

Academy Training Final Report

Final report on the 60-student Basic Police Course pilot

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Overview

Senate Bill 5533 provided additional funding for DPSST to address a Basic Police training backlog by increasing enrollment at the Oregon Public Safety Academy.

Training Completion

All pilot 60-student classes have been completed

Safety Incidents

No anomalous injuries have occurred because of the expansion

Impact on Backlog

Agencies may now enroll recruits within 90 days of hire

Updated Forecast

DPSST will flex to meet forecasted demand of 880-1020 students in 2025-27



Safety and Quality

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

Adhering to these principles while increasing the number of students engaged in training required significant changes to program and staffing structures.



Pilot Status

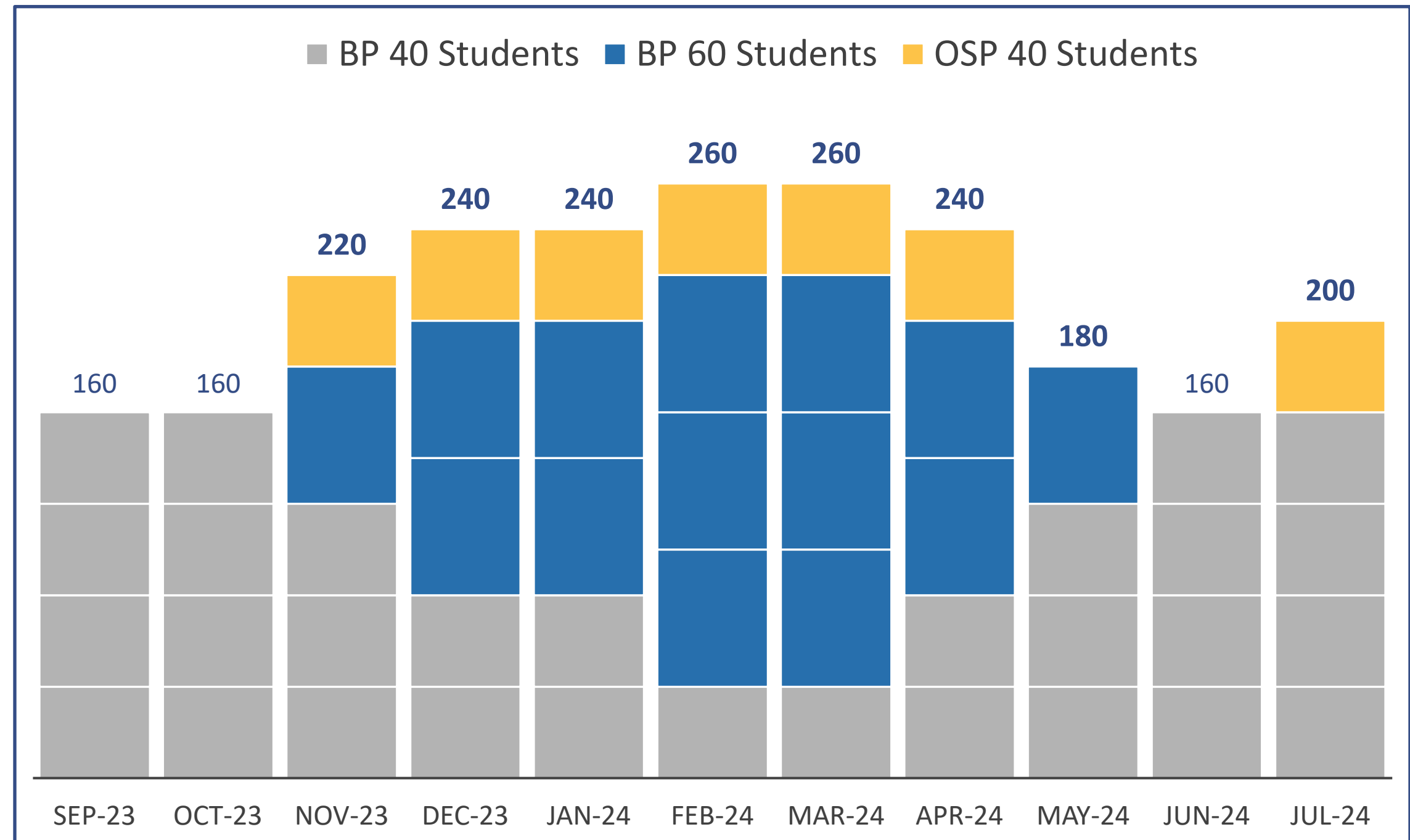
The pilot included adding three 60-student classes and three 40-student OSP partnership classes.

- The third and final 60-student class graduated May 24
- One 40-student OSP partnership class is complete. A second begins in July 2024, and a third will be held in 2025



Basic Police Course Timeline

- The enrollment increase stretched academy infrastructure capacity
- During peak months, Basic Police student numbers were 62.5% above normal



Training Template

DPSST built a new scalable training template to accommodate larger classes and quickly reduce the backlog.

Classes were divided into smaller groups to maintain established instructor-to-student ratios for each training venue

New scalable template offers flexibility to shift between 40- and 60-student classes

A large, complex grid representing a training template. The grid is composed of many small cells, each containing text and some with shaded backgrounds. The grid is organized by dates along the top and left sides. Handwritten annotations are present: "40 Person Template 438" in the top left, "437" in the middle left, and "436" in the bottom left. A "Swap?" note with an arrow is in the middle, and a "Dif. Issue" note is in the bottom. The grid shows a detailed schedule of training sessions, including topics like "Criminal Law", "Vehicle Code", and "Criminal Justice".

DPSST's strategy for accommodating 60-student classes included:

**Adding
full-time
instructors**



**Adapting
facilities**



**Expanding
training
hours**



**Securing
additional
resources**





Training Completion

- At this time, four pilot cohorts have completed training, including all three 60-student classes
- 200 total students have graduated from pilot classes
- Pilot course graduation rates are 93%, exceeding the average Basic Police rate of 91%
- Students who did not achieve completion may do so after remediating a skill post-academy



Safety Actions

- One of DPSST's two guiding principles is to assure the safety and wellbeing of staff and students
- High-risk training results in a relatively small number of injuries or safety incidents
- Before pilot implementation, DPSST developed an updated safety plan and created two Safety Specialist positions
- No safety anomalies have occurred during the pilot program
- The training injury rate during the pilot program is about 1% of all students who are engaged in high-risk training



Safety Incidents

| Date | Incident | Venue | Actions |
|---------|---|------------------|--|
| Nov. 29 | Student allergic reaction to food containing nuts | Classroom | Student used EpiPen; EMS called and student transported |
| Dec. 7 | Role player head injury after fall on stairs while walking to training location | Scenario Village | EMS called, role player transported and released same day |
| Dec. 7 | Instructor knee injury during defensive tactics training | D Building | Instructor sought treatment on 12/13, no work disruption |
| Dec. 8 | Student shoulder dislocation during Defensive Tactics training | Scenario Village | EMS called, student transported |
| Dec. 12 | Role player laceration after hitting head on open car latch | Scenario Village | Bandages applied and concussion protocol initiated; EMS called, further medical treatment declined |
| Dec. 18 | Student knee injury during ORPAT | D Building | Staff transported student to hospital |
| Dec. 19 | Student knee injury during PT session | D Building | Student sought treatment after conclusion of training |
| Jan. 2 | Instructor knee injury during defensive tactics session | D Building | Instructor sought treatment after conclusion of training |
| Jan. 24 | Student leg injury during Use of Force scenario | D Building | Student transported to urgent care by staff |
| Feb. 1 | Student injured ankle during defensive tactics training | Mat Room | Staff provided initial first aid, then transported student to hospital. Student withdrew from training due to injury |



Safety Incidents (continued)

| Date | Incident | Venue | Actions |
|----------|--|------------------|--|
| Feb. 27 | Student experienced headache and blurry vision outside of training | Dorms | EMS called but student declined transportation; later went to ER on own and released same-day with no restrictions |
| Feb. 27 | Role player injured eye from sim round debris during training scenario | Scenario Village | Eye was flushed and role player returned to training. Role player was wearing eye protection as required; students were advised to lower aim for the drill |
| March 11 | BCL student experienced dizziness and elevated heart rate after CORPAT | Gym | EMS called, student was transported to hospital |
| March 14 | Student elbowed in the head during use of force scenario training | Mat Room | Concussion protocol initiated and EMS called |
| March 29 | Student injured in ribs during defensive tactics training | Mat Room | Student was transported to hospital for evaluation and released same-day with no restrictions |
| April 1 | Student injured thumb during ORPAT | Gym | Student applied ice and later went to hospital for evaluation; agency removed student from training |
| April 3 | Student experienced abdominal pain during physical training exercise | Gym | Student went to ER the following week and was diagnosed with a hernia; agency removed student from training |
| May 3 | Student had wind knocked out of her and received a possible concussion | D Building | Concussion protocol showed possible concussion. Student went to doctor and was released for full training after 2 days |



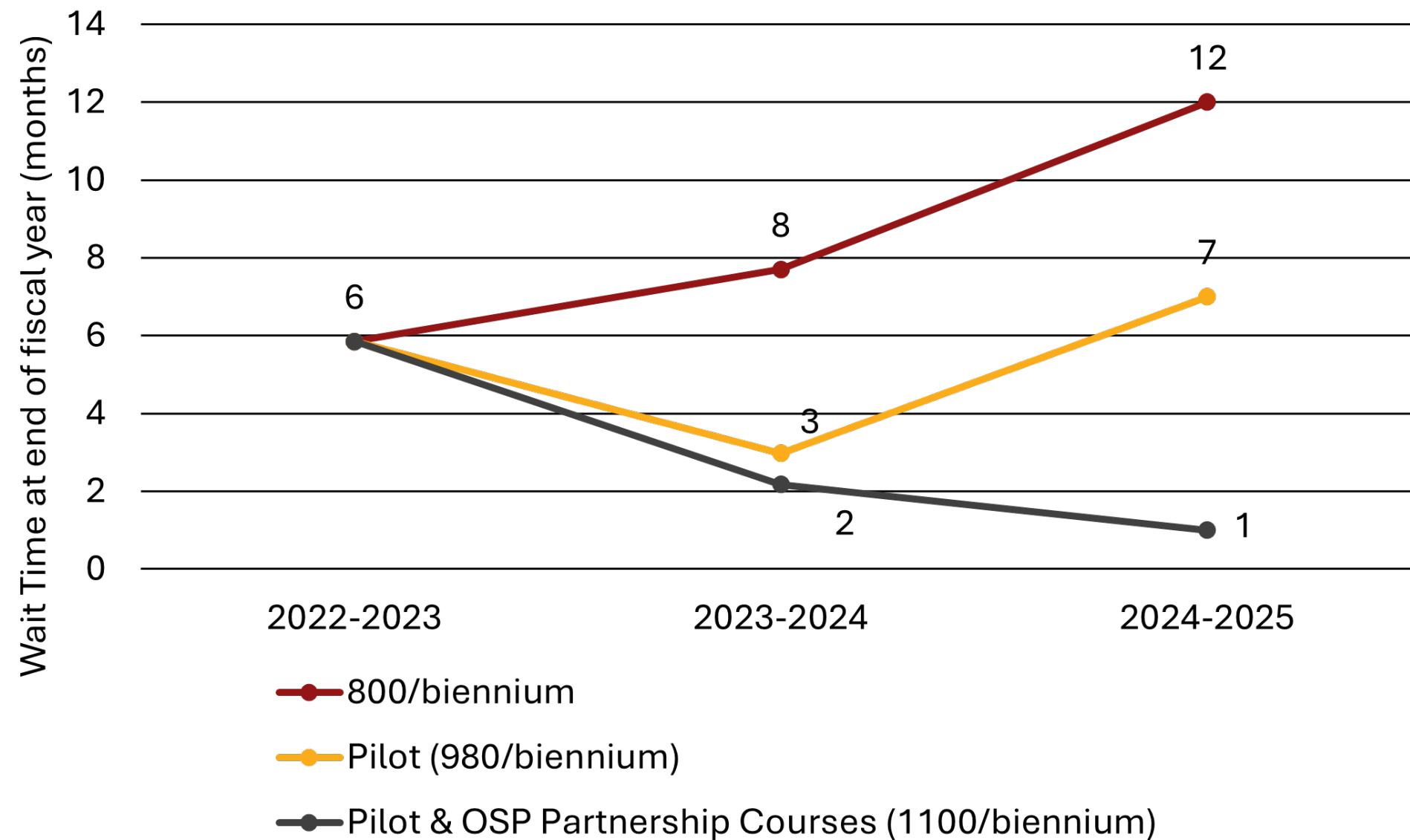


Impact on Backlog

- All new officers are required to enroll at the Oregon Public Safety Academy within 90 days of hire
- The wait time for Basic Police training was over seven months at its peak
- At the time of this report, agencies may enroll students within the 90-day statutory requirement



Basic Police Course Forecast



- Long-term projections to 2025-27 anticipate Basic Police enrollment of between 880 and 1020 students
- Utilizing a scalable model capable of responding to surges in hiring and academy enrollment will maintain 90-day statutory wait times



Conclusion

- By providing the resources to implement the pilot, the Legislature and the Governor have allowed DPSST to address the Basic Police training backlog and bring enrollment wait times to within 90 days
- DPSST has adhered to its guiding principles of providing high-quality training while ensuring the safety and well-being of students and staff
- The pilot has resulted in the creation of a dynamic training template that allows DPSST to appropriately respond to law enforcement hiring trends
- Long-term enrollment projections to 2025-27 anticipate 880-1020 students
- DPSST will continue to respond to the market, accommodate enrollment surges and flex between 40- and 60-student class sizes





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