

# 2023-25 Basic Police Enrollment Forecast & Academy Implications

Presentation to the  
Public Safety Subcommittee

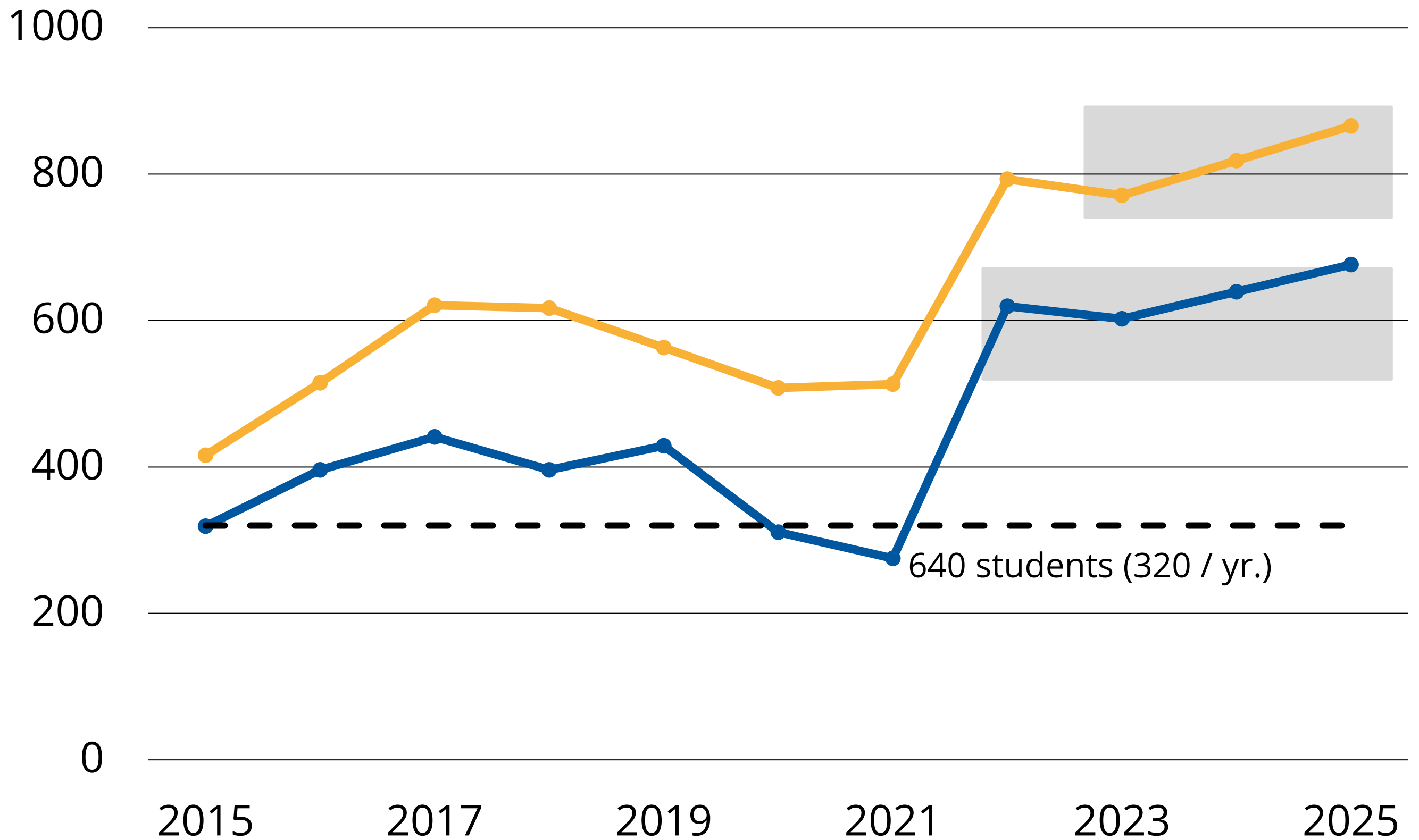
Phil Castle  
DPSST Director  
May 4th, 2023



# AGENDA

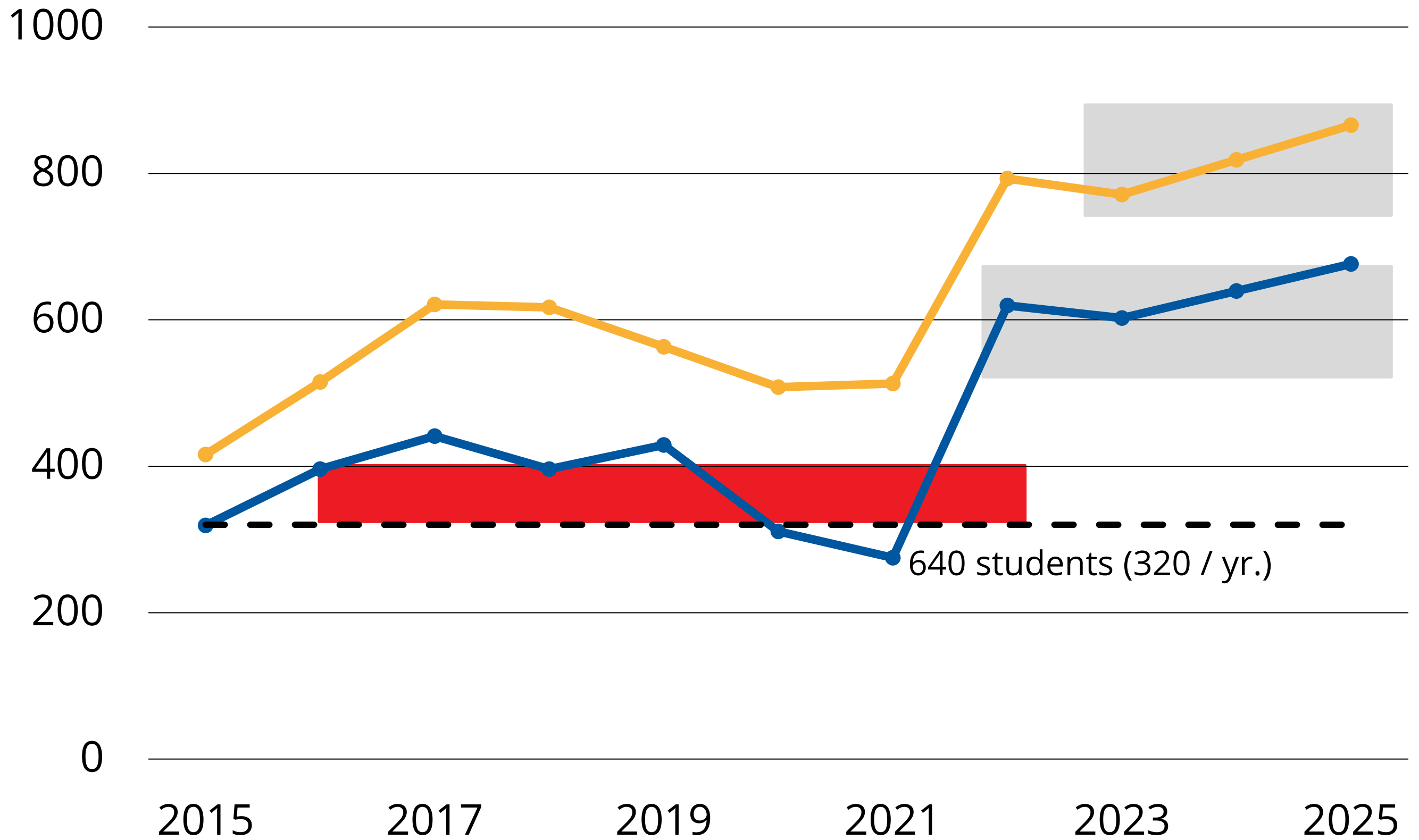
- How did we get here
- Volume projections
- Source of the data
- Workforce Risks
- DPSST guiding principles
- What DPSST and our constituents explored to solve the problem
- The plan





● Hiring ● Enrollment





● Hiring ● Enrollment



# Forecasting

The forecasting figures come from several sources to provide better context in an evolving public safety hiring landscape.

## Enrollment Data

---

Number of students who completed Basic Police each year

## Hiring Data

---

Number of officers hired each year

## Agency Survey

---

Offered statewide to get agency perceptions of hiring

## Workforce Research

---

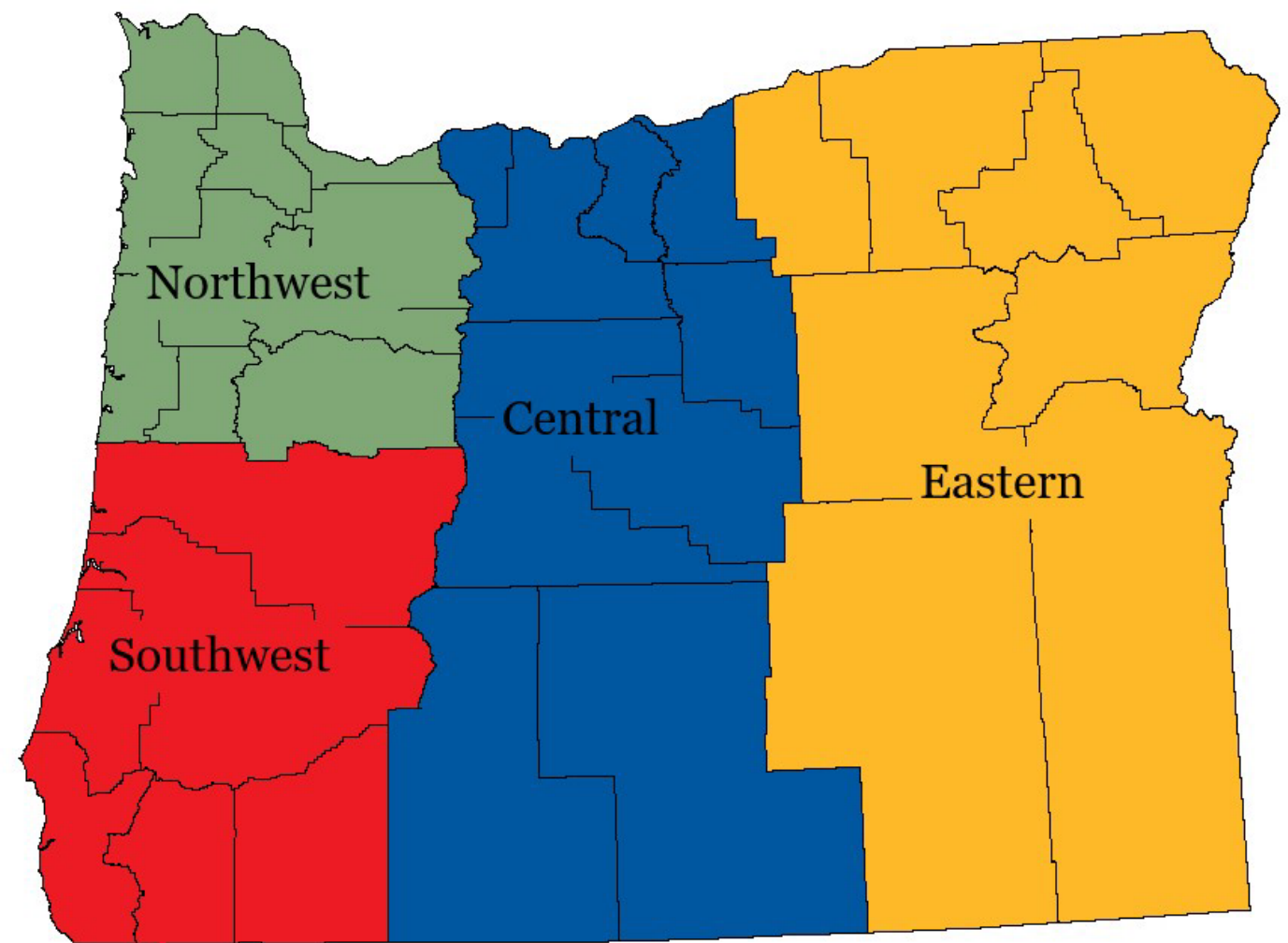
National-level literature on police workforce trends

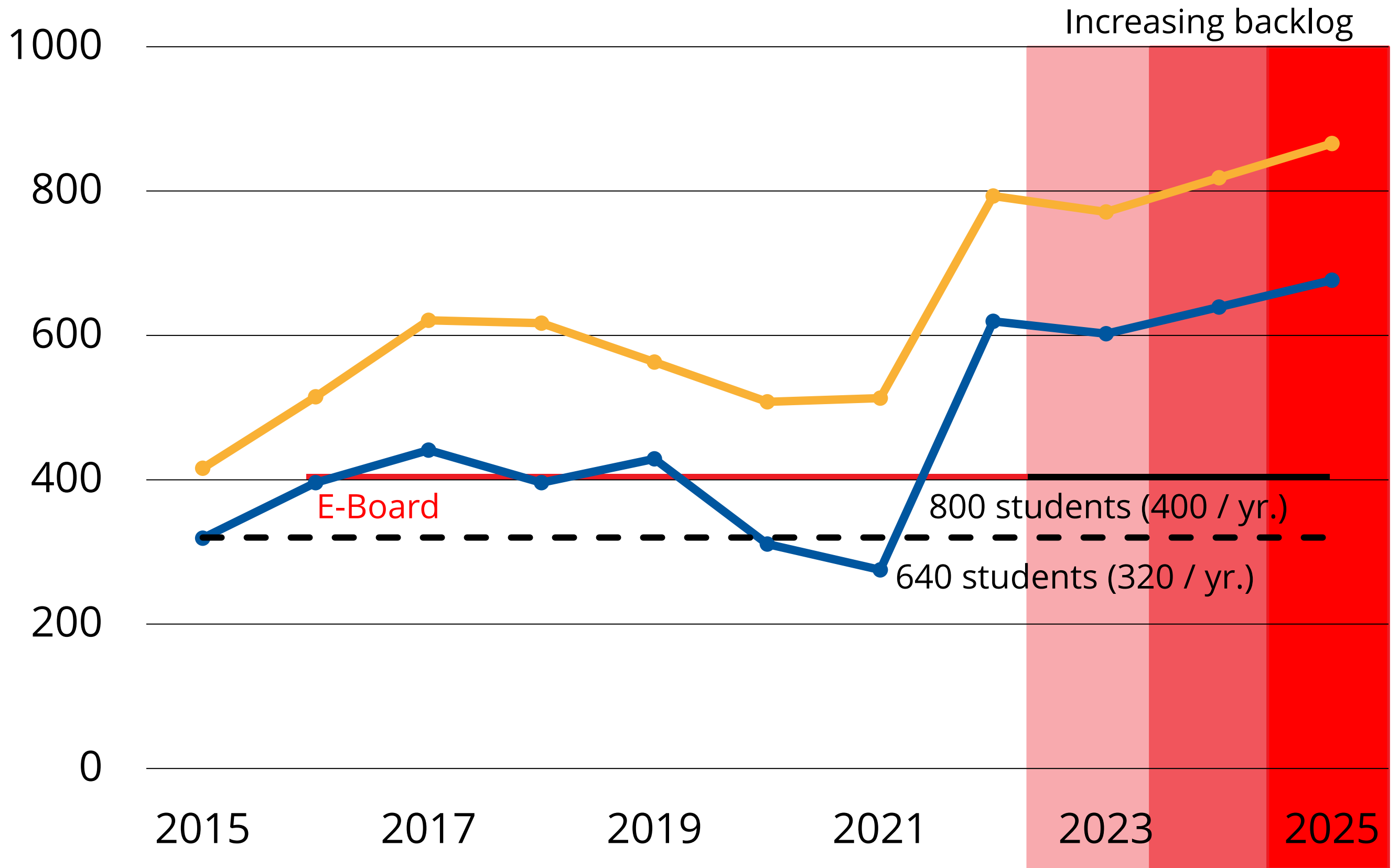
Refer to DPSST report, *Basic Police Forecasting Report* by Dr. Patrick Van Orden, Annie Rexford, & Dr. Faith Gifford



# Agency Survey

- 84 agencies responded
- All regions represented, including OSP – majority were NW
- All size tiers represented – majority were Tier 3 (less than 24 officers)
- PPB did not respond (largest single contributor of students)





● Hiring ● Enrollment

# LE Workforce “Risks”

**A change in culture, not a “bubble”**

Fewer people are applying to become  
police officers / lack of qualified  
applicants  
**(requires more frequent hiring  
cycles)**

*Sources:*

*The Workforce Crisis, and What Police Agencies Are Doing About It, Police Executive Research Forum*  
*Statewide BP Academy Forecasting Survey from DPSST*





# LE Workforce “Risks”

**A change in culture, not a “bubble”**

More officers are leaving...well before  
retirement age  
**(leads to more entry-level  
applicants)**

*Sources:*

*The Workforce Crisis, and What Police Agencies Are Doing About It, Police Executive Research Forum*  
*Statewide BP Academy Forecasting Survey from DPSST*



# LE Workforce “Risks”

**A change in culture, not a “bubble”**

A growing number of officers are becoming eligible for retirement  
**(more vacancies, leading to more new hires)**

*Sources:*

*The Workforce Crisis, and What Police Agencies Are Doing About It, Police Executive Research Forum*  
*Statewide BP Academy Forecasting Survey from DPSST*



# LE Workforce “Risk impact on DPSST”

- 198 Agency Part Time (APT) instructors
- 135 Agency loans
- The 20<sup>th</sup> class this biennium required a partnership with Metro Agencies

## *Sources:*

*The Workforce Crisis, and What Police Agencies Are Doing About It*, Police Executive Research Forum  
Statewide BP Academy Forecasting Survey from DPSST



# Guiding Principles

**Creating a proposal that works**

1. Maintain the safety of our staff and students
2. Do not sacrifice the quality or fidelity of our nationally-recognized training

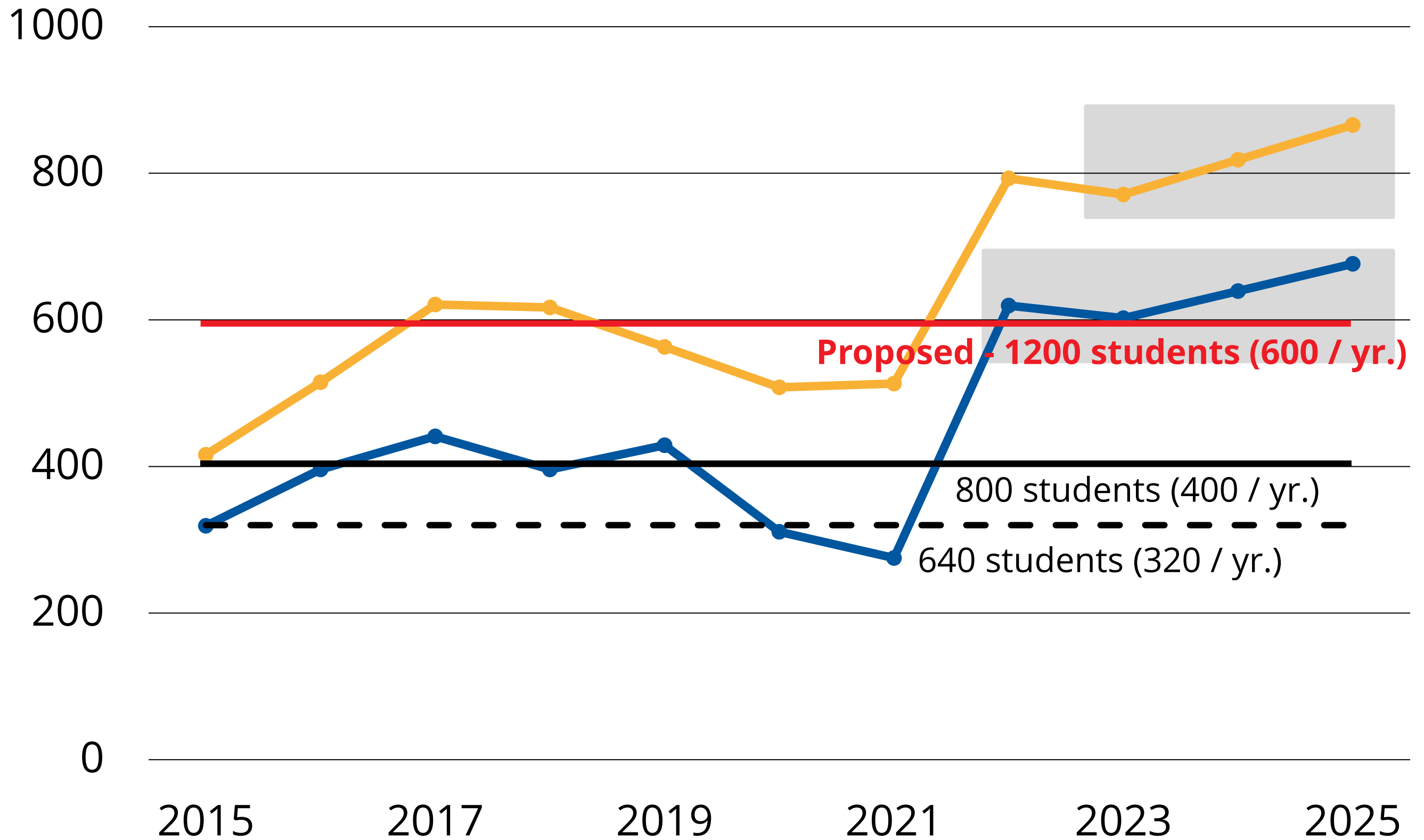


# Off-Campus Alternatives

## Satellite Academy / College Partnerships

- Difficult to quickly implement
- Feasibility studies (Metro & Central Oregon) do not support satellite Basic Police academies at this time
- May lack easily accessible and/or specifically-designed skills venues
- Risk losing curriculum integrity





● Hiring ● Enrollment





# Extended Operational Hours

- Allows us to leverage existing specially-designed infrastructure.
- Increases students served per biennium from 640 to 1200.





# Extended Operational Hours for 1200

## Cost Estimate

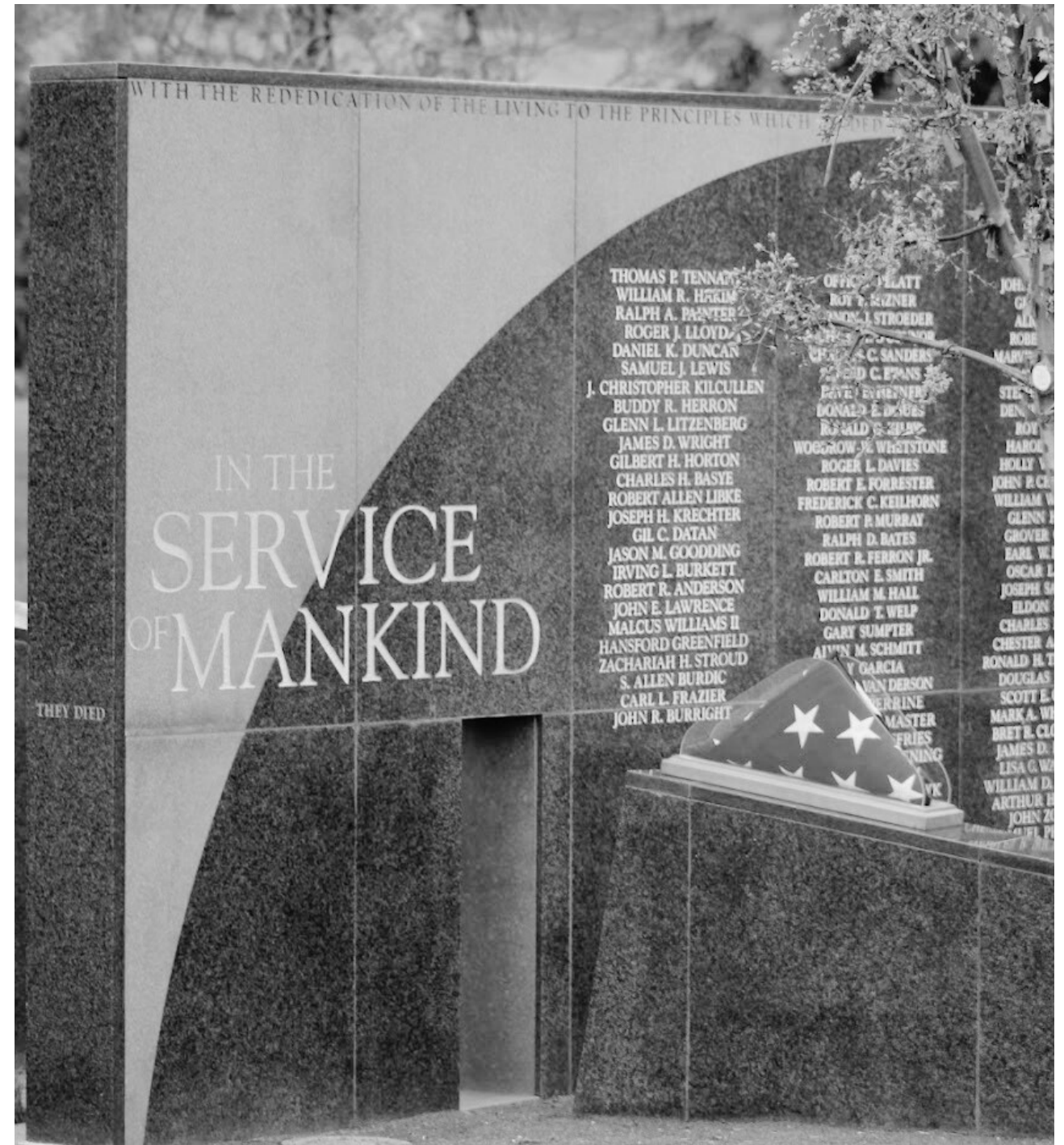
- 640 students / biennium (CSL)  
\$10,240,000
- 800 students / biennium (GRB)  
CSL + \$2,560,000 = \$12,800,000
- 20 Classes of 60 = 1200 students / biennium (Proposed)  
Additional funds needed = **\$12,839,761** above CSL





# A Partnered Solution

- A stop-gap solution
- Two classes will be run by OSP & DPSST – utilizing both agencies' instructors & venues
- OSP is a partner & academy tenant



“[The Basic Police curriculum] works as it was designed to work: it produces better trained, more thoughtful basic police officers...The current curriculum is good for Oregon, and we need to protect it.”

Chief John Teague, Keizer Police Department





# Curriculum

## Evaluation Phase 1 Findings

By the end of academy...

- ...students showed increased communication in interactions
- ...fewer deadly use of force incidents in scenarios

Refer to *An Effectiveness Evaluation of the Oregon State Revised Basic Police Academy Curriculum* by Dr. Stephen James, Dr. Staci Yutzie, & Dr. Lois James





# Looking Ahead

- Extended operational hours model is both sustainable & scalable
- Forecasting plan to monitor hiring & enrollment trends
- Continued search for innovative ways to serve more students





# Forecasting Plan

Academy and statewide demographics will be monitored on a regular basis by DPSST staff.

Quarterly

Yearly

Enrollment  
Data

Hiring  
Data

Agency  
Survey

Workforce  
Research





Phil Castle,  
Director

4190 Aumsville Hwy., SE  
Salem, OR 97317

(503) 378-2100

---