frame of the research

In order to realize the purpose of this study, the basic data were collected through the literature analysis related to the research data, and based on the collected data, expert interviews were conducted to derive the improvement plans.
3.2. Research participants

In order to carry out the purpose of this study, as for the research participants who participated in the expert interviews, 4 managers of security companies were selected by using the National Occupational Competency Standards as the research subjects.

As of December 2021, there are 4,438 security companies, yet among them, the number of institutions using the National Occupational Competency Standards tool is small, and hence, the managers of 4 institutions were selected as the participants in this study, and the study was conducted accordingly.

Table 3. Research participants.

<table>
<thead>
<tr>
<th>Name</th>
<th>Gender</th>
<th>Age</th>
<th>Academic background</th>
<th>NCS activity related field</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>JJH</td>
<td>Male</td>
<td>42</td>
<td>University graduate</td>
<td>Training, recruitment</td>
<td>Manager</td>
</tr>
<tr>
<td>KBM</td>
<td>Male</td>
<td>56</td>
<td>Community college graduate</td>
<td>Recruitment, promotion, training</td>
<td>Director</td>
</tr>
<tr>
<td>LJS</td>
<td>Female</td>
<td>44</td>
<td>University graduate</td>
<td>Training, education</td>
<td>General manager</td>
</tr>
<tr>
<td>PSH</td>
<td>Male</td>
<td>51</td>
<td>University graduate</td>
<td>Training, recruitment</td>
<td>Executive director</td>
</tr>
</tbody>
</table>

4. Research Result

The State shall formulate the National Skill Standards and endeavor to establish and implement necessary policies so as to make qualifications managed and operated on the basis thereof[33].

Furthermore, despite the fact that the government establishes a qualification system based on the National Occupational Competency Standards and uses them[34], given the contents of the Security Services Industry Act, which may be said to be the real law of the security industry, and the dual contents, the qualifications related to the security industry are not managed and operated amicably[20][21][22][23][24].

In the security industry, it is required to establish an education system which maximizes the effectiveness of education by unifying the NCS-based education system with the curriculum of the Security Services Industry Act.
The opinions of the research participants through the expert interviews are summarized as follows.

Expert JJH

“If there is an incentive such as the mandatory hiring of security guards who have completed a course evaluation type qualification course like a security instructor, the security association will try to carry out the courses in accordance with the NCS somehow.”

Expert KBM

“When the NCS program was designed, it was evaluated that there are many parts made around the university situation as the NCS was created with a focus on the university professors. From the perspective of a training institution other than a university, it is difficult to keep up with the problem of inadequate budget.”

Expert LJS

“It is very difficult to operate the NCS training course given the excessive equipment conditions which are far from the reality of the industry.”

Expert PSH

“The security guard training in the security industry is divided into the general security guard and the special security guard and training is conducted, and hence, the relatively small proportion of the general security guard is personal protection service, guard service, and the machine security work security guard are not receiving adequate education. Hence, it is thought that a more effective education system may be formed if the Security Services Industry Act’s security guard training is improved by classifying the NCS by level according to the occupational rating.”

Expert KBM

“The NCS’ capability unit, capability unit element, and training standards are made at a level which is too difficult for the elderly facility security guards, who account for more than 90% of the security industry, and hence, there is a difficulty for the field security guards to use.

5. Conclusion

One of the basic roles of the government is ensuring safety of the people[25].

In Korea, the police centric public security and private security to supplement this have achieved much development.

Scholarship on crime prevention and safety had tended to focus on the role and effectiveness of law enforcement responses[26][35].

The security industry is at a point in time where it is required to find ways to develop the current system along with the quantitative growth. In this respect, it is intended to present a progressive improvement plan using the security and guard fields of the National Occupational Competency Standards system to address the problems related to education of the security guards, which have been suggested in many studies.

First, in the security industry and the NCS-based education system, the curriculum of the Security Services Industry Act and the education system of the NCS must be unified to redevelop the curriculum.

Second, the classification of the duties of the Security Services Industry Act and the level of the NCS according to the occupational rating must be redeveloped in a systematic and progressive direction by comprehensively examining industrial reality and foreign cases.
Third, it must be redeveloped as a comprehensive and efficient model by collecting the opinions of experts in each field for the inspection of the security industry and the NCS-based system.

6. References

6.1. Journal articles


6.2. Books


7. Appendix

7.1. Author’s contribution

<table>
<thead>
<tr>
<th>Initial name</th>
<th>Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>JH</td>
<td>☑ Set of concepts ☑ Design ☑ Getting results ☑ Analysis ☑ Make a significant contribution to collection ☑ Final approval of the paper ☑ Corresponding ☑ Play a decisive role in modification ☑ Significant contributions to concepts, designs, practices, analysis and interpretation of data ☑ Participants in Drafting and Revising Papers ☑ Someone who can explain all aspects of the paper</td>
</tr>
</tbody>
</table>