

# Private Security Officer Selection and Training

G U I D E L I N E

## **ASIS INTERNATIONAL COMMISSION ON GUIDELINES**

The Commission on Guidelines was established in early 2001 by ASIS International (ASIS) in response to a concerted need for guidelines regarding security issues in the United States. As the preeminent organization for security professionals worldwide, ASIS has an important role to play in helping the private sector secure its business and critical infrastructure, whether from natural disaster, accidents, or planned actions, such as terrorist attacks, vandalism, etc. ASIS had previously chosen not to promulgate guidelines and standards, but world events have brought to the forefront the need for a professional security organization to spearhead an initiative to create security advisory provisions. By addressing specific concerns and issues inherent to the security industry, security guidelines will better serve the needs of security professionals by increasing the effectiveness and productivity of security practices and solutions, as well as enhancing the professionalism of the industry.

### **Mission Statement**

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in the development of risk non-proprietary, and consensus-based process utilizing to the fullest extent possible the knowledge, experience, and expertise of ASIS membership and the security industry.

### **Goals and Objectives**

- Assemble and categorize a database of existing security-related guidelines
- Develop methodology for identifying new guideline development projects
- Involve/organize ASIS Councils to support guideline development
- Identify and develop methodology for development, documentation, and acceptance of guidelines
- Develop and sustain alliances with related organizations to benchmark, participate, and support ASIS guideline development
- Produce national consensus-based guidelines in cooperation with other industries and the Security Industry Standards Council

### **Functions**

- Establish guideline project
- Determine guidelines for development and assign scope
- Assign participating Council(s), where appropriate
- Approve membership on guideline committee
- Act as a governing body to manage and integrate guidelines from various Councils and security disciplines
- Review and monitor projects and guideline development
- Approve Final Draft Guideline and Final Guideline
- Select guidelines for submission to the Security Industry Standards Council and the American National Standards Institute (ANSI)

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# PRIVATE SECURITY OFFICER SELECTION AND TRAINING GUIDELINE

## **Private Security Officer (PSO) Selection and Training Guideline**

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The title of this document is the Private Security Officer (PSO) Selection and Training Guideline.

## **2.0 REVISION HISTORY**

Baseline document.

## **3.0 COMMISSION MEMBERS**

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Private Security Officer, State Regulation of Private Security, Selection: Employment Screening Criteria, Training Criteria.

## 6.0 GUIDELINES DESIGNATION

This guideline is designated as ASIS GDL PSO 11 2004.

## 7.0 SCOPE

The Private Security Officer (PSO) Selection and Training Guideline has been written for both proprietary and contract security but is not intended to cover all aspects of selection and training criteria for private security officers. It is intended to set forth minimum criteria that regulating bodies and companies in the United States can use to assist in recommending legislation and policies for the selection and training of private security officers.

ASIS International has long been a proponent of professional standards for private security officers, including participation in the Law Enforcement Assistance Administration National Advisory Committee on Criminal Justice Standards and Goals in 1976.

The PSO Selection and Training Guideline was identified by the ASIS Commission on Guidelines as a critical need for the security industry and was selected for development in 2001. A comprehensive review of existing guidelines, reports, and other significant "milestone" documents was undertaken in the fall of 2001. Research and development continued and culminated in October 2003, when the guideline was placed on the ASIS International Web site for public review and comment.

Private security officer selection and training has been a topic of interest and much debate over the last 25 years. Various studies and research efforts have been undertaken to better define the role of a private security officer and also provide agencies with information needed to adequately select and train such officers. One of the earlier studies of interest on this subject was the 1972 work by Kakalik and Wildhorn entitled "Rand Corporation, Private Police in the United States." This report provided one of the first descriptions of private security in this country and continues to be referred to as the baseline research on this subject.

The following sources were identified and reviewed as part of the background research prior to developing this guideline. All documents were reviewed by various members of the ASIS Commission on Guidelines.

- Anderson, Teresa. "Affairs of State." *Security Management*. May 2001, pp. 83–84.
- Canadian National Standards Board. *Security Guards and Security Guard Supervisors*. CAN/CGB-133.1.99. Canadian General Standards Board, Standards Council of Canada. Ottawa, Canada K1A 1G6, November 1999.
- Castle, Reed A. *A Study of the Security Officer*. Commonwealth of Virginia, Department of Criminal Justice Services: Schroeder Measurement Technologies, Inc., April 2002.