

# Academy Enrollment Forecast

*Projected Basic Police enrollment for 2025-27  
at the Oregon Public Safety Academy*

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# Mission and Guiding Principles

DPSST's mission is **pursuing excellence in training and accountability for public safety professionals.**

The agency's guiding principles are to provide **high-quality training** while ensuring the **safety and well-being** of students and staff.







# Academy Training

- All new officers must complete the Basic Police (BP) course at the Oregon Public Safety Academy in Salem
- Police officers, sheriff's deputies and OSP troopers are statutorily required to enroll in BP within 90 days of hire
- BP classes consist of 40 students and last 16 weeks. Before 2023, DPSST ran 20 classes per biennium





# A Changing Profession

- Widespread retirements, the pandemic, and police reform have led to increased turnover in Oregon and nationwide

- From 2015 to 2019, an average of 490 officers left their agencies annually. From 2020 to 2022, that number rose to 657

- As new officers were hired to fill widespread vacancies, wait times for academy enrollment increased





# Eliminating the Training Backlog

As hiring increased to fill vacancies, the wait for BP training grew to over 7 months. With the support of the Governor, the Legislature in 2023 granted DPSST funding to address the backlog.

## Legislative Support

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SB 5533 raised CSL and funded training for an additional 300 students in the 2023-25 biennium

## Increasing Capacity

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DPSST created a flexible training template to accommodate 60-student classes

## Pilot Program

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Three 60-student classes and three 40-student OSP collaboration classes commenced beginning in November 2023

## Backlog Ended

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The backlog was eliminated by spring 2024. The new flexible training template can accommodate future surges



# Where We Are Now

- Average academy enrollment wait is **1-2 months**
- Wait times are forecast to remain **within the 90-day requirement** through the 2025-27 biennium
- DPSST will expand classes as needed to account for distribution of hires in different quarters





# Oregon Police Staffing Snapshot

Oregon’s 180 law enforcement agencies employ about 6,000 certified officers.

In fall 2024, 128 agencies representing 94% of sworn officers participated in an annual statewide staffing survey.

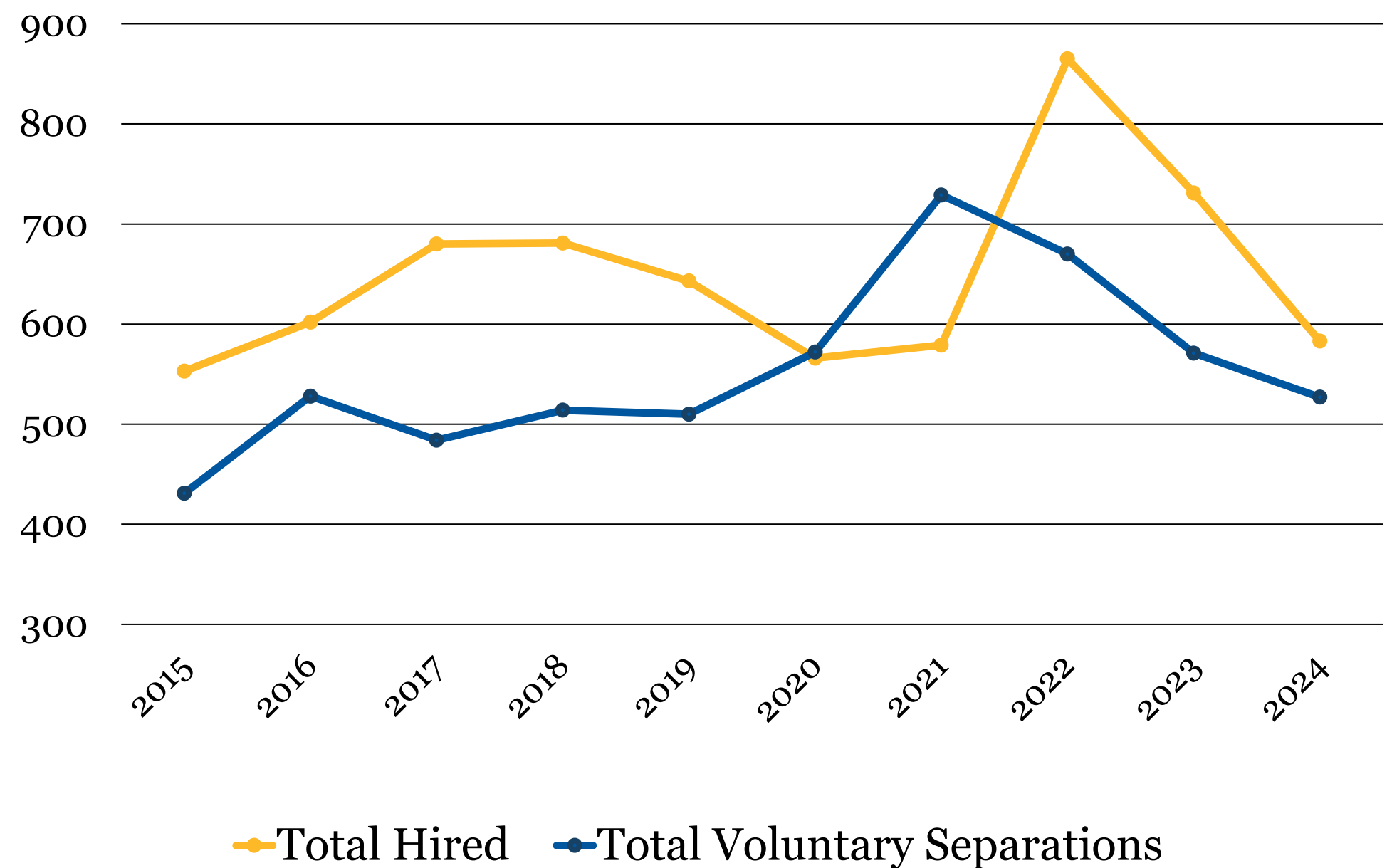
DPSST conducts the survey to monitor employment trends and forecast academy enrollment.

No. of agencies	Officers – Women	Officers – Men	Total Officers
180	636	5377	6013



# Hiring and Separation Trends

- The staffing survey indicates agencies are struggling to find qualified applicants
- 46% of agencies have had a failed recruitment in the last year
- 30% of agencies have experienced a no-show after extending a job offer
- The changing nature of the police labor market adds uncertainty to the forecast





# Lateral Movement

- New hires include both entry-level officers and already-certified laterals, who do not require training
- Lateral hires have comprised 38% of annual hires since 2018
- In 2024, about 12% of lateral hires came from outside Oregon
- The rate of entry-level versus lateral hires impacts academy enrollment







# Choosing to Serve

- Agencies report that officers who depart before retirement are only serving for about 5 years before either moving laterally or leaving the profession
- Agencies in Oregon and nationwide are facing recruitment and retention challenges
- DPSST's upcoming *Choosing to Serve* report will examine officers' reasons for starting and ending a career in law enforcement

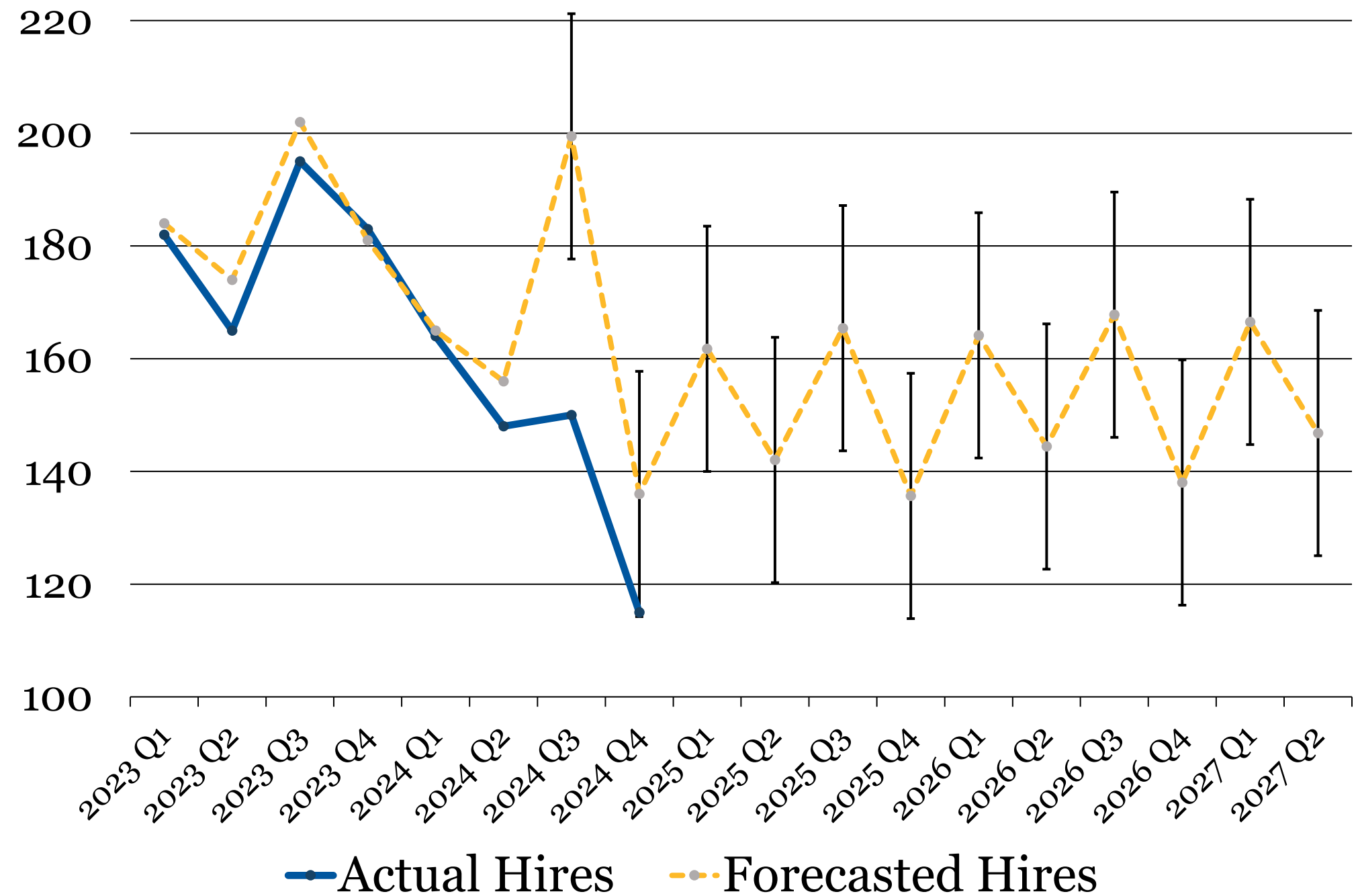




# Hiring Forecast

A difference in forecasted versus actual hires over the last two quarters indicates that the staffing spike of 2022-23 has likely leveled.

Beginning this quarter, we are forecasting a gradual increase in total yearly hiring.

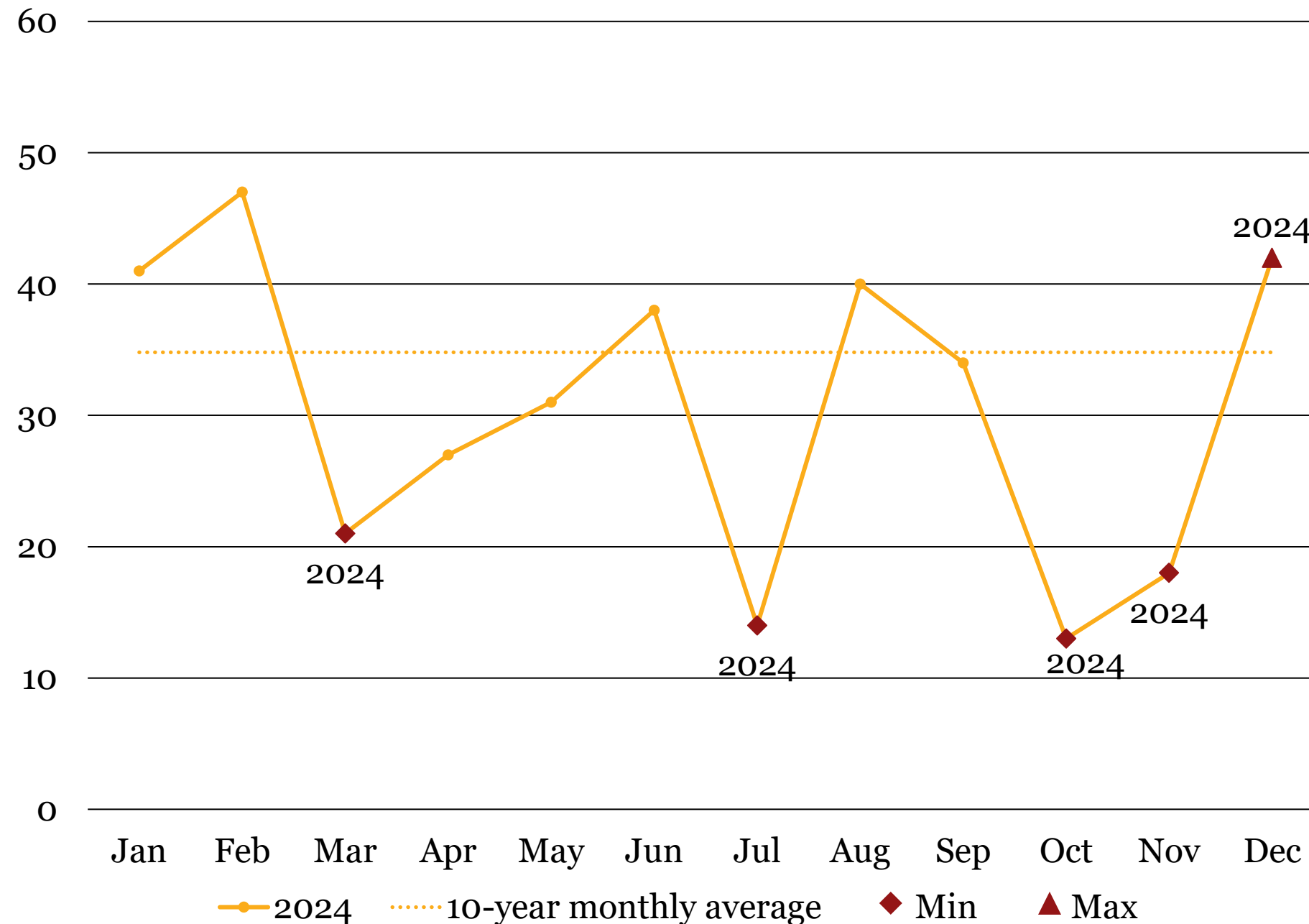




# Monthly Hiring Variations

Record-low hiring in October and November 2024 was followed by record-high hiring in December.

Such variations in monthly hiring illustrate how quarterly projections can be accurate and still result in uneven enrollment and wait times.





# Forecasting Differences

Statewide hiring and academy enrollment are multi-faceted phenomena with agency staffing levels and hiring processes at the heart.

The greatest forecasting uncertainties continue to stem from the timing and length of hiring processes, local budget cycles, the rate of separations and lateral hires, and shrinking pool of qualified applicants seen at agencies across the nation.

Quarter	Actual Hiring Data	Forecasted Hiring Data	Difference (Forecast – Actual)
2023 Q1	182	184	+2
2023 Q2	165	174	+9
2023 Q3	195	202	+7
2023 Q4	183	181	-2
2024 Q1	164	165	+1
2024 Q2	148	156	+8
2024 Q3	150	199	+49
2024 Q4	115	136	+21
2025 Q1		162	
2025 Q2		142	





# Conclusion

- Over the 2025-27 biennium, DPSST anticipates training up to its current service level of 980 students while maintaining a wait time well under the 90-day statutory requirement.
- Hiring trends that vary from month to month can impact enrollment and wait time, and DPSST is prepared to expand class sizes as needed to accommodate hiring surges.
- DPSST will continue working with Oregon's law enforcement agencies to identify staffing trends and meet their training needs.







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