

Academy Training Update

Status 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 are currently underway

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

Enrollment will continue to exceed CSL, and DPSST will flex to meet demand



Preparing for Expansion

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.



Training Template

- Classes are divided into smaller groups to maintain established instructor-to-student ratios for each training venue
- Subdividing is a practice already in place with 40-student classes
- New scalable template offers flexibility to shift between 40- and 60-student classes

Option 1	Option 2		Option 3			Option 4	
60 students	Group A 30 students	Group B 30 students	Group A 20 students	Group B 20 students	Group C 20 students	Group A 40 students	Group B 20 students





Instructors

New staffing model utilizes more full-time instructors and fewer Agency Part-Time instructors (APTs).

- 21 full-time positions funded in the 2023 legislative session have been filled
- DPSST has established two additional Safety Specialist positions and five limited-duration instructor positions



Additional Resources

- Dormitory space will exceed capacity, so DPSST has secured a block of hotel rooms for select instructors and non-basic students

- Training is being extended into evening hours, and facilities are being converted to makeshift training/classroom space

- DPSST has secured additional food, ammunition, uniforms and classroom equipment





Training Completion

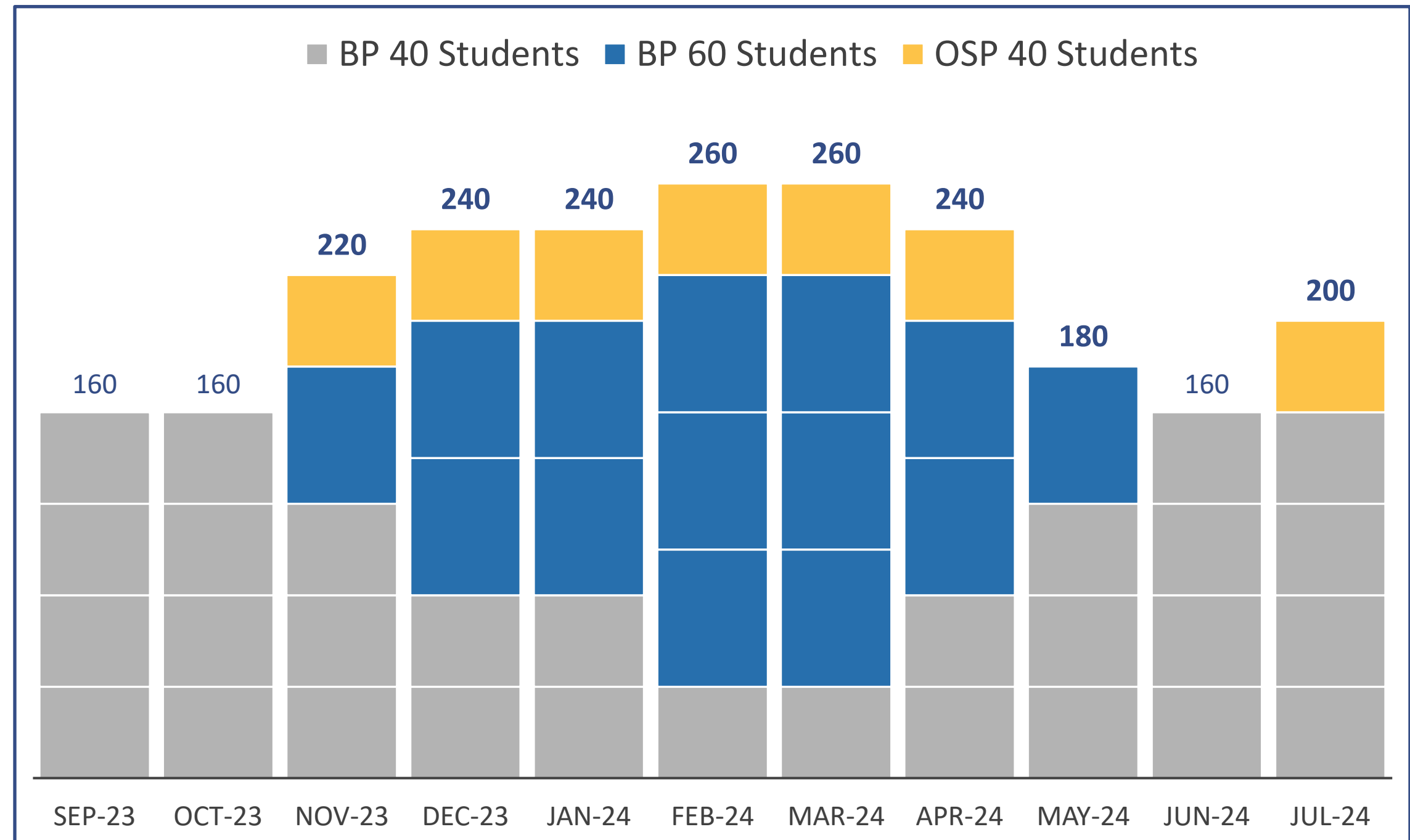
SB 5533 provided funding to increase biennial enrollment from 800 to 1100.

- All pilot 60-student courses are ongoing and will graduate monthly beginning in March
- A 40-student course taught in collaboration with Oregon State Police will conclude in April



Basic Police Course Timeline

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



Safety Actions

- Ensuring the safety and wellbeing of students and staff is a DPSST guiding principle
- 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
- DPSST has increased staff capacity for incident response and added safety improvements on campus, and is exploring further improvements by capturing and analyzing safety data



Training Safely

- Almost all academy students participate in high-risk training, which results in a relatively small number of injuries or safety incidents.
- Despite the increase in students undergoing training, no safety anomalies have occurred since the pilot program commenced. Evaluation of safety incidents is ongoing.
- It is DPSST's practice to call for Emergency Medical Services out of an abundance of caution.



Safety Incidents

Date	Incident	Venue	Actions
Nov. 29	Student allergic reaction to food containing nuts	Classroom	Student used EpiPen, staff called EMS 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 session	D Building	Student transported to urgent care by staff





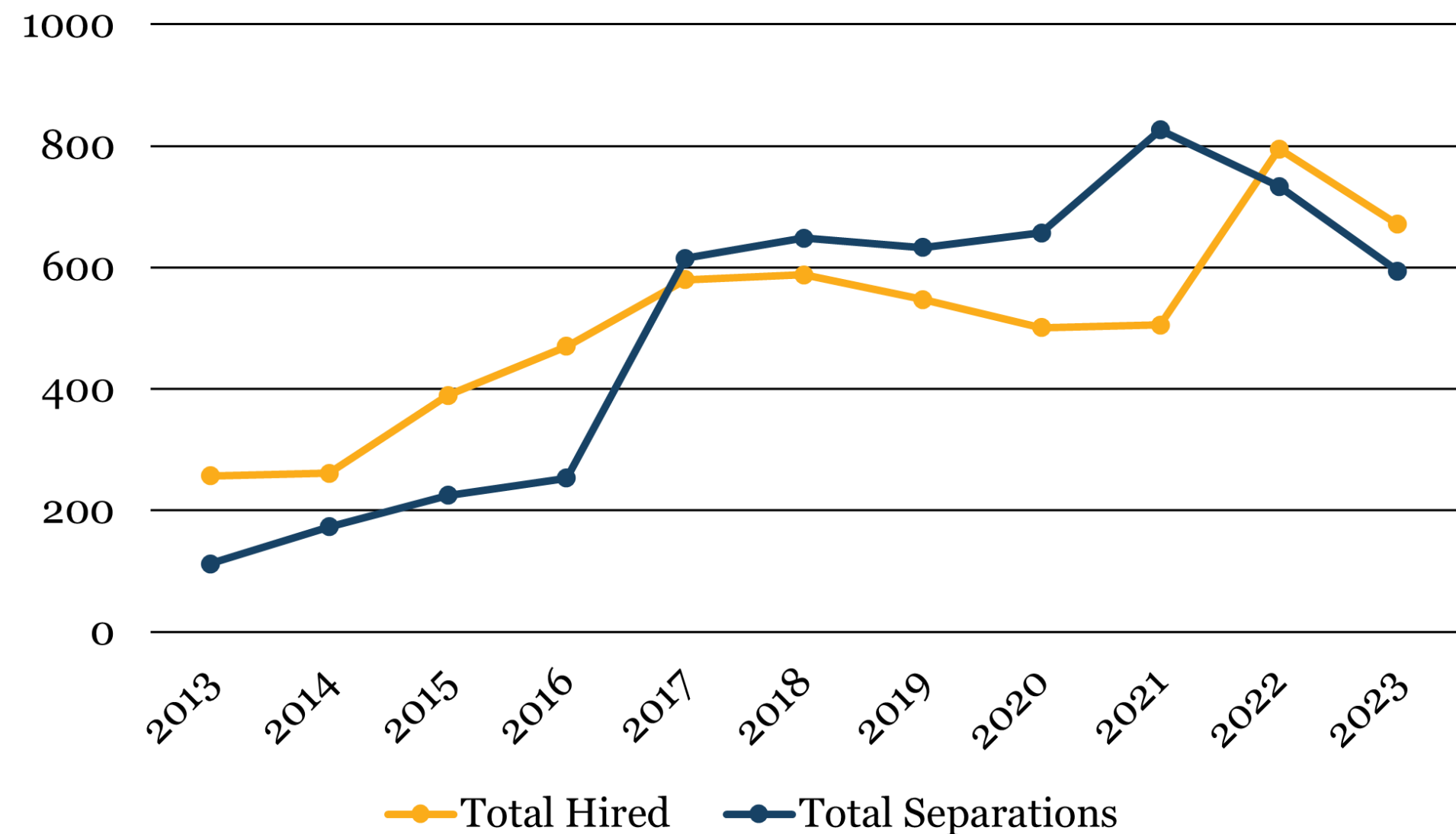
Impact on Backlog

- All new officers are required to enroll at the Oregon Public Safety Academy within 90 days of hire
- The wait time to enter 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



Hiring and Separation Trends

- Hiring and separation trends are key to forecasting academy enrollment
- The changing nature of the police labor market adds uncertainty to the forecast
- Hiring was up in 2022-23, but separations exceeded hires in five preceding years



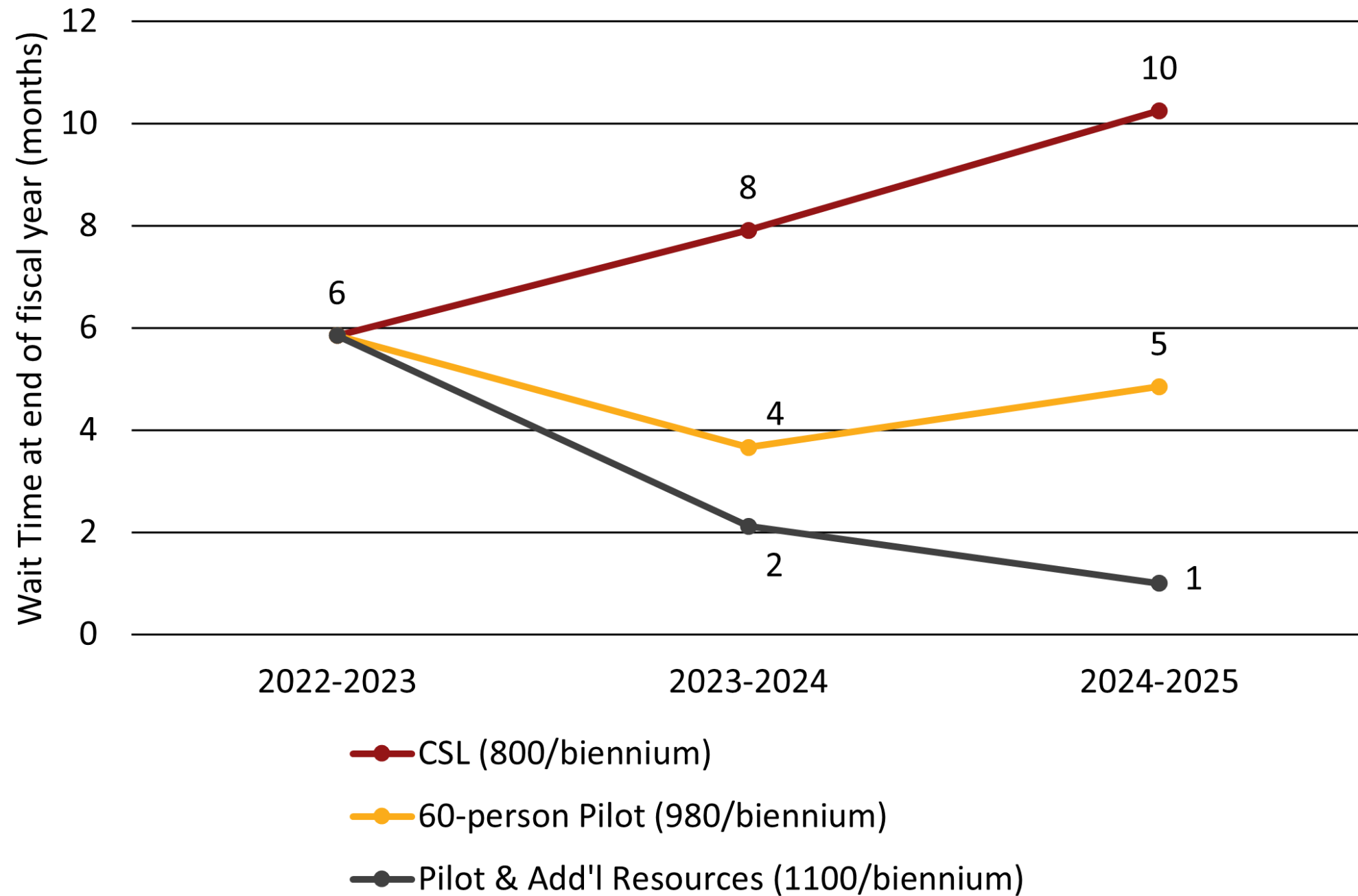
Forecasting Enrollment

Predicting academy enrollment is complicated by factors including:

- Shorter durations of law enforcement employment
- Lateral transfers between agencies
- Officers being re-hired after retirement
- Availability of qualified applicants
- Agencies holding vacancies open for extended periods
- Officers working past retirement eligibility



Academy Enrollment Forecast



- Current Service Level of 800 students per biennium will not support the required 90-day enrollment period
- 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 of students and staff
- The pilot has resulted in the creation of a dynamic training template that allows DPSST to nimbly 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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