

Case study

Investing in the People Behind Protection

Securitas | Guild

The Challenge

Security professionals protect hospitals, stadiums, retail centers, and critical infrastructure that communities depend on every day. Yet across the industry, limited investment in education and career pathways has made it difficult for frontline employees to see a long-term future in the field — contributing to persistent turnover and operational costs.

Securitas USA saw an opportunity to change that: stabilize its frontline workforce, create structured pathways into higher-level roles, and become an employer of choice by offering something no other security company had offered before.



The Impact

In 2026, Securitas USA launched SecureU powered by Guild, becoming the first security company to offer tuition-free education at scale to its workforce. More than 50,000 frontline employees have access to 40+ fully funded degrees and certificates through the program that connect to structured career pathways.



Fully funded access to 40+ programs.

Securitas USA covers tuition for degrees and certificates across disciplines relevant to security professionals — Criminal Justice, Business Administration, Career & Foundational Skills, Language Learning, and more — so employees can grow within the industry or into entirely new roles.



Skills for an evolving industry.

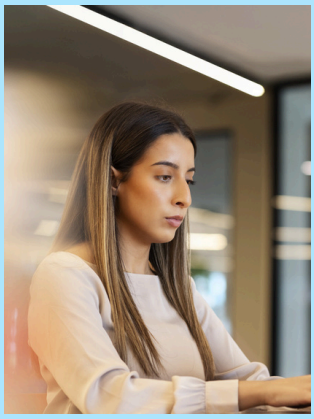
Security environments are growing more complex and technology-driven. SecureU ensures employees have the skills to adapt — with programs in AI & Data Analytics and People Management & Leadership — keeping the human judgment and expertise that no system can replace.



Flexible formats for working adults.

SecureU is designed around the realities of frontline work — programs that fit demanding schedules so employees can pursue education without leaving their careers behind.

Meet the learners building new career paths



"It means that the company cares about investing in its people, and it's helping me to advance beyond just being a regular boots on the ground type person. I feel like they care about my growth, and that means a lot to me."

— Site Supervisor



"This is an outstanding opportunity for anybody that's working with the company, that wants to better themselves for the company. I'm actually going in for Organizational Management because I love this company, I love my employees."

— Security Officer

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At Securitas, we believe that when people dedicate their careers to protecting others, organizations have a responsibility to invest in their growth.”

Chrissy Toskos, Chief People & Experience Officer, Securitas USA

