

SPECIAL NEWSLETTER EDITION ON CERTIFICATION



Update from the ASIS Ottawa Certification Committee

Why certification matters for Canadian professionals in security?

Security is more than guns, guards and gates. In today's domestic and global environment, security is part of our daily activities. Security professionals have a larger role to play in supporting the management teams, including the C-Suite. The trend toward professionalization in security¹ is continuously evolving, and more government organizations and agencies are giving new security roles or functions to existing employees and hiring security experts from diverse fields. Security is no longer the responsibility of one unit or a dedicated group, It's everyone's responsibility in the organization. This paradigm shift is important to acknowledge because today's security leaders, managers and practitioners need to stand above the crowd and showcase their expertise, training, skills, competency, and qualifications to meet today's modern challenges and needs.

¹ Brooks, David & Coole, Michael. (2015). Towards Security Professionalization: The cultural journey to employ and develop security professionals.

Who we are

ASIS International is the leading association of security professionals playing a key role in promoting security globally. Its mission is to promote excellence and leadership in the security management profession. With its code of ethics, certifications, mentoring programs, publications and guidelines, ASIS is advocating for professionalization in security at all levels. This is one of the inherent reasons why security practitioners around the world join ASIS International and pursue an ASIS certification.

Members of the ASIS Ottawa certification Committee

- **Shaun J. Brabazon, M.Ed., CPP, Chair**
- **Raphaël Duguay, PSP, CPP, ASIS Ottawa certification liaison**
- **Al McDougall, CISSP CPP PSP, member**
- **Jason Renaud, CPP, member**
- **Jacques Gagne, CPP, member**
- **Eduardo De Diego, PSP, member**
- **Andre St-Pierre, CPP, member**
- **Allan Chabot, CPP, member**
- **David A. Black CPP, member, Volunteering mission in Ukraine**
- **Gaby Khoury, CPP, member**

Why is certification important?

There are [several benefits](#) of an ASIS certification, including:

- Improvement in professional development
- Demonstrable competency and knowledge
- Enhancement of your CV
- Increased chance of finding a job
- Increased chance of promotion or a better job
- Potential salary increase
- Improved credibility and reputation

More and more employers recognize these benefits and are investing in professional development, including certification for their employees. As an example, Global Affairs Canada recognized the benefits of certified training and supporting certification programs for personnel and managers involved in nuclear security. It also provided funding and support to the World Institute of Nuclear Security Academy ([GAC, 2016](#)).

Certification is also a key step for law enforcement and military veterans who plan on transitioning to a civilian career or want to increase their security knowledge. Graduates, students, young professionals and other security practitioners consider certification as part of their professional career development because it increases credibility, opportunities and accelerates their career development.

Passing an ASIS certification is a significant achievement. It's a demonstration that you care about your profession, and that you have gone the extra mile to stand above the crowd. As mentioned by Tony Vizza², *you will stand out as the best of the best.*

There are several good practices that are reinforcing the importance of ASIS certification and other certifications that are recognized by employers and security managers.

In other professions, such as law, medicine, insurance, banking or information technology, human resource requirements include certifications as a prerequisite for job applications. Many employers are adding ASIS and other security certifications as a demonstrable asset in job postings or skill set requirements.

Many security managers and leaders encourage their employees to pass security certifications. They allow their employees to take time for self-study, and the organization often will fund the purchase of study materials and pay for the exams. This is an investment in the professional development of employees, promotes staff retention and demonstrates a leadership commitment to professionalism and excellence.

This article was prepared by:

The ASIS Ottawa Chapter 140, Certification committees, main author: Raphael Duguay, PSP, CPP

What is your Ottawa Chapter doing regarding certification?

- Promoting ASIS certifications and the professionalization in security is a key priority for the ASIS Ottawa Chapter 140. This year, we launched a **new certification committee** and several volunteers with diverse backgrounds have joined the committee to support these efforts.
- In 2021, we facilitated a **CPP study group** and received support from ASIS Ottawa in getting CPP starter kits and training material. This year we started a **PSP study group** and invested in getting PSP study guides to help members that are interested to start their PSP adventure. With this new **certification training material and resources**, our volunteers and **new certifications coaches** can better support the needs of our members and the community.
- We are promoting **certification scholarships** and share more certification information with our community through **certification newsletters** and **outreach activities**.
- Our vision is to implement **annual certification activities in our strategic plan** and promote our security profession and association in developing more connections between private and public sector networks, association like CANASA and other security peers from diverse sectors.

² Tony Vizza , Director of Cybersecurity Advocacy, APAC, (ISC)², 7 Reasons Why You Should Pursue CISSP Certification

- We also launched an **education committee** to develop relationships with colleges and universities security programs coordinators to reach out to young professionals and build more relationships with that community.

This article was prepared by: *The ASIS Ottawa Chapter 140, Certification committees, main author: Raphael Duguay, PSP, CPP*

At a personal level, accreditation and certification is not static. Certification can erroneously be considered as an “end state” objective in a security professional career.

Certification should be considered at any stage of the security professional development career path. It’s an evolutionary step in one’s desire to continuously learn and growth.

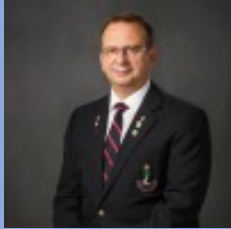
At the community level it can be seen as the gateway or the fulcrum point that a person passes when transitioning from working in the system to working on the system.

About Certifications

Jacques J. Gagne, CPP PSP

[LinkedIn profile](#)

Ottawa certification coach and 2022-2023 PSP study group facilitator



<< The Why >>

I became a member of ASIS in January of 2005.

I obtained my first certification in 2008. (CPP)

I was a CSO for a large Healthcare Corp at the time.

I obtained my second certification in SEP 2017 (PSP). I had just been laid-off; and put out to pasture. I decided to ensure I was marketable and began reading and studying to write the PSP exam.

The WHY bother: well.... Certification firms up your credentials. It lets the employer OR potential employer know you are willing to learn , committed to learn and are motivated to acquire the skills necessary to get the job done the best way you can.

Certification also lets clients, employers, colleagues know, you take Security Management seriously.

When you combine certification, work experience, strategic planning and program management experience within your environment you become the “subject matter expert” (what I like to call the SMEe).

Ultimately you acquire a certification for you.... It’s your challenge..... Eventually....You can pay it forward and become a leader, a trainer, a Mentor.

I like this US Army Recruiting plug.... “ Be all you can be..”

Allan Chabot, CPP, CSPM

[LinkedIN profile](#)

Ottawa certification coach

2022-2023 PSP study group facilitator



Why certify

I started in the security industry in 2001, as a manager in our organization's 7X24 Security Operations Center. At that time, I was focused on the protection of the organization by supporting electronic security systems and responding to security incidents of all kinds. I really enjoyed what I was doing. However I only started to see the bigger picture of security as an industry as my roles and responsibilities grew.

I joined ASIS in 2005 and soon after attending the annual ASIS conference for the first time, I decided to specialize in Security Management as a profession.

In 2015, I decided to pursue a CPP certification with ASIS for three main reasons:

1. I was attracted by the process of preparing for the exam because I like a good challenge.
2. Recognition for the SME I acquired through years of performing security management functions.
3. Seeking opportunities to influence and engage as a credible resource with other like-minded security professionals

When I went through my certification process, I participated in a study group and met highly skilled and accomplished security managers (facilitators and participants). I learned as much through discussion as I did pouring over course materials. In the end, I am thoroughly satisfied that I made the right call, and I can also say that my certification journey is not done 😊.

Shaun J. Brabazon, M.Ed., CPP

[LinkedIN profile](#)

Chair of the ASIS Ottawa certification Committee



Why Certification Matters To Me

I first learned about the ASIS CPP certification from a colleague as I was approaching my retirement from policing and looking to transition to the field of security consulting. He introduced me to the world of ASIS and its various certifications. As I looked deeper into the certification process, I don't mind admitting that I was overwhelmed by the task. The application process, coupled with the volume of study material, and the prospect of a four-and-a-half-hour exam was quite daunting. However, what I quickly learned was that I wasn't alone in this quest. The ASIS Ottawa Chapter 140 was an invaluable asset to me as I prepared to write the exam. Between organizing the CPP Study Group, acquiring study materials for group members to borrow, or having a list of certified chapter members who were willing to talk about their certification experience with me, the ASIS Ottawa Chapter was a support from start to finish.

Interestingly why certification matters to me has changed from when I started this journey. At the outset I saw it through the singular lens of obtaining the CPP certification as the "gold standard" of knowledge and experience in the field of security. However, as I studied the POA and other exam materials, and have continued my readings post certification, I realize it really is about the continuous learning cycle we should all strive to maintain to remain current in this ever-changing security climate...I strongly recommend pursuing a certification through ASIS International – It is a top-notch organization with a clear focus on supporting its members to be the best they can be. My pursuit of my CPP certification was by far one of the most challenging goals of my career, and yet clearly one of the most rewarding.

Allan McDougall MA BMASc PCIP CMAS CISSP CPP PSP CMSP
Area regional Vice Presidents (ARVP) Certification for ASIS Canada

Certification as Setting Out, Not Arriving

Sir Isaac Newton once stated, “if I have seen further than others, it is by standing upon the shoulders of giants.” This statement is profound not because it acknowledges the generations of thinkers that preceded him but through the inference that, sometime in the future, there would be those that stood upon his shoulders to see even further. For those thinking about certification, I would propose that you look at certification not just as a destination or goal to be achieved but as a transition point.

Certification is essentially a test on three fronts. The first involves the perseverance and dedication of an individual toward their craft. Will they commit the effort and time to attempt? Will they expose themselves to the risk of failure? And if they fail, do they fail forward and finish the unfinished business on the second attempt? The second aspect involves the adoption of a body of knowledge. It is by means not the only body of knowledge. There are many roads to the top of the mountain. But it is a credible body of knowledge that has been developed, tested, and adapted through the efforts of a great many people over a significant period. Certification provides proof positive that an individual has passed that second hurdle. But the third test is the most telling. Will the individual move past their self-interest and begin to build the community?

The fulcrum is that balancing point between the consumption of knowledge and the generation of new knowledge. Certification demonstrates that an individual has mastered a particular body of knowledge and that the association or community responsible for that knowledge base is willing to attest to that individual’s capability.

This brings up the second question if one certification is enough. The answer to this is “it depends.” For some, one certificate may be all that’s needed. For others, there may well be a need to move beyond one certification to take others. For example, those holding the Certified Protection Professional (CPP) will speak to a focus on security management. Those passing the Physical Security Professional (PSP) certification may speak to it, focusing more on project management and operational-level thinking. Others might say that having both (or all three when looking at investigations and the PCI) helps them by broadening their perspective and also picking the best for their tasks. This may even extend to the certifications offered by other associations. What is happening is that the individual is assembling bodies of knowledge, processing them, drawing from the best of them, and generating potentially unique or even novel solutions to challenges.

And at that point, the first steps have been taken past the fulcrum, and the individual is no longer just a consumer of knowledge but becomes a generator of knowledge. This doesn’t mean they stop consuming knowledge; it never really goes away. It means that the reason why they consume that knowledge evolves. This progresses as they seek out communities of interest (such as the councils) or working groups that tackle more complex issues. They may reach out and present ideas through seminars, presentations, publications, or some other way. What happens is that the information gathered and confirmed through the certification process is analyzed, challenged, adapted, evolved, or even outright changed. And at this point, they can return to the certification process and help build up that body of knowledge that raises the bar.

Only a few work through this whole process for a simple reason. It requires perseverance (or maybe just simple stubbornness) and stamina. Achieving certification might be a sprint for some, but the question is not just if you can run fast but far.

Gaby Khoury, CPP

[LinkedIN profile](#)

Member of the ASIS Ottawa certification Committee



I decided to work towards my certification in late 2015. I knew this was going to be a major challenge, but I wanted people to realize that security, especially in today's world, is becoming more important. As the industry changes so has people's attitudes. I dedicated close to two years towards this goal and I am glad that I did. Holding the CPP designation was not only personally satisfying, but it has opened up the door for further development in my career. I encourage all those that are passionate about our industry to try to complete their certification, you won't regret it.

Raphael Duguay, PSP, CPP
Vice-Chair, Ottawa Chapter Executive
Certification Liaison Officer for ASIS Ottawa
Ottawa certification coach

[LinkedIn profile](#)



I passed my **PSP** and **CPP** certifications because I wanted to be among the best in the field. The exam was difficult and after doing a study group and studying on my own, I made a commitment and challenged myself. It was a personal achievement in my career and I learned a lot through the process. I gained experience, I developed my network and I created new relationships and increased my knowledge.

Thanks to my certifications, I connected with other security experts in the world and I opened the door to a new community. It helped me to stay current and on top of security trends and technologies. The three-year *recertification process* keeps you sharp because you need to earn CPE credits and stay active.

This year, ASIS Ottawa set up a new certification committee, we purchased CPP and PSP study guides (available to our memberships), we organized a PSP study group (last year was CPP study group) and we launched the certification coaches' initiative to provide more tools and support to those that are interested in getting ASIS certified in our community.

We are building a stronger foundation for our community. Thanks to our volunteers, we are developing a strong support system with mentoring, coaching and other professional development activities. Together, we are building a stronger chapter to better serve our community.

***Thank you to the executive team for
supporting the investment in certification material for our memberships.***

***Thank you to the certification committee members for
supporting this project and pushing this forward!***

***Thank you to our certification coaches for
making an impact and for promoting the professionalization with our community.***

To our National Capital colleagues and friends

Are you looking to get ASIS certified?



The Ottawa Chapter can help you!

We have the tools and our volunteers can support you.

- **Certification study material is available (CPP and PSP)**
- **Certification study groups (facilitated by the chapter)**
- **Certification coaches (one-on-one coaching session)**

Take a step in your professional development today!