Oregon Department of Public Safety Standards and Training

# Academy Forecast & Hiring Report

## 2025-2026 ACADEMY ENROLLMENT & POLICE WORKFORCE FORECASTING

**Presented October 2025**

Oregon Department of Public Safety Standards and Training

# Academy Forecast & Hiring Report

2025-2026 Enrollment Information & Police Workforce Forecasting

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# Executive Summary

## Statewide Police Staffing Trends & Forecast

As of October 2025, 172 law enforcement agencies in the state employ certified officers, with municipal agencies comprising the majority (63%) and employing 58% of officers. Women represent 11% of the total officer population, with large agencies employing the highest proportion of women (12%). Hiring and separation trends over the past decade show gradual increases, though recent quarters suggest a potential decline in hiring following a 2023 surge. Entry-level hires, who require Basic Academy training, made up 61.1% of hires in 2025, with quarterly variation impacting academy enrollment forecasts. Forecasting models project stable hiring through 2026, though economic conditions and agency-specific hiring timelines introduce uncertainty.

## 2025 Statewide Law Enforcement Staffing Survey

The 2025 staffing survey, with a 76% response rate, revealed variation in applicant volume by agency size and type. Large agencies averaged 115 applicants per posting, while small agencies averaged only 8. Demographic estimates show that 16% of applicants were from out-of-state, 12% were women, 16% were non-white, and 19% were veterans or active military. Applicant loss remains a challenge, with failed background checks, interviews, and unmet minimum qualifications being the top reasons. Agencies estimated an average 10% voluntary and 7% involuntary separation rate during probation, citing FTEP failure and changing mind about job, as top reasons.

Statewide, there are approximately 475 officer vacancies, with large agencies accounting for over half. Agencies estimated that about 21% of separations are non-retirement separations and those officers are leaving with an average of 4 years at that agency.

## Basic Police Enrollment & Wait Times

With an average forecast error of just 3% in 2025, enrollment forecasts remain relatively accurate and predict continued alignment with hiring trends. With the exception of early October 2025, forecasted wait times are expected to remain the 90-day statute through 2027, barring agency-specific delays or special circumstances.

## Basic Police Student Demographics

Demographic surveys from BP448 to BP456 (Jan–Sep 2025) achieved a 97% response rate. Key findings include:

- **Education**: 46% of student hold an Associate's degree or higher
- **Age**: 62% of students are aged 21–29, 30% are 30–39, and 8% are 40 or older.
- **Military Experience**: 28% of students have military backgrounds, with the Army and Marine Corps being most common.
- **Public Safety Experience**: 49% of students had prior experience, most commonly in corrections.
- **FTEP Time**: 80% of students spent one month or less in their agency's field training program before academy; only 1% reported 3+ months.
- **Regional Distribution**: 58% of students came from the Northwest region, with Portland Police Bureau contributing the most students.[1]

[1] This executive summary, introduction and conclusion were created with AI assistance. All were reviewed and edited for accuracy and content by primary author. Otherwise, the report concept, content, and analysis are the original work of the authors.

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# Foreword: Understanding the Data

This report marks the first release aligned with the fiscal year (July to June), rather than the calendar year. As a result, references to time periods may alternate between fiscal years, calendar years, and, for this report, January to September 2025. Readers are encouraged to pay close attention to time labels throughout the report.

The data used in this report comes from multiple record management systems, none of which were originally designed for data analysis. Registration data is sourced from STARS, maintained by the Professional Standards Division, and feeds into ATOMS, maintained by the Training Division. ATOMS stores academic information for Basic Police students during their time at the academy. Demographic data in these systems is limited; so additional databases and anonymous student surveys are used.

Forecasts related to employment actions—such as hiring and separations—are based on historical data from SkillsManager. Because officer data is submitted by employing agencies, there is potential for errors that go unnoticed. The Research team continues to collaborate with the Professional Standards Division to improve understanding of the data and refine how it is presented and analyzed.

Finally, some sections of this report involve hand-coded data. While every effort is made to ensure accuracy, manual processing of large datasets introduces the possibility of human error. In some cases, coders must interpret entries—for example, determining whether an officer is a lateral transfer or an internal hire based on indirect information.

# Introduction

The 2025-26 Annual Forecasting Report provides a comprehensive overview of current trends in law enforcement staffing and training across Oregon. Developed by the Research Team within the Center for Policing Excellence at DPSST, this report is intended to support informed decision-making by law enforcement leaders, policymakers, and DPSST. It reflects a continued effort to monitor and understand the dynamics of police workforce development, including hiring patterns, academy enrollment, and the evolving needs of agencies statewide.

This years' report highlights key aspects of recruitment, training timelines, and workforce composition. While the report does not extensively revisit historical data, it offers contextual insights where appropriate to support interpretation of current trends. As public safety agencies continue to navigate evolving demands, this report provides context to help policymakers evaluate where investments in training infrastructure, personnel development, and data systems may have the greatest impact.

# Part One: Statewide Police Staffing & Forecast

## Oregon Police Staffing Snapshot

As of October 2025, there are 172 law enforcement agencies in Oregon that employ certified police officers. This number can be fluid based on the ongoing consolidation and creation of agencies. It is worth noting that not all agencies contribute to the Basic Police Academy enrollment. For example, most of the "Specialty" category, such as district attorney's offices and school district public safety departments, primarily engage in lateral hiring. This leaves approximately 157 agencies who contribute students to the Basic Police academy.

*Table 1 - Agency and officer counts, by type (as of September 16, 2025)*[†]

| | No. of agencies | Officers - Women | Officers - Men | Total Officers |
|---|---|---|---|---|
| Municipal | 108 (63%) | 450 (67%) | 3,098 (57%) | 3,548 (58%) |
| Sheriff's Office* | 36 (21%) | 137 (20.5%) | 1,415 (26%) | 1,552 (25.5%) |
| Specialty** | 15 (9%) | 18 (3%) | 67 (1%) | 85 (1%) |
| Tribal | 8 (5%) | 5 (<1%) | 81 (1.5%) | 86 (1%) |
| Campus | 4 (2%) | 8 (1%) | 76 (1%) | 84 (1%) |
| OSP | 1 (<1%) | 51 (8%) | 675 (12.5%) | 726 (12%) |
| **Total** | **172 (100%)** | **669 (100%)** | **5,412 (100%)** | **6,081 (100%)** |

[†] *may not equal 100% due to rounding*
** includes agencies who have contracted with and are staffed by a larger agency*
*** includes railroads, BLM, Humane society, school districts, district attorney's offices, Oregon Department of Justice- Criminal Justice Division, Oregon Judicial Department – Marshal's office, and Portland Fire Bureau Investigations*

To better understand the landscape of Oregon policing, agencies are classified and examined in two ways – agency type (Table 1) and agency size (Table 2). The demographic examination here is limited to officer counts and binary gender.[1]

As expected, municipal agencies make up the majority of police agencies in Oregon (63%, n=108) and subsequently employ the largest percentage of officers (58%, n=3,548). The Oregon State Police (OSP) is large enough that, while it is only one agency, it employs 12% of the state's certified officers. While specialty agencies are the third most common agency type, they employ the fewest certified officers.

Table 2 shows that while only 7% (n=12) of agencies are considered large (over 100 officers), these agencies account for just over 50% (n=3,072) of Oregon officers. Conversely, small agencies (1-24 officers) make up about 70% (n=160) of Oregon agencies, but just under 20% (n=3,009) of officers.

*Table 2 - Agency and officer counts, by size as of September 16, 2025*

| | No. of agencies | Officers - Women | Officers - Men | Total Officers |
|---|---|---|---|---|
| Large | 12 (7%) | 368 (55%) | 2,704 (50%) | 3,072 (51%) |
| Medium | 44 (26)% | 194 (29%) | 1,642 (30%) | 1,836 (30%) |
| Small | 116 (67%) | 107 (16%) | 1,066 (20%) | 1,173 (19%) |
| **Total** | **172 (100%)** | **669 (100%)** | **5,412 (100%)** | **6,081 (100%)** |

## Women Officers

At a state level, women make up 11% of officers (Figure 2, n=669), continuing the slow increase in the percentage of women officers starting in 2022. Also reflecting the rise of women in policing is that 48% (n=81) of agencies now employ more than one woman officer (agency type breakdown in Figure 1). This is compared to 30% of agencies three years ago.

[1] Beyond a self-reported demographic survey from recent basic academy students, DPSST does not readily track a robust set of officer demographics (i.e. race/ethnicity, sexual orientation, etc.) other than age and gender.

*Figure 1 - Agencies with one or no women officers as of September 16, 2025*

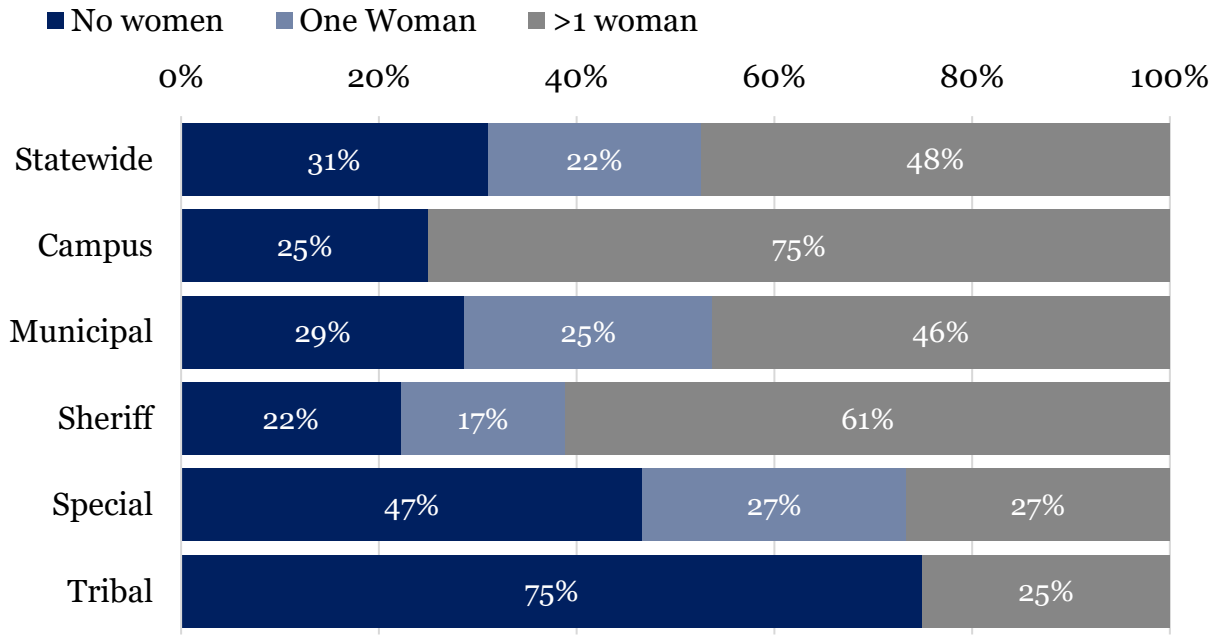
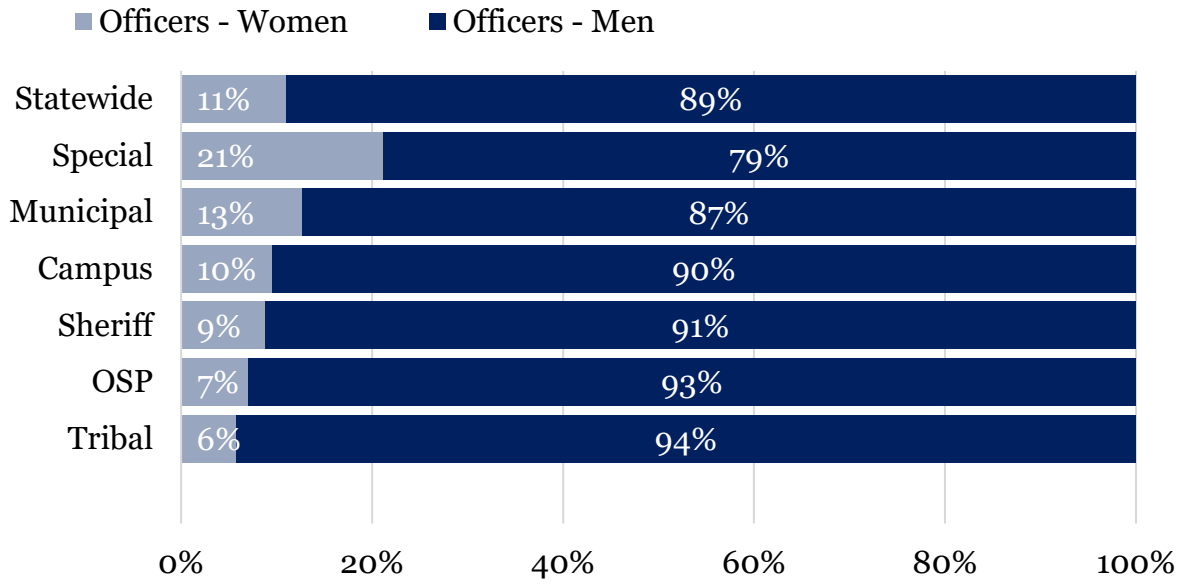


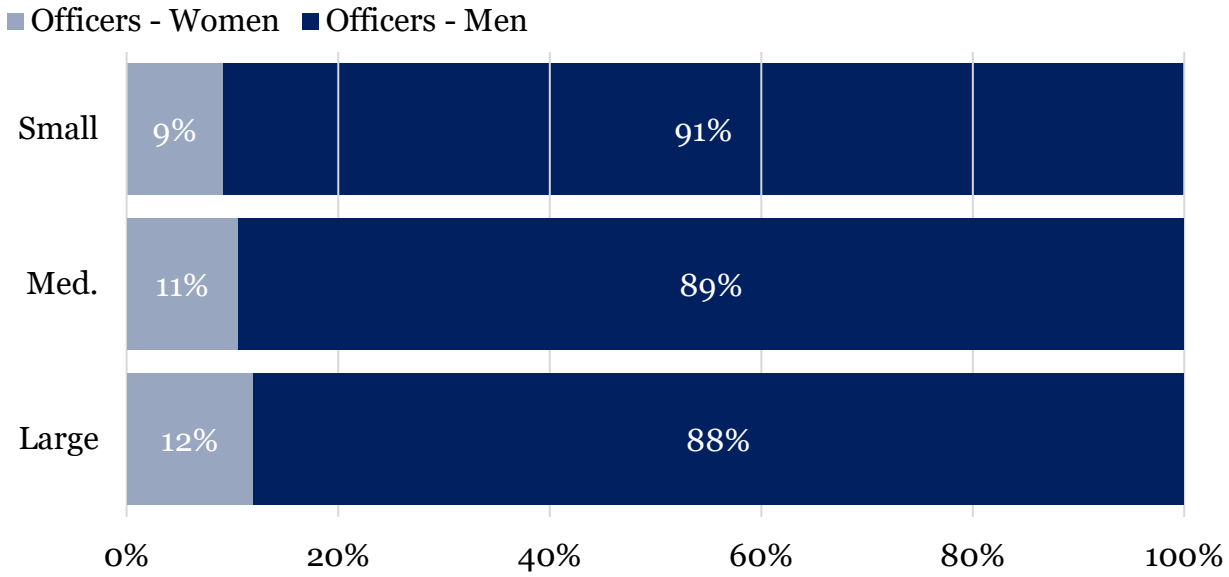

*Figure 2 - Gender demographics, by agency type as of September 16, 2025*




Specialty agencies employ the largest percentage of women at 21% (n=18). Of the agency types that rely heavily on entry-level hires, it is municipal police that employ the highest percentage of women (Figure 2); women officers comprise 13% (n=450) of their

certified officers. Large agencies employ the largest percentage of women officers (Figure 3), making up 12% (n=368) of their certified officers.

*Figure 3 - Gender demographics, by agency size as of September 16, 2025*




Notably, in the statewide staffing survey[2], agencies estimated that an average of 12% of their applicants were women. Small agencies have the smallest percentage of women officers at 9%, which is in line with the fact that small agencies heads also estimate the lowest percentage of women applicants – 10% compared to 16% at both large and medium agencies.

## Statewide Staffing Trends

### Definitions

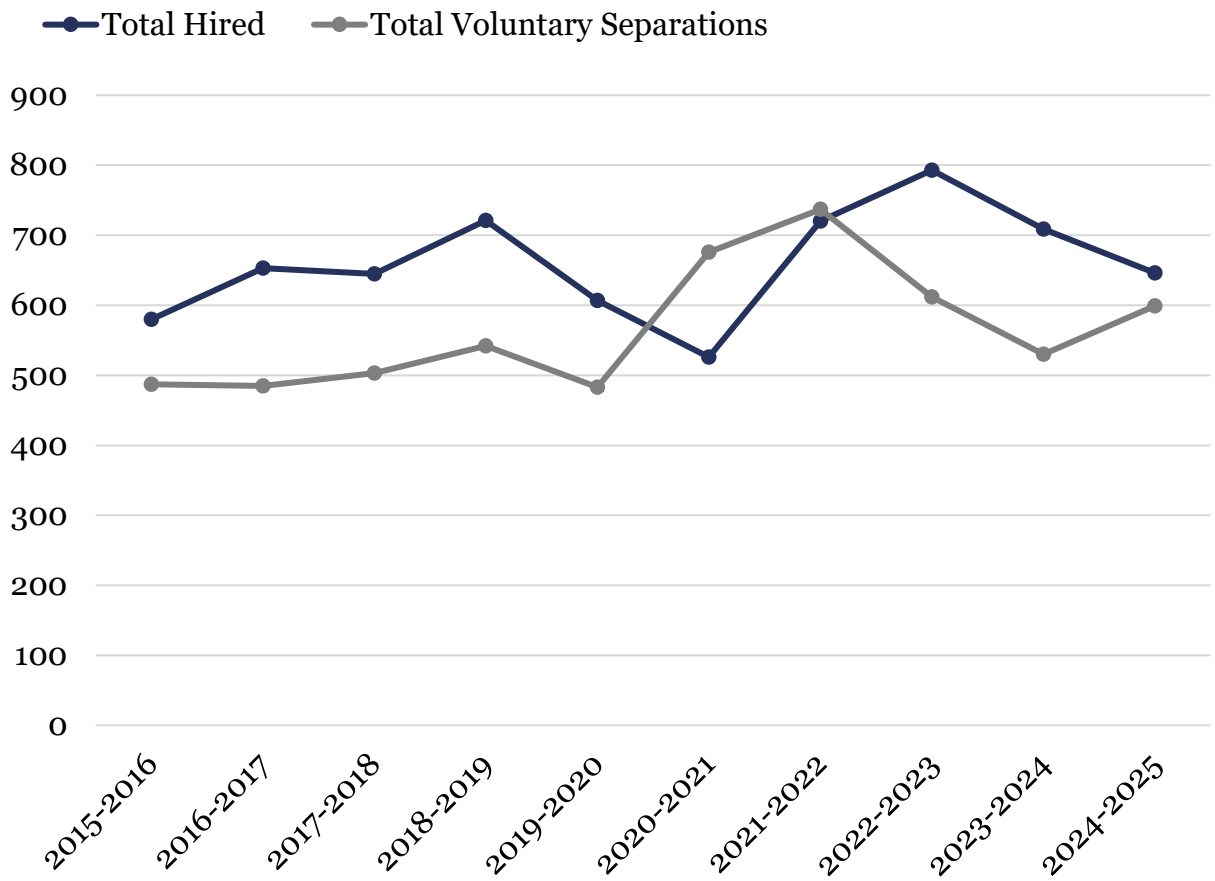
- **Total Hired**: A combined count of entry-level and lateral hires.
    - **Entry-level:** Individuals required to attend the Basic Academy. This also includes "reclassification" hires within agencies (e.g. corrections deputy becomes patrol deputy, a reserve officer or telecommunicator become a patrol officer).

[2] The primary function of the staffing survey is to provide context to the forecasting for Basic Police Academy enrollment, so it was not sent to "Specialty" agencies.

    - **Lateral:** Individuals who do not require a spot at the Basic Academy.
- **Total Separations:** A combined count of any police officers who had the following actions in their SkillsManager record during that period: Resign, Retire, Discharged, Terminated, Probationary Discharge, or Deceased

## Total Officers Hired

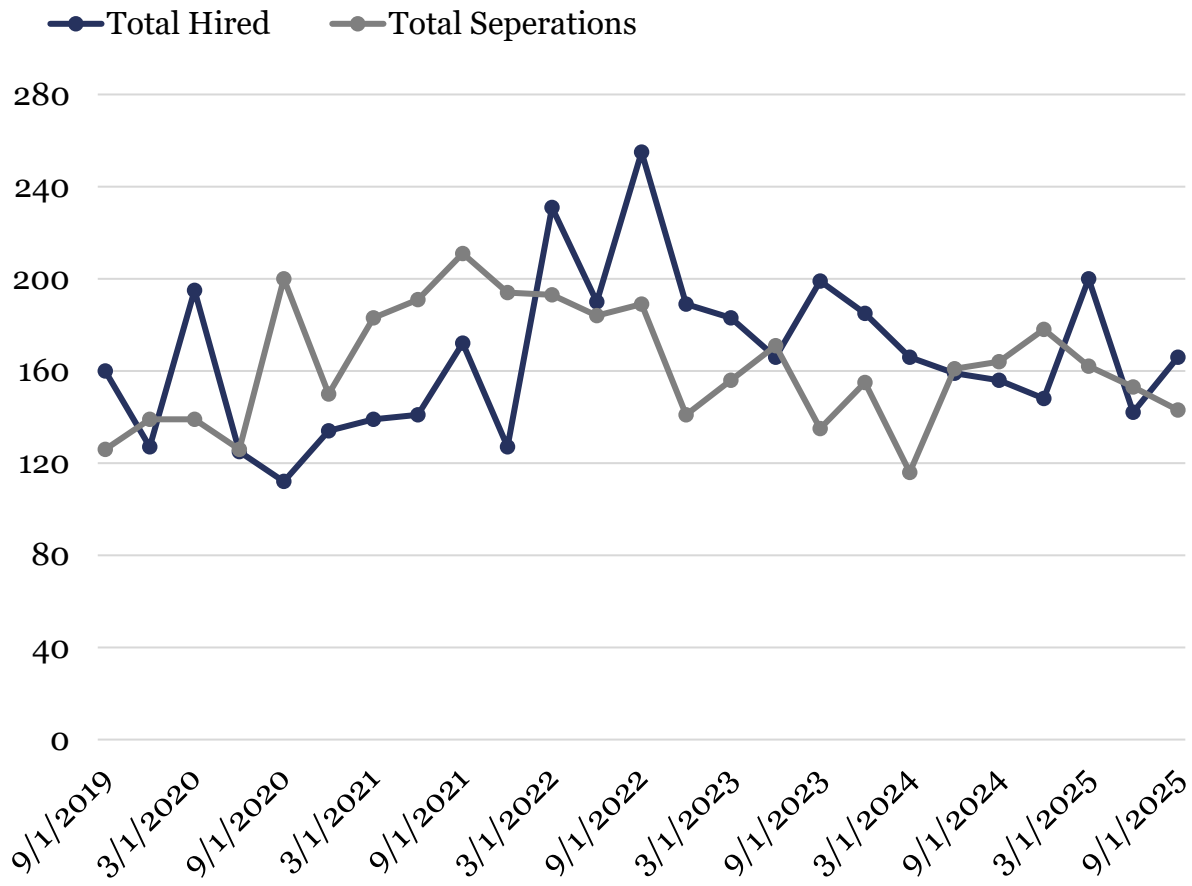
*Figure 4 - Total officers hired and separated by fiscal year, 2015-2025*




From a zoomed out view of ten years (Figure 4), both police hiring and separations in Oregon have seen general, but slow upward trends. Over the last biennium, however, hiring has begun to indicate decreasing trend. This may be a lingering consequence of the hiring "bubble" in 2023 but is worth tracking alongside separations, whose increase appears to continue.

Zooming in even farther also reinforces that these trends are variable on a quarterly level (Figure 5). This variability and its timing are what largely affect academy enrollment and wait times.

*Figure 5 – Total officers hired and separated by quarter (2019-2025)*




## Lateral Hiring

Differentiating between an entry-level hire and a lateral hire is an important part of the staffing conversation, as well as for forecasting Basic Police Academy registrations[3]. Almost all lateral hires—except for a few out-of-state officers or officers who have not worked in law enforcement for 5 years or more—will not have to attend Basic Police Academy.

[3] "Lateral" is not currently a data entry option, so to understand lateral hiring, data in *SkillsManager,* beginning with 2018 was hand-coded to distinguish between the types of hires.

A variety of officers fall under the umbrella of a lateral hire:

- **In-state lateral transfer**: currently certified officers whose most recent law enforcement employment was at another agency in the State of Oregon
- **Out-of-state lateral**: currently certified officers whose most recent law enforcement employment was at an agency outside the State of Oregon
- **Lateral-retired**: currently certified officers who have retired and are then rehired by a different agency
- **Internal lateral:** currently certified officer whose most recent law enforcement employment was at the same agency, but they separated from that agency for a period of time

Based on lateral hire data, the yearly entry-level hire rate for 2025 was 61.1%, close to the 62% rate for the 2018-2023 period. However, this masks notable variation on a quarterly basis. This is important because it could be a source of variation or uncertainty for Basic Police enrollment. If there was a quarter with an unusually large number of lateral hires – pushing the entry-level rate down—using 62% would *overestimate* Basic Police Academy enrollment because a larger portion of hires for that period would *not* have to attend basic police academy. For periods where there are relatively more entry-level hires to lateral hires, the model would *underestimate* Basic Police Academy enrollment because more of the hires will require a spot in Basic Police Academy.

*Table 3 - Entry-level hire rate by quarter, January to September 2025*

| Quarter | % of entry-level hires |
|---|---|
| 2025 Q1 | 56.0% |
| 2025 Q2 | 59.2% |
| 2025 Q3 | 68.9 % |

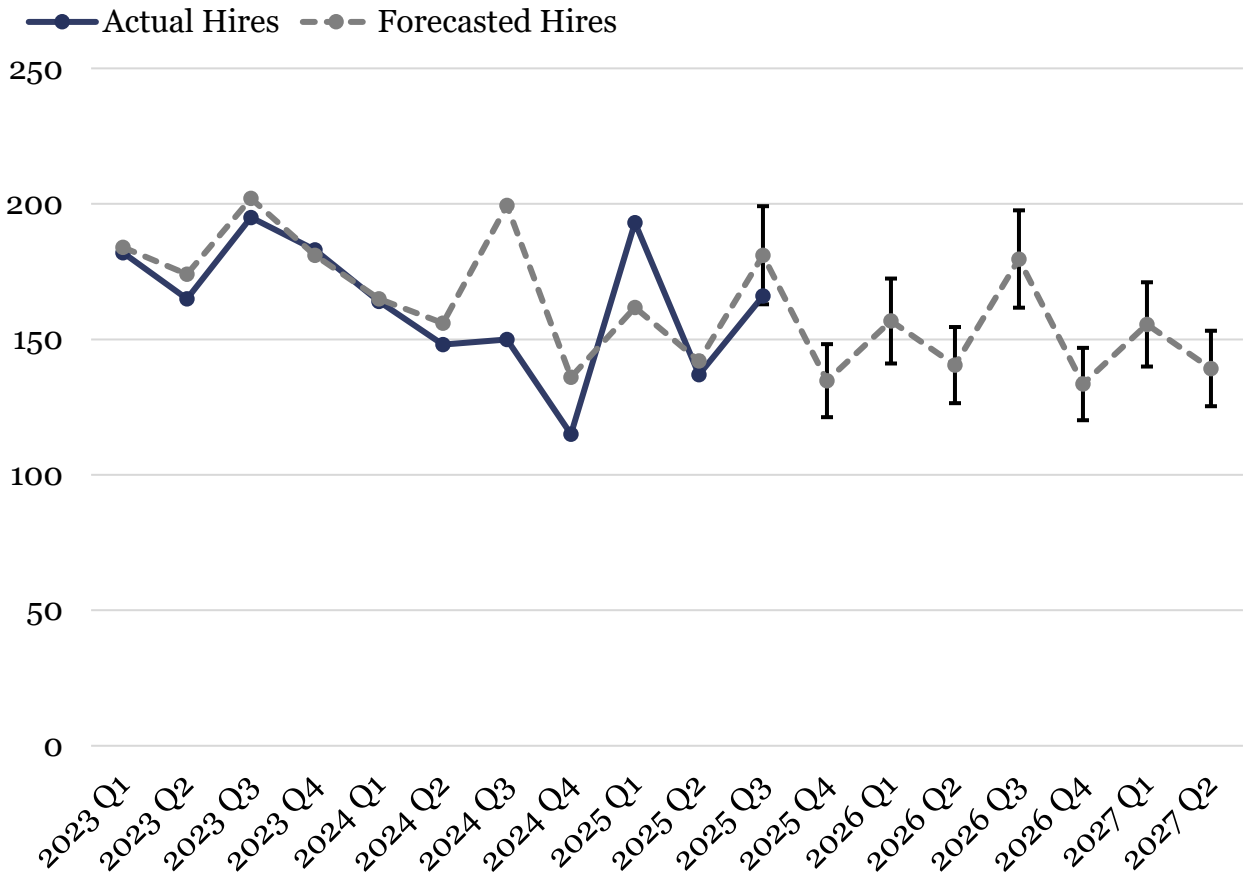
For instance, in the 1st quarter of 2025, 200 total officers were hired and 88 were entry level, resulting in an entry level rate of 56.0% (n=112) and 62% would

overestimate (Table ). Conversely, the 3rd quarter rate of 68.9% (n=114) means that using 62% would have underestimated the enrollment need.

## Statewide Hiring Forecast

Statewide hiring and academy enrollment are multi-faceted phenomena with agency staffing levels and hiring processes at the heart. Based on the information available at this time, the greatest forecasting uncertainties stem from economic forecasts, especially for larger agencies, as well as the timing of hiring processes.

*Figure 6 - Total officers hired per quarter thru 2025-27 biennium*




After a higher than expected hiring level in the first quarter of 2025, remaining forecasts have been within 10% (Figure 6 and Table 4). Table 4 also illustrates forecasting errors since 2023. Over the observed quarters, actual hiring figures have

generally tracked closely with forecasted values, with most deviations falling within a reasonable margin of error.

Notably, Q1 2025 saw an increase in hiring with actual hires exceeding forecasts by over 19%, likely reflecting delayed hiring from the previous quarter or unexpected recruitment success. Conversely, Q3 2024 and Q3 2025 exhibited larger discrepancies, with actual hires falling short of projections by approximately 25% and 8%, respectively—highlighting the volatility inherent in quarterly hiring cycles.

*Table 4 - Hiring and Forecasted Hiring Comparison*

| Quarter | Actual Hiring Data* | Forecasted Hiring Data | Absolute Percent Error |
|---|---|---|---|
| 2023 Q1 | 182 | 184 | 1% |
| 2023 Q2 | 165 | 174 | 5% |
| 2023 Q3 | 195 | 202 | 3% |
| 2023 Q4 | 183 | 181 | 1% |
| 2024 Q1 | 164 | 165 | 1% |
| 2024 Q2 | 148 | 156 | 5% |
| 2024 Q3 | 150 | 199 | 25% |
| 2024 Q4 | 115 | 136 | 15% |
| 2025 Q1 | 193 | 162 | 19% |
| 2025 Q2 | 137 | 142 | 4% |
| 2025 Q3 | 166 | 181 | 8% |
| 2025 Q4 | | 135 | |
| 2026 Q1 | | 157 | |
| 2026 Q2 | | 140 | |
| 2026 Q3 | | 180 | |
| 2026 Q4 | | 134 | |

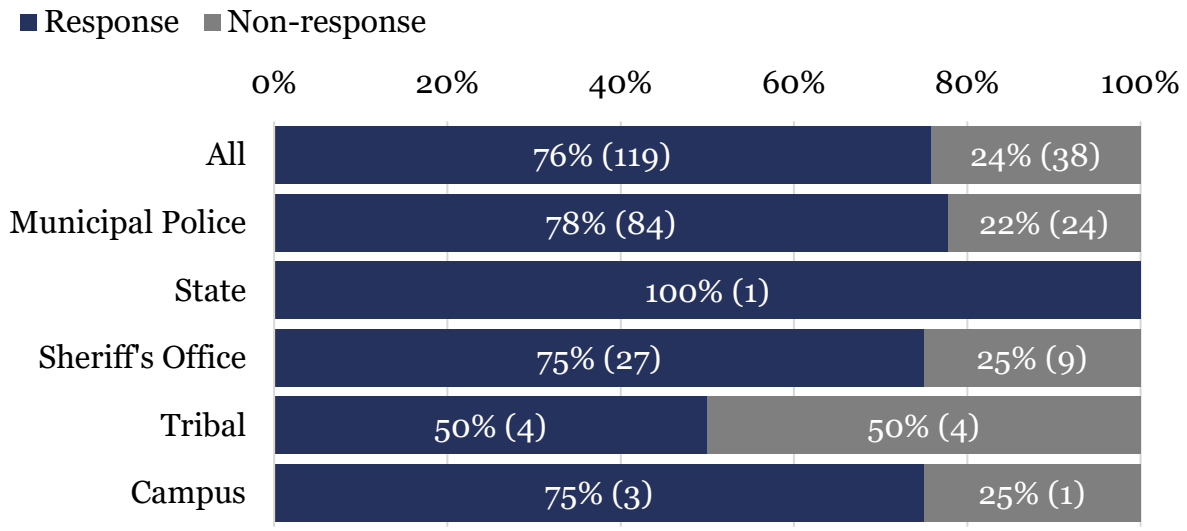
** Data may differ from prior reports as the understanding of our hiring data continues to evolve.*

# Part Two: 2025 Statewide Law Enforcement Staffing Survey

## Responding agencies

Beginning in July and running through September 2025[4], DPSST sent law enforcement agencies an online survey covering a number of staffing-related questions. A few of those questions will be summarized here. One hundred nineteen (119) agencies responded, resulting in a response rate of approximately 76% of all agencies[5] who received the survey.

*Table 5 - Responding agencies*




[4] This was done earlier than prior years to ensure that the annual report and staffing survey were complete in time for the legislative session in early 2026. A September closing date will continue to be the norm in coming years.

[5] The survey was not sent to "special" agencies such as DOJ, DA's Offices, school districts. The response rate reflects this, as these agencies were not included in the calculation.

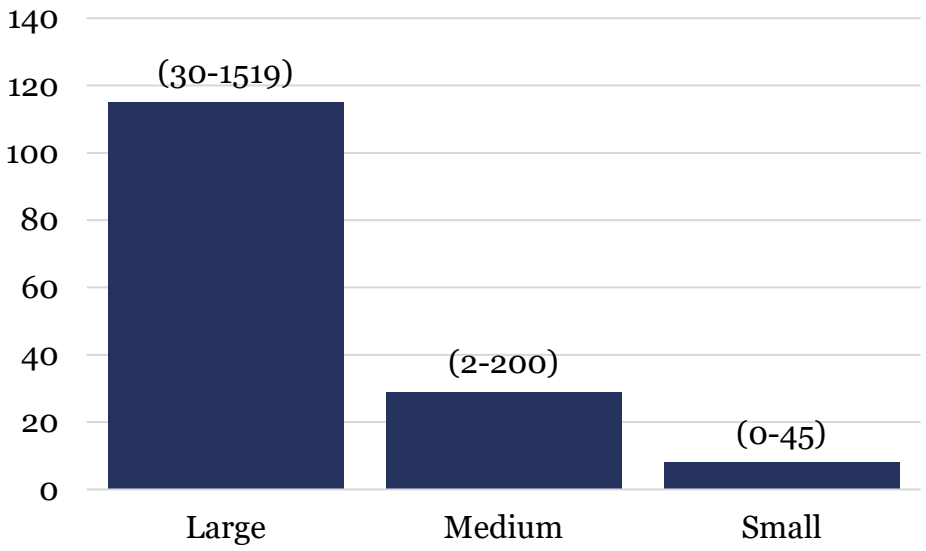
## Recruitment & Hiring Process

### Applicants

In the survey, agencies were also asked limited questions to help paint a picture of law enforcement applicants. Since this is not data that is readily collected at a statewide level, this is the first small step in eventually understanding who is applying for law enforcement positions in Oregon and who ultimately makes it through to academy.

In the 2025 statewide law enforcement staffing survey ("the survey"), responding agency heads reported that in the last year they had an average of 24 applicants per posting[6]. However, this number varies drastically depending on the size of the agency (Figure 7).

*Figure 7 - Average number of applicants per recruitment by agency size, 2025**



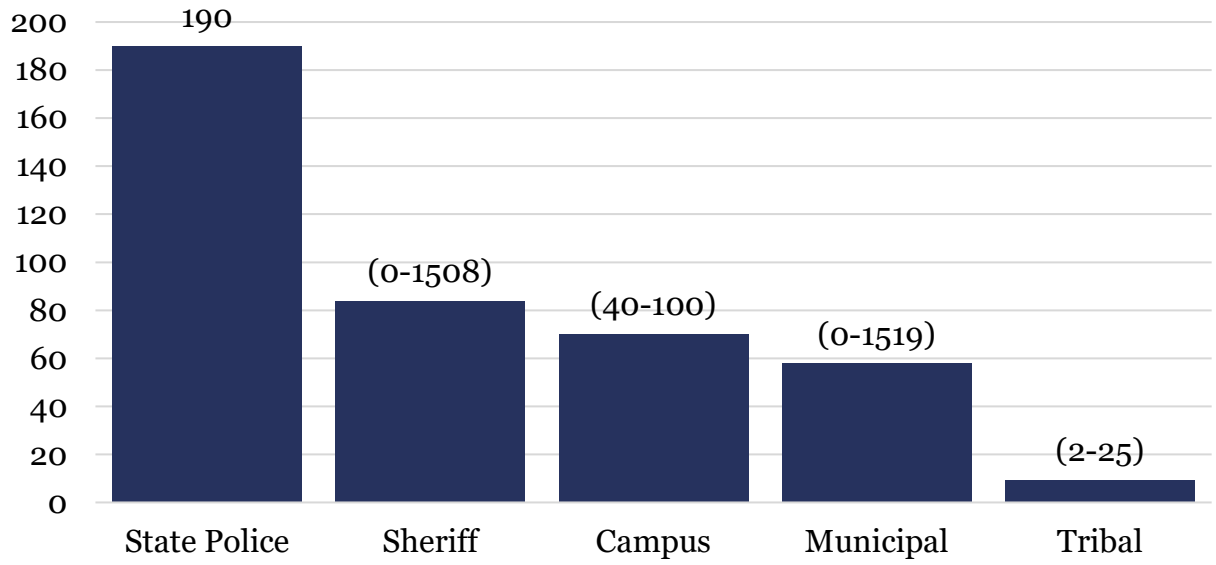

**Numbers in parentheses denote minimum and maximum number of applicants*

Larger agencies (tier 1; 100+ officers) estimated an average of 115 (450 if outliers remain included), medium agencies (tier 2; 25-99 officers) an average of 29 (35 if

[6] For the purpose of this particular analysis, three large agencies were left out of the "all agency" version of this calculation, as their applicant estimations (1519, 1508, and 1000) were outliers and produced an average that was not reflective of agencies across the state. Including these agencies would result in an overall average of 63 applicants per recruitment.

medium agency outlier remains), and small (tier 3; 1-24 officers) an average of only 8. These numbers vary even more when you consider agency type (Figure 8) with Sheriff's offices attracting an average of 84 applicants per recruitment and tribal police only attracting 8.

*Figure 8 - Average number of applicants per recruitment by agency type, 2025**




*Numbers in parentheses denote minimum and maximum number of applicants

Trends in agencies' applicant gender demographic estimates by agency size follow the gender demographic trends of current officers. Small agencies employ a smaller percentage of women and report a smaller percentage of women applicants.

*Table 6 - Applicant demographic estimates by agency size, 2024*

| | % women applicants | % non-white applicants | % out-of-state applicants | % active military or veteran applicants |
|---|---|---|---|---|
| Small | 10 | 12 | 15 | 18 |
| Medium | 16 | 19 | 12 | 19 |
| Large | 16 | 33 | 19 | 25 |
| **All** | **12** | **16** | **14** | **19** |

The category "out-of-state" applicants is included here to help understand the movement of lateral officers, as well as the effectiveness of out-of-state marketing campaigns. Overall, agencies estimated 14% of their applicants come from out-of-state (higher than 2024). As with gender and race, large agencies estimate a higher percentage of out-of-state applicants.

Active military or veteran applicants was a demographic group new to this year's survey. Overall an estimated 19% of applicants fall into this category. Large agencies and Sheriff's Office estimate the highest percentage of these applicants.

*Table 7 - Applicant demographic estimates by agency type, 2024*

| | % women applicants | % non-white applicants | % out-of-state applicants | % active military or veteran applicants |
|---|---|---|---|---|
| Municipal Police | 13 | 16 | 13 | 18 |
| State Police | 10 | 40 | 23 | 17 |
| Sheriff's Office | 10 | 15 | 17 | 22 |
| Tribal | 19 | 35 | 15 | 15 |
| Campus | 15 | 10 | 15 | 15 |
| **All** | **12** | **16** | **14** | **19** |

By agency type (Table 8), tribal agencies report the highest average percentage of women applicants, while OSP and Sheriff's offices agencies report the lowest. Municipal agencies estimate the lowest out-of-state applicants at 13% of their applicants coming from outside Oregon and OSP agencies estimates the highest at 23%. Tribal agencies estimate a high of 35% non-white applicants, while campus agencies report the lowest at 10%.

## Applicant Loss

Even if a recruitment process is successful, a recruit may never begin employment at the original hiring agency. Police agencies have lengthy hiring processes involving background checks, psychological assessments, and physical fitness

requirements. This means that even if an agency has the means and desire to hire an officer, they may be unable to get an applicant through the entire process, or the recruitment process itself could take longer than expected.

The 2025 survey again asked agency heads: “In the last year, how many failed recruitments has your agency had? For this survey, "failed recruitment" is defined as a job posting that resulted in no job offers.” Of the 86 agencies that indicated they conducted recruitment processes in the last year, 31 (36%) experienced a failed recruitment process – a rate lower than last year. Among these agencies, just over half indicated they had more than one failed process.

Additionally, agencies may experience “no shows.” Of the 91 agencies extended job offers and answered, “In the last year, how many individuals have received a job offer (conditional or official), but ultimately do not begin employment at your agency (i.e. "no shows"),” 44 (44%) agencies reported at least 1 no show.

The top three reasons for failed hiring processed are listed in Table 6. Other options included failed psychological evaluation, failed ORPAT, disqualifying drug use or criminal history, failed medical, hired by other agency, changed mind about job, and no known reason.

*Table 8 - Top three reasons for applicant loss during hiring process*

| | Reason |
|---|---|
| 1 | Failed background check (other than drug use or criminal history) |
| 2 | Failed interview |
| 3 | Did not meet minimum qualifications |

## Probationary Separations

After an applicant is hired, survey respondents estimated that in the last year an average of 10% of new hires voluntarily separate from the agency during their probationary period and an average 7% are terminated during that same period. Similar to last year, the two most common reasons for any type of separation during the

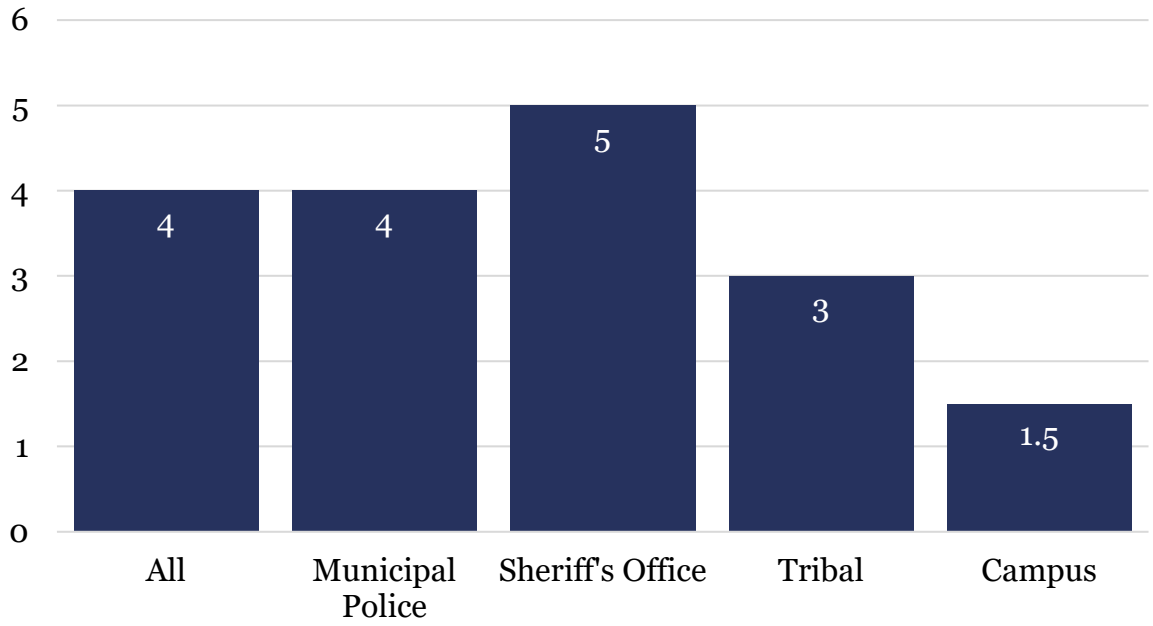
probationary period were that those new hires "didn't pass agency agency's field training program" or they "changed mind about being a police officer."

## Vacancies & Retention

Another important factor to consider in understanding hiring and enrollment forecasts are trends in agency vacancies and officer retention. Agencies estimated there are about 475 vacancies statewide. Large agencies account for just over half of these with 243 vacancies. Agencies may or may not be able to fill these vacancies for various reasons including budget.

Related to this and the continuing increase of separations, agencies reported that 36% of their officers have less than 5 years total law enforcement experience. Campus agencies estimated about 12% of their officers, while Tribal estimated about 41%. There was little difference between agency size groups.

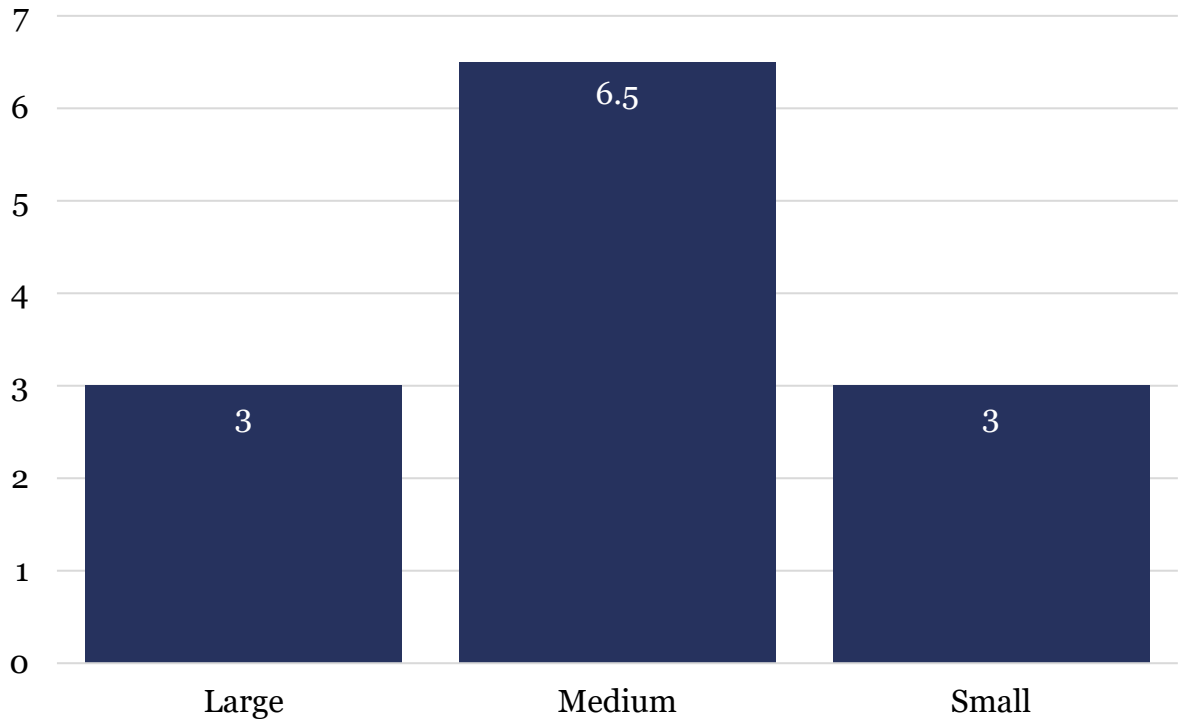
*Figure 9 – Average years of service at agency prior to non-retirement separation by agency type*




When agency heads were asked to estimate the average length of service at their agency of officers who left for any reason *other than* retirement (about 21% of all separations), the overall average response was about four years. By type (Figure 9), the

average length of service reported ranged from two years (Campus) to five years (Sheriff). When looked at by size (Figure 10), small and large agencies saw an average length of service of about three years, and medium agencies saw six to seven years.

*Figure 10 - Average years of service at agency prior to non-retirement separation by agency size*



# Part Three: Basic Police Enrollment & Wait Times

## Current Enrollment

*Table 9 - 2025-27 biennium enrollment for BP454 - BP468 as of 10/09/2025*

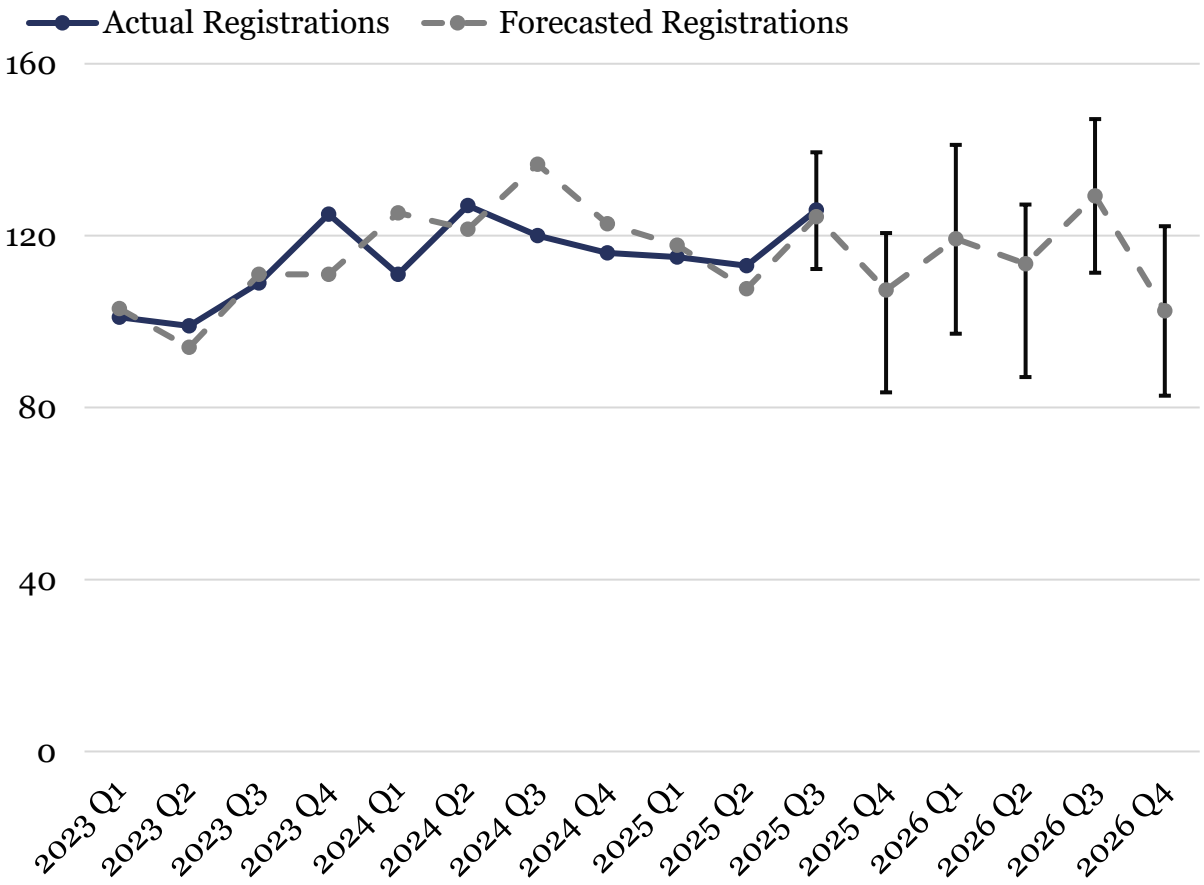
| BP Class | Start Date | End Date | Enrolled | Class Size |
|---|---|---|---|---|
| BP454 | 07/28/2025 | 11/14/2025 | 40 | 40 |
| BP455 | 08/25/2025 | 12/19/2025 | 39 | 40 |
| BP456 | 09/22/2025 | 01/30/2026 | 38 | 40 |
| BP457* | 10/20/2025 | 02/27/2026 | 38 | 40 |
| BP458† | 10/27/2025 | 03/06/2026 | 20 | 20 |
| BP459-OSP† | 11/17/2025 | 03/27/2026 | **46** | 40 |
| BP460* | 1/5/2026 | 04/24/2026 | 15 | 40 |
| BP461 | 2/2/2026 | 05/22/2026 | - | 40 |
| BP462 | 3/2/2026 | 06/19/2026 | - | 40 |
| BP463 | 3/30/2026 | 07/31/2026 | - | 40 |
| BP464 | 4/27/2026 | 08/28/2026 | - | 40 |
| BP465 | 5/25/2026 | 09/25/2026 | - | 40 |
| BP466 | 7/6/2026 | 10/23/2026 | - | 40 |
| BP467 | 8/3/2026 | 11/20/2026 | - | 40 |
| BP468 | 8/31/2026 | 01/08/2027 | - | 40 |

* *Currently enrolling*
† *Enrollment full; the 46 in the OSP class is an estimate and will probably be lower due to pre-academy resignations.*

Since the last annual report in January 2025, DPSST has maintained a constant stream of monthly 40-person classes. While the ability to flex to a 60-person schedule remains, it has not been needed during this time. An alternate 20-student class option was used alongside the addition of a 40-person OSP class in October 2025. While wait time did surge at the beginning of October due to the timing of open classes, projected wait times for when an officer *registers* for a class remain under the 90-day statute (80 days), even with a new scheduling approach which does not include a class starting in December.

## Academy Enrollment forecast

*Figure 11 - Quarterly enrollment forecast, 2023-2026*




With the complex nature of police hiring in mind, an enrollment forecast through the end of 2026 is presented in Table 10 and depicted graphically in Figure 9. Table 10 also compares the actual enrollment for previous quarters with the forecasted enrollment. Over the first three quarters of 2025 the average error rate of the enrollment forecasts was 3%. As with any forecast, these projections remain fluid, and adjustments are made with every new quarter's worth of staffing data.

Moving forward, the current forecast takes a number of factors into consideration. Each quarter's forecasted enrollment is an average of three calculations – an ARIMA forecast in Excel, the average historical entry-level hire rate of 62%, and a rolling average. The largest of these three is the top error limit and the smallest is the bottom error limit.

*Table 10 – Enrollment and forecasting enrollment comparison, 2023-2026*

| Quarter | Actual Enrollment Data* | Forecasted Data | Absolute Percent Error |
|---|---|---|---|
| 2023 Q3 | 109 | 111 | 2% |
| 2023 Q4 | 125 | 111 | 13% |
| 2024 Q1 | 111 | 125 | 11% |
| 2024 Q2 | 127 | 122 | 5% |
| 2024 Q3 | 120 | 137 | 12% |
| 2024 Q4 | 116 | 123 | 6% |
| 2025 Q1 | 115 | 118 | 2% |
| 2025 Q2 | 113 | 108 | 5% |
| 2025 Q3 | 126[7] | 124 | 1% |
| 2025 Q4 | [redacted] | 107 | [redacted] |
| 2026 Q1 | | 119 | |
| 2026 Q2 | | 113 | |
| 2026 Q3 | | 129 | |
| 2026 Q4 | | 102 | |

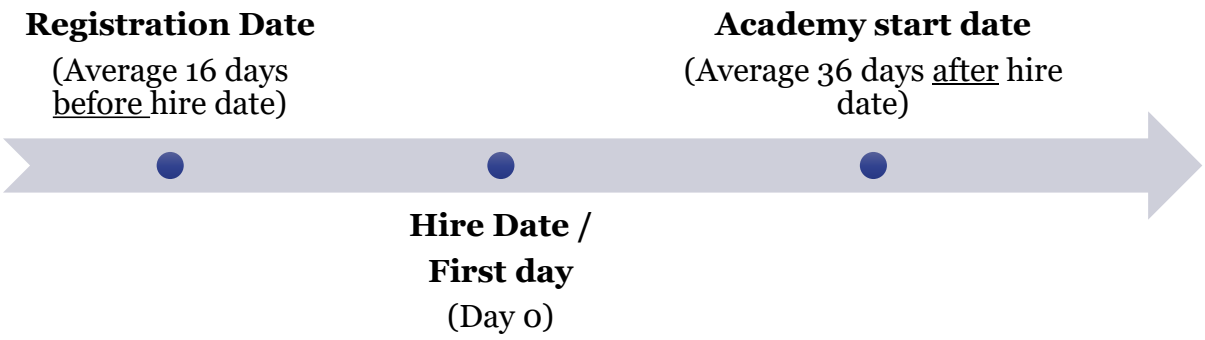
## Academy Wait Times

### Registration date versus hire date

Before discussing forecasted wait times, clarification may be needed. Past reports and conversations may have made the terms *registration date* and *hire date* appear interchangeable when referring to wait time. While this assumption that they are the same date works in reporting to provide a conservative wait time estimate, the difference between the two is not insignificant when discussing the urgency of decision-making and is worth discussion.

[7] The actual request for enrollments for 2025 Q3 was 172. However, 46 of those were for students not starting work until October and who would normally be counted in the Q4 enrollments.

*Figure 12 - Registration, hiring, and academy timeline*




The 90-day clock to attend the basic academy does not start until an officer's *hire* date – usually their first day on the job (Figure ). Based on registrations between July and the end of September, the hire date is on average about 2 weeks *after* the registration date (Table ).

*Table 11 - Registration and hire wait times, July-September 2025*

| | Registration to Hire | Hire to Academy | Registration to Academy |
|---|---|---|---|
| Average | 16 | 36 | 52 |
| Median | 14 | 31 | 45 |

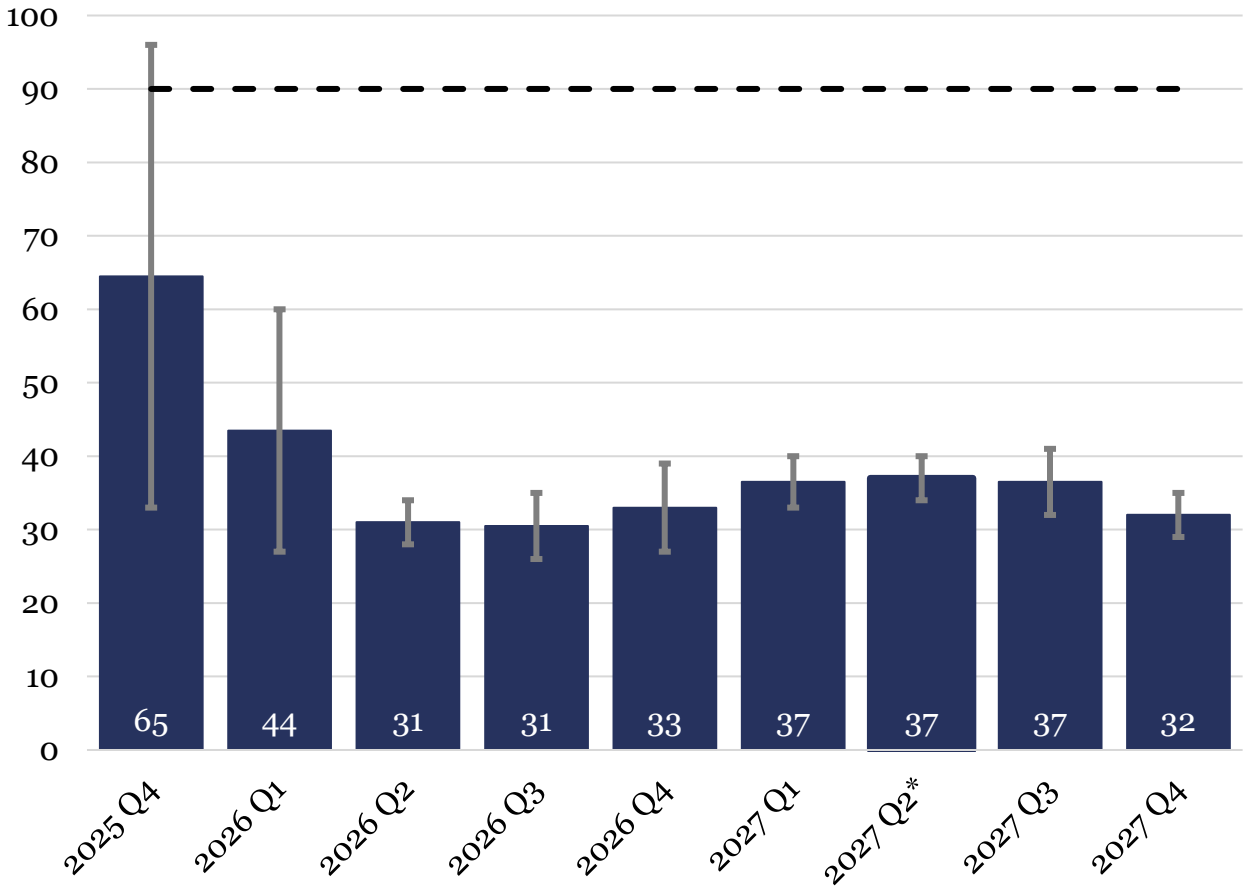
In other words, if a registration request came in on October 17, 2025 for an officer, the average wait time from their *registration date* is 80 days. Using the average difference between registration and hire , the wait time from their *hire date* to their academy start date is just over two months (the average hire date wait time for someone hired in July to September was 33 days). This is well within the 90-day statue, and also consistent with student-reported wait times (framed as time in FTEP prior to academy) discussed later in the demographics section of this report.

## Wait Time Forecast

As of the beginning of October 2025, the current registration wait time was variable as enrollment was open for both BP457 (starting October 20) and BP460 (starting in January). BP458 was only open to 20 students and filled prior to October. BP459 is a joint class with OSP and was actually over-filled by the end of September.

This means the registration wait time was between 20 days (BP457) to over 90 days (BP460).

*Figure 13 - Average wait times by quarter, as of October 13, 2025*




** There is limited evidence that BP478 may not fill to capacity. However, no action is advised at this time, as anything beyond a year from today should be considered with extreme caution.*

However, based on what we now know about the relationship between registration and hire date, the maximum hire date wait time will be around 80 days and will decrease from there. To provide context, a deeper examination revealed that from July to September, all hire date wait times over 90 days were due to factors outside academy control—such as pre-academies, leaves of absence, or agency requests. For instance, one agency delayed six students due to pre-academy requirements, pushing their wait times past 90 days. However, based on their original registration dates, their wait times were well under 90 days.

# Part Four: Basic Police Student Demographics

In March of 2023, DPSST began collecting demographic information on Basic Police (BP) academy students. This ongoing survey is completely voluntary and administered on the first day of the academy. The following section includes data from classes that began in January 2025 through September 2025. As such, Table 12 displays the response rate for each BP class included in the data.

*Table 12 - Class demographics survey response rates*

| Class | Date Administered | # of Responses | Class Size | Response Rate |
|---|---|---|---|---|
| BP 448 | 1/20/25 | 37 | 39 | 95% |
| BP 449 | 2/28/25 | 36 | 38 | 95% |
| BP 450 | 3/3/25 | 37 | 38 | 97% |
| BP 451 | 4/21/25 | 39 | 40 | 98% |
| BP 452 | 5/19/25 | 31 | 34 | 91% |
| BP 453 | 6/16/25 | 34 | 35 | 97% |
| BP 454 | 7/28/25 | 40 | 40 | 100% |
| BP 455 | 8/25/25 | 38 | 39 | 97% |
| BP 456 | 9/22/25 | 38 | 38 | 100% |
| **Total** | | **330** | **341** | **97%** |

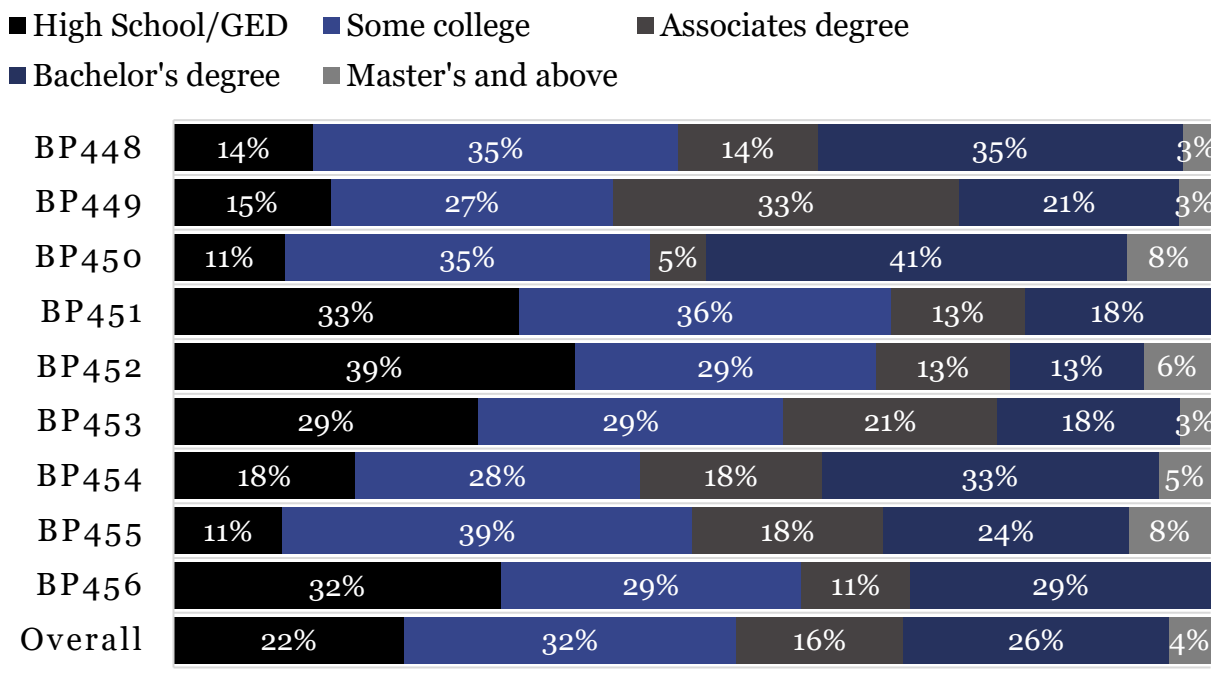
Students answer questions regarding their hiring agency, age, gender, race/ethnicity, sexual orientation, education level and background, as well as prior public safety training and experience. The results for a selection of these questions are presented below. It is important to note that the analysis reflects the total number of respondents as opposed to the total number of students in each class.

## Education

Students are asked “What is the highest level of education you have completed?” Response options range from high school diploma up to doctoral degree. The chart

below displays the education level by BP class, as well as the average among all classes. 327 of the 330 students responded to this question. Approximately 22% of the students have a high school diploma or GED, 32% have some college (no degree), 16% have an associate degree, and about a quarter of the students (26%) reported having a bachelor's degree. Only 13 students (4%) reported having a Master's (n = 12) or professional degree (n = 1). Due to a lower frequency of students reporting a Master's degree or above, the higher-level education categories were consolidated in Figure .

*Figure 14 - Education level by BP class*



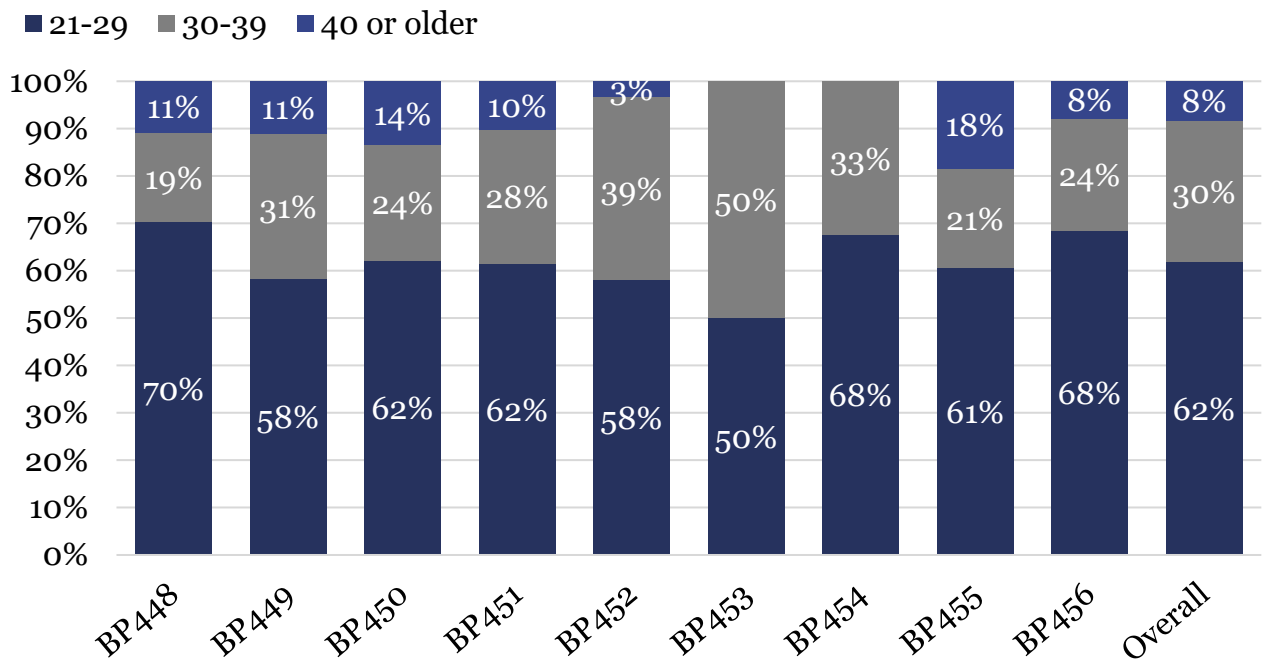

In addition to their educational experience, students were asked "If you attended college, what was your major?". Approximately 20% of students indicated they did not attend college (n=78), while 24% (n = 78) responded that they attended college but did not have a major. The remaining 56% of students (n = 183) reported a total of 74 unique majors, indicating considerable variability in their educational background. Table 13 presents the top 5 majors reported by BP students. The most popular major was Criminology and/or Criminal Justice.

*Table 13 - Top 5 majors among all BP students, BP448 - BP456*

| | Criminology / Criminal Justice | Business | Psychology | Biology | History |
|---|---|---|---|---|---|
| % of Responses | 22% | 9% | 5% | 3% | 3% |
| # of Responses | 40 | 16 | 9 | 6 | 5 |

## Student age

*Figure 15 - Age of Basic Police students*

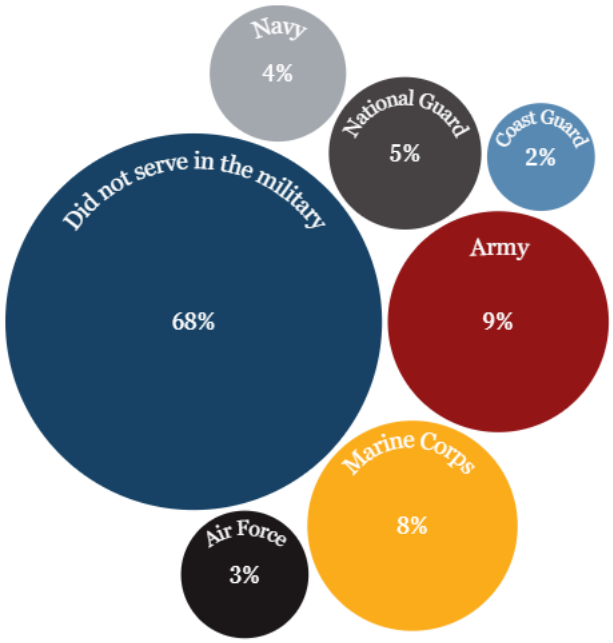



Basic Police students are also asked to report their age from the following response options: 21-29, 30-39, 40-49, 50-59, and 60 or older. All 330 students responded to this question. Figure  displays the ages for each BP class as well as the overall age ranges for the entire sample. Given that less than 2% of basic police students exceeded 50 years old, the response categories were consolidated. On average, 62% of new recruits were between the ages of 21 and 29, 30% were between 30-39, and 8% were 40 or older.

## Military experience

As previously stated, students can report their prior military experience. Specifically, they were asked "In which branch (or branches) of the military have you served? (Check all that apply)." There were 319 responses to this question (11 skipped). The majority of students did not serve in the military (n = 225; 68%). However, of those who did, the Army was the most common (n = 30; 9%), followed closely by the Marine Corps (n = 28; 8%), National Guard (n = 18; 5%), Navy (n = 14; 4%), Air Force (n = 9; 3%), and Coast Guard (n = 6; 2%). A total of 94 people reported serving in the military, with 10 of those students reporting serving in 2 or more branches.

*Figure 16 - Basic Police Students Military Background, BP448 - BP456*



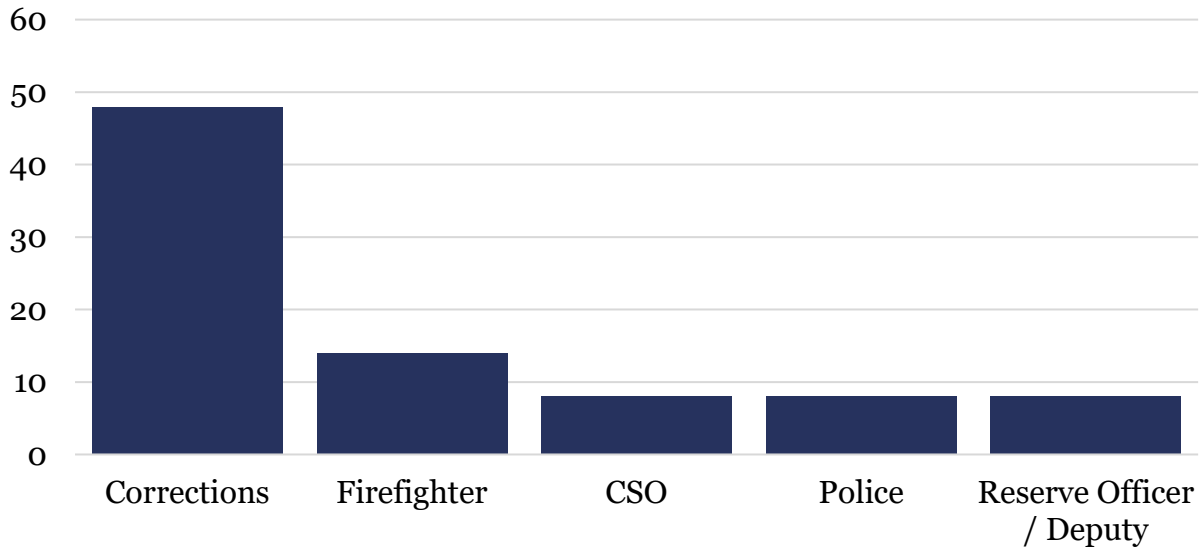

## Prior public safety experience

Near the end of the survey, students were asked "Please describe your previous public safety related work experience (e.g., corrections, parole and probation, telecommunications, etc.)." There was a total of 258 responses (72 skipped). Of those

who responded to the prompt, 131 students reported having no prior public safety experience (~51%).

Of those who did have prior experience working in public safety (n = 127), there were a total of 43 different public safety experiences listed. Given that several people listed more than one experience, there was a grand total of 158 prior experiences reported. In Figure , the top 5 experiences are provided. By a wide margin, the most common prior experience was in corrections (n = 48; 30%). The second most common experience was firefighter (n = 14; 9%), followed by a three-way tie for third including Community Service Officer (CSO) (n = 8; 5%), Police (n = 8; 5%), and Reserve Officer/Deputy (n = 8; 5%).

*Figure 17 – Top 5 types of Prior Public Safety Experience, BP448 - BP456*




## Field training phase

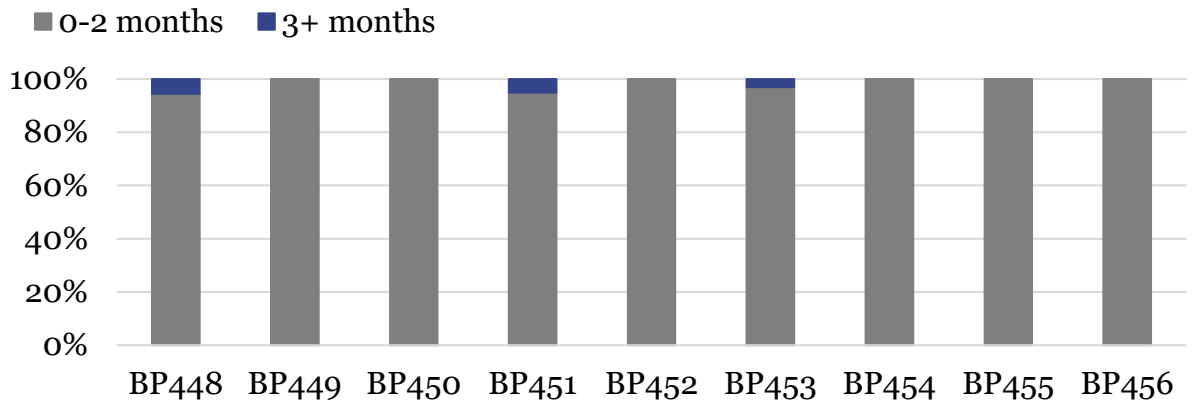
During the span of time between officer hire dates and the beginning of the Basic Police Academy, some agencies will place new recruits in their own field training evaluation program (FTEP) while they await entry to the academy. A longer time spent in FTEP may indicate a longer wait for entering the academy. As such, students were asked how long they had been in FTEP prior to starting the academy. The response options included: 0-1 month, 1-2 months, 3-4 months, 4+ months, and completed FTEP. Table 14 and Figure  present these data.

*Table 14 - Time in FTEP at start of BP academy*

| | 0-1 month | 1-2 months | 3-4 months | 4+ months | Completed FTEP |
|---|---|---|---|---|---|
| BP448 | 64% | 31% | 3% | 3% | 0% |
| BP449 | 94% | 6% | 0% | 0% | 0% |
| BP450 | 100% | 0% | 0% | 0% | 0% |
| BP451 | 64% | 31% | 0% | 5% | 0% |
| BP452 | 93% | 7% | 0% | 0% | 0% |
| BP453 | 79% | 18% | 3% | 0% | 0% |
| BP454 | 70% | 30% | 0% | 0% | 0% |
| BP455 | 75% | 25% | 0% | 0% | 0% |
| BP456 | 79% | 21% | 0% | 0% | 0% |
| **Overall** | **80%** | **19%** | **1%** | **1%** | **0%** |

In Figure 16 below, to better illustrate the trend for time spent in FTEP, the response categories were consolidated into two groups: 0-2 months and 3+ months. As the figure demonstrates, the number of students reporting 3 or more months in FTEP is consistently low.

*Figure 18 - Time in FTEP by class*



## Distribution of Basic Police academy students

### Regional Distribution

*Figure 19 - Map of DPSST regions*

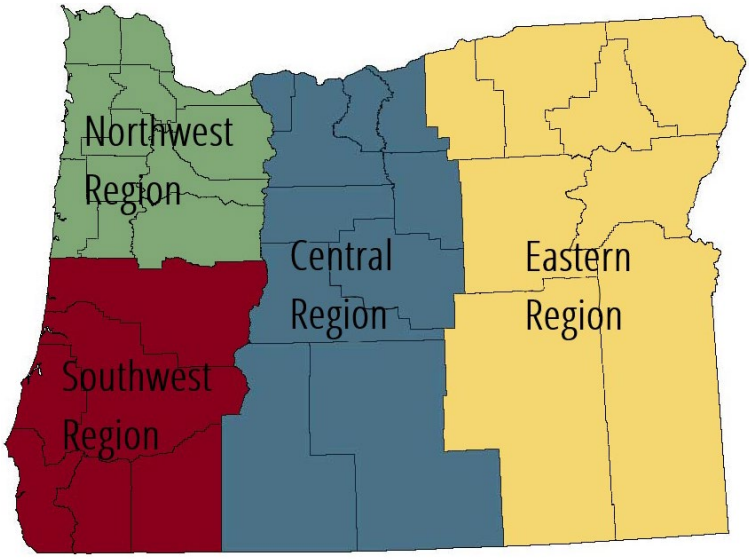
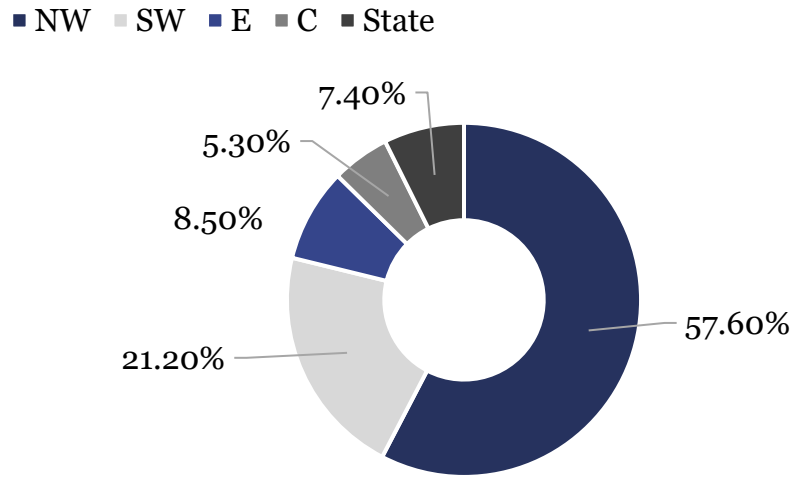



*Table 15 - Regional distribution of BP students, BP448 - BP456*

| Region | # of Students by Region | % of Students |
|---|---|---|
| NW | 196 | 57.6% |
| SW | 72 | 21.2% |
| E | 29 | 8.5% |
| C | 18 | 5.3% |
| State | 25 | 7.4% |

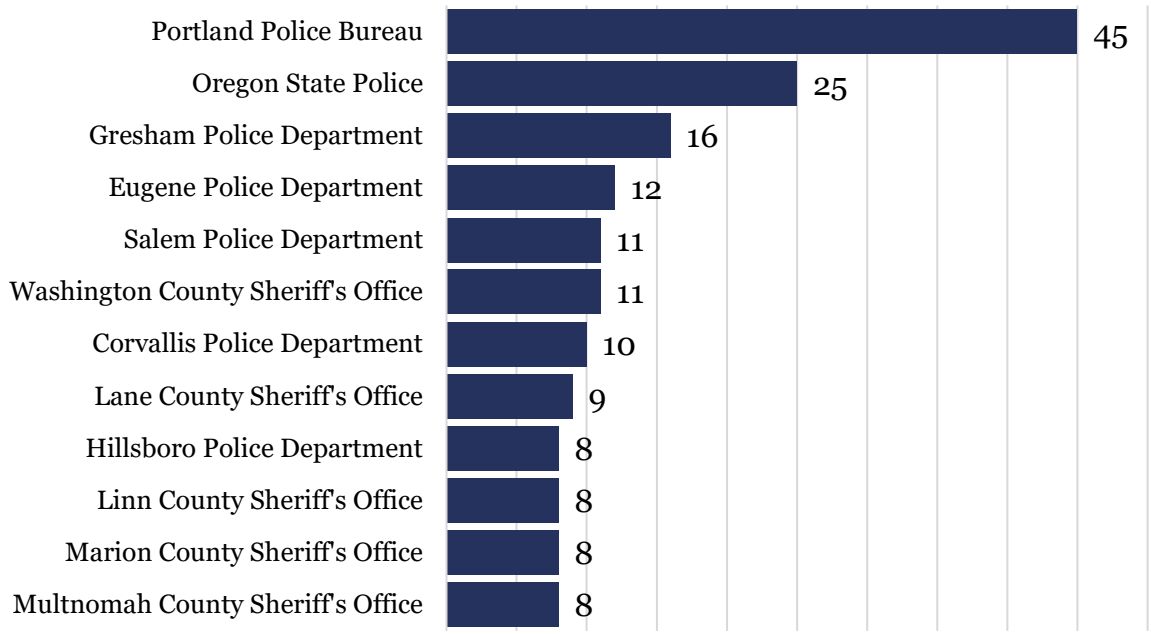
Roughly 6 in 10 (57.6%) of Basic Police Academy students are from the Northwest region and 2 in 10 (21.2%) are from the Southwest region. Oregon State Police, an agency that operates statewide, provided 7.4% of students. East and Central Oregon added 8.5 % and 7.4 % respectively (Table 15 and Figure 18)

*Figure 20 - Regional distribution of BP students, BP448 - BP456*




## Top contributing agencies

*Figure 21 - Top contributing agencies, BP448– BP447*




Portland Police Bureau (PPB) sent the most students of any agency, adding 20 more students than the 2nd largest contributor, Oregon State Police. Gresham PD, Eugene PD, Salem PD, Washington County Sheriff's Office, and Corvallis PD all contributed over 10 students in 2025.

# Conclusion

The 2025 Academy Forecast and Hiring Report offers a peek at the evolving landscape of law enforcement staffing in Oregon. With consistent academy enrollment, improved forecasting accuracy, and a clearer understanding of applicant and student demographics, agencies are better equipped to plan for future workforce needs. While challenges remain—particularly in recruitment and applicant retention—this report hopefully provides a foundation for strategic decision-making.

As public safety demands continue to shift, the importance of timely, accurate, and actionable data is important. Continued collaboration between agencies, training institutions, and policymakers will be essential to ensure that the law enforcement workforce remains responsive, representative, and well-prepared to serve communities across the state.