

## OSKA study of security occupations

### *Key findings*

#### **Until 2029, the field of security needs 775 new employees a year**

- The demand for new workers is mostly affected by the need to replace retiring employees.
  - In the field of security, many employees retire earlier than in other fields.
- In public administration, the number of security jobs will largely remain the same.
  - Investigators, crime analysts and criminalists, local police officers, public order officials and explosive ordnance disposal (EOD) technicians are forecasted to have a 10% increase in available jobs.
- The number of jobs in security guard companies will decrease up to 20% due to the implementation of new technologies.
  - There will be 1/3 less of security guards and security officers.
  - The number of jobs for security system technicians will grow by half.
  - In the future, the demand for fire safety specialists might be twice as much.
- Until 2029, the employment in security will decrease up to 10%.

#### **Each year, there are 300 graduates less in security field than needed**

- About ten security technicians graduate each year, but there are nearly four times more available jobs for them in the future.
- When comparing the number of graduates with suitable training and the demand for new labour force for a year, in the future there is a 60% shortage of graduates to work at prisons and Police and Border Guard Board, a 50% shortage of graduates to work at Tax and Customs Board and Emergency Response Centre and a 40% shortage of graduates to work at the Estonian Rescue Board.
- The demand for labour force could be covered by involving more volunteers, e.g. volunteer police officers and rescuers, neighbourhood watch.
- Workplace-based VET must be made available to train customs officials and emergency call-takers.

#### **The field of security requires flexible training, employees could be recruited from other fields of life**

- In order to find and keep employees, bite-size learning in formal education, additional training and retraining should be offered.
- Estonian Academy of Security Sciences should review recruitment strategies and admission requirements, so that people who are less physically fit or working in other fields could enrol.

- The security organisations need employees who have graduated from higher education programmes in information and communications technology, economy, law, social work, psychology etc.
- In additional training, more attention should be concentrated on acquiring analytical and research skills.
- The transition to prevention-based work model requires employees more knowledge about service design and marketing and fitting personality traits, such as empathy, good listening and persuasion skills.

## **Background**

- Over 12,500 people are employed in the occupations of security, which is 2.5% of the total number of employees in Estonia.
- Professional training in security can be obtained from Estonian Academy of Security Sciences, study programme for security technicians is offered by Tartu Vocational Education Centre.
- The OSKA study of security analysed the need for labour force and skills until 2029 and made proposals how to meet it. The study covers the occupations of Police and Border Guard Board, Emergency Response Centre, Estonian Rescue Board, Tax and Customs Board, prisons, security related occupations at municipality governments, security guards and security officers, security system technicians and fire safety specialists.
- The OSKA forecasting system produces projections of the need for labour force and skills in all fields of the Estonian economy by 2020 and compares these to the education and training offered by higher education institutions, VET institutions and continuing education courses.
- OSKA studies of the labour force and skills demand help to make smarter career choices and shape the employment and education policies with a view to the future.
- OSKA studies are conducted by the Estonian Qualifications Authority (*Kutsekoda*) and funded by the European Social Fund.