Challenges and opportunities of the Private Security Industry in the EU today and tomorrow

International Professional Conference of the Croatian Security Industry
Zagreb, 4th April 2019

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Presentation Outline
- Quick introduction to CoESS
- Anticipating Change Project
- Recommendations
Protecting people, property and assets 24/7

- 45,000+ private security companies
- 2 million private security guards, of which 1.6 in the EU
- Yearly turnover of > €40 billion
CoESS since 1989

- Representing
  - PSCs in 24 countries (19 EU MS) + 3 Sponsors: Securitas, G4S, Prosegur
- 2 corresponding members
  - ASSA-i - Aviation Security Services Association - international
  - ESTA - European Security Transport Association
- EU Social Partner
- Active in all areas of Private Security through its Committees

Austria, Belgium, Bulgaria, Croatia, Denmark, Estonia, Finland, France, Germany, Greece, Italy, Luxembourg, Macedonia, Norway, Portugal, Romania, Serbia, Slovenia, Spain, Sweden, Switzerland, the Netherlands, Turkey, the United Kingdom
The main objective of CoESS is to represent and support the growth of an industry that delivers solutions of high quality and professionalism, focused on the selection and development of qualified staff and technology.
Anticipating, Preparing and Managing Employment Change in the Private Security Industry
Anticipating, Preparing and Managing Employment Change in the Private Security Industry

- Joint CoESS and UNI Europa project
- Funded by the European Union
- Deliverables:
  - A 70-page report
  - A 50-slides powerpoint ready for use
Contents / Methodology of the report

2017 – Workshop 1 + Desktop Research
Finding the causes and drivers of change
Part 1 of the report

Spring 2018 – Workshop 2 & Interviews
Exploring the consequences of change on the PSI
Part 2 of the report

Autumn 2018 - Final Conf
Formulating recommendations to anticipate, prepare and manage change

Publication of the deliverables
5 immediate and future employment challenges
#1 From on-site guarding to remote and mobile, supported by new technological solutions
#2 Coping with demographic change and the ageing of the workforce
#3 Attracting and retaining younger generations into the private security industry
#4 Adjusting to changes in the content of jobs as some ‘tasks’ disappear and new ones appear.
#5 Adapting to diversified and widened footprint, and increasing Public-Private Partnerships, to deliver security to citizens and businesses
Drivers and consequences of change
Main areas of change

- Globalisation
- Urbanisation
- Climate change
- Demographics
- Technology
- Widening of the PS domain
- Societal factors: crime, terrorism, social unrest
1. Globalisation, Urbanisation, Climate change

- Supply chain efficiency / security
- Global power shifts & global governance
- Societal fragmentation and instability

- Natural & environmental events / disasters
- Competition for resources / Sustainable resource management / Security of supply
2. Demography

- Successful integration of migrants into their host society
- More older people in the workforce
- Curbing illegal migration
3. Technology

Automation / computerisation

Security threats and responses
4. Societal

- Rise in organised crime
- Threat of terrorism
- Insider Threat
5. The footprint or widened scope of activities

Functions *(what)*:
e.g. administrative and support services

Zones of operation *(where)*:
e.g. critical infrastructure

Service delivery *(how)*:
e.g. data storage, intel gathering and analytics
Impact on skills and profiles
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Security guard jobs are viewed as low-paid and low-status in many countries. BUT:

First in line responders    Technological skills    Multi-task
Impact on skills and profiles

- People skills
- Languages
- Cultural skills
- Behaviour detection
- Anticipation
Recommendations to PSCs
Quality

Safety

Trust

Compliance

Training, long life training, up-skilling

Attractiveness of the sector

Legislation, Standards and Regulations

Address the technological challenge

Employment Conditions
Widening of the scope and PPPs

Engage in discussions with authorities to develop legal frameworks

Efficient and effective coordination and cooperation models
Hvala!
Thank you!