



### Private Security Is Growing Is Oversight Keeping Up?

**By Dale Jodoin**  
Columnist

You stop at the grocery store after work. Like most Canadians, you're buying fewer groceries and paying more for them. You count the items in your cart before you reach the checkout, hoping the total won't be any higher than you expect. As you leave, a security guard stands near the doors. Most of us walk right past without giving it a second thought.

Maybe we should.

Ten years ago, seeing security guards almost everywhere wasn't common. Today they're part of everyday life. We see them in grocery stores, hospitals, apartment buildings, shopping malls and at community events, not just in Durham Region, but across Ontario, Canada and the United States. Somewhere along the way, private security quietly became part of the landscape.

Standing there, I found myself asking a simple question. Who's making sure this fast growing industry is growing the right way?

According to the Ontario Ministry of the Solicitor General, the number of licensed security guards in Ontario grew from about 92,000 in 2020 to more than 162,000 in 2025. The number of licensed security companies has also continued to grow. That is a remarkable increase in a short period of time.

Growth is not the problem. Growth without oversight might be.

Before anyone misunderstands, this is not a criticism of security guards. Most are hard-working professionals doing a difficult job. They protect businesses, answer questions, help customers and often calm situations before police are ever called. They deserve our respect. As the demand for security grows, however, so should the expectations placed on the industry.

Stores face more theft. Hospitals deal with more violence. Apartment buildings are hiring more security. Public events rely on guards more than ever before. Every day, security guards are expected to make decisions that can affect businesses, customers and families. Some of those decisions have to be made in only a few seconds.

Most people never think about security guards until something goes wrong. That is why training matters. There is no public evidence of an increase in assaults by private security guards in Durham Region. The facts simply do not support making that claim. But asking whether oversight is keeping pace with growth is a fair question.

Are all security companies giving new guards enough practical training in Ontario law before sending them into the public? Or are some relying too much on learning while on the job? Knowing the law is not optional. Every guard should know exactly what they can do, what they cannot do and when it is time to call the police.

A uniform does not make someone a police officer.

Every profession has people who make mistakes, and private security is no different. There have been cases in Canada and the United States where guards have gone beyond their legal authority or used force that was later questioned by the courts or investigators. Some incidents have resulted in injuries. Those cases are the exception, not the rule, but they remind us why good oversight protects everyone.

Good training teaches more than the law. It teaches when to speak, when to listen and when to step back. It prepares guards for real situations, real pressure and real consequences. Good decisions protect everyone. Poor decisions can change lives forever. The best security guard is the one who never has to use force.

Good oversight also protects the many companies that already invest in proper training. Their reputations should not suffer because of the actions of a few. Strong standards build public confidence. They also help employers attract better people and give guards confidence in doing their jobs safely and professionally.

Ontario appears to recognize that the industry is changing. The province is reviewing the laws that govern private security. The Ontario Ministry of the Solicitor General's 2024 to 2025 Annual Report on the Private Security and Investigative Services Branch also shows that public complaints increased over the previous year. That does not automatically mean performance is getting worse, but it does raise fair questions. How many complaints involve force? How many are justified? How many licenses are suspended? How many companies are inspected each year? Those answers matter because good public policy should be based on facts, not assumptions.

The next time you leave a grocery store, hospital or shopping mall and see a security guard standing by the door, don't just see the uniform. See the responsibility that comes with it. The question isn't whether private security is here to stay. It is. The real question is whether Ontario is doing enough to make sure every person wearing that uniform has the training, support and oversight needed to do one of the toughest public facing jobs there is.

That is not just a government question.

It is a coffee table question.

### I Don't Believe in Networking. I believe in Getting to Know People

**By Nick Kossovan**

For most job seekers, job searching is a gruelling test of perseverance against their delusion that spending their time screaming into the digital void of applicant tracking systems, blasting out identical, AI-generated resumes like they're feeding a slot machine, and praying the next pull is 'the one' is a viable job search strategy. Most job seekers' job searches are prolonged because they approach employers like beggars, which is exactly what they are when they ask for a chance instead of offering a solution.

Employers don't hire out of charity, nor do they hire to fill seats. They hire because they're bleeding time, money, or efficiency, and therefore need a specific headache taken care of. The moment you stop treating yourself like a commodity looking for a boss and start operating like a service provider looking for a problem, the power dynamic flips. You stop chasing opportunity. You start attracting it.

If you want to shorten your job search, change your mindset. Follow these three steps to become an employer magnet.

**Step 1: Select a Problem**

Trying to be everything to everyone is one of the biggest mistakes job seekers make. In a desperate hope they'll expand their options, they craft generic resumes filled with vague corporate jargon, such as "results-oriented professional with a diverse background." They assume this versatility makes them attractive, but in reality, it makes them entirely forgettable.

When you try to appeal to everyone, you end up appealing to no one. You become a commodity, and commodities are bought at the lowest price. As the old idiom goes, "a jack of all trades is a master of none." Employers are looking for a scalpel, not a Swiss Army knife. They're looking for a specialist who can step in on day one and dissect a specific, painful operational bottleneck.

Becoming an employer magnet requires declaring a specialty by choosing a specific problem to solve. Start by identifying a high-stakes challenge in your industry that you're uniquely equipped to address. Is B2B sales volume declining, thereby affecting revenue? Is a chaotic, unoptimized supply chain affecting timely order fulfillment? Is high turnover in mid-management negatively affecting morale? Is a messy, insecure digital infrastructure a security risk? Narrow your lane. Pinpoint the specific organizational headache that keeps hiring managers up at night. By owning a distinct problem, you distinguish yourself from the majority of job seekers who are merely looking for a paycheck.

**Step 2: Be the Solution to the Problem**

Once you've chosen a problem, your professional setup (e.g., resume, LinkedIn profile, digital footprint, cover letters) should reflect your expertise in solving it. This is where most job seekers fall short. They treat their resume and LinkedIn profile as historical records of past activities rather than as evidence of forward-looking capabilities. Employers don't care what you did; they care what you can do for them.

The key is to restructure your professional narrative from a list of duties into a repeatable blueprint for success that demonstrates a predictable methodology for achieving measurable outcomes.

Today, credentials are less important than tangible execution. According to Liz Ryan, author and former Fortune 500 HR executive who pioneered the pain letter concept, employers don't hire people because they have impressive resumes; they hire them because their business pain(s) needs to be solved.

Being "the solution" means speaking the language of metrics. If the problem you solve is inefficient digital processes, and you state on your resume and LinkedIn profile that you've "managed software migration," the reader will inevitably say to themselves, "So what?" Instead, state: Streamlined legacy workflows, reducing project delivery timelines by 22% and eliminating \$95,000 in software redundancies.

Quantify your value. Frame your past achievements as evidence that you've successfully slain the dragon the employer you're targeting is currently fighting.

**Step 3: Market Yourself to Employers as a Solution**

Your ability to solve an employer's headache is worthless if you keep it secret. You can't sit back and wait for employers and recruiters to discover you by accident. Humility doesn't pay the bills, and hoping to be noticed is an inefficient strategy.

"Without promotion, something terrible happens... nothing!" – P.T. Barnum's promotion philosophy.

Attracting employers magnetic-like requires aggressively and strategically marketing your capabilities directly to the decision-makers who are losing sleep over the problem you solve. This means abandoning the lazy "Apply Now" button mentality.

First, curate your digital real estate. Use social media platforms, especially LinkedIn, to publish insight-driven commentary on industry trends and problem-solving strategies. Consistently sharing sharp, practical solutions establishes you as an authority.

Second, build a proactive outreach strategy. Identify the hiring managers at your target employer who own the problem you solve (there's no need to contact HR). Reach out directly with a concise value proposition. Don't ask for a job. Instead, point out a common challenge their department faces and briefly showcase your proven track record of solving it. This is how you become not just another job seeker but a viable solution worth hiring.

Stop looking for a job. Start looking for problems to solve. Position yourself as a solution, then activate the employer magnet by putting yourself in front of employers.

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