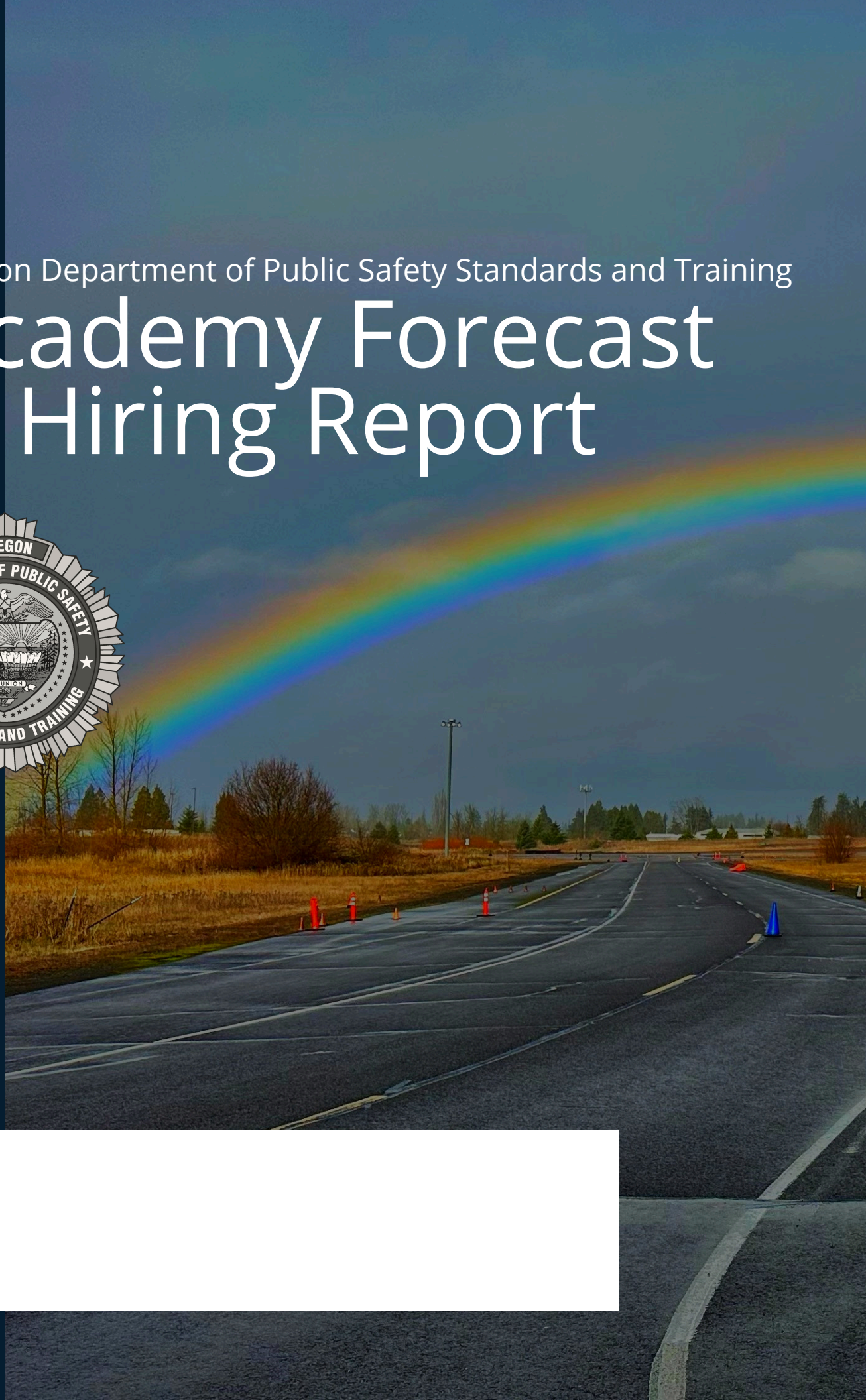
Oregon Department of Public Safety Standards and Training

Academy Forecast & Hiring Report



Oregon Department of Public Safety Standards and Training

Academy Forecast & Hiring Report

2026-2027 Enrollment Information & Police Workforce Forecasting

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Executive Summary

This report provides a snapshot of statewide staffing, hiring, enrollment, and forecasting to help DPSST and Oregon law enforcement agencies plan for future workforce needs. The data suggest statewide staffing is stabilizing after a few years of volatility following 2020. A combination of plateauing entry-level hiring, continued separations, and vacancies indicates a workforce still under strain.

In the larger context, plateauing hiring is not necessarily indicative of a decreased need for officers. Alongside survey response, it is more likely a reflection of recruitment difficulties. Survey findings highlight ongoing hiring challenges, including failed recruitments, applicant attrition during background and psychological screening, and turnover among officers with around five years of service.

Basic Police Academy enrollment trends remain generally steady and are largely reliant on the timing and success of agency hiring processes. Class availability remains – and is forecasted to remain – in compliance with the statutory 90-day requirement, made possible by consistent monitoring and a responsive approach to scheduling. As such, there is no indication that 60-person classes will be needed in the foreseeable future, as no substantial, sustained hiring increase is forecasted.

DPSST can help support agencies analyze hiring challenges, while upcoming improvements to statewide data systems—such as the transition to a modern learning management platform—will enhance data quality, reduce manual processing, and enable more accurate and timely trend monitoring.

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DPSST at 65 Years

The Oregon Department of Public Safety Standards and Training celebrates its 65th birthday this year. While the DPSST moniker was introduced in 1997, the founding organization itself has been around since Governor Mark Hatfield signed House Bill 1590 in 1961, creating the Advisory Board on Police Standards and Training. In recognition of this milestone, a special section has been added to this year's annual report, providing a timeline of significant events in DPSST history.

This walk through time also helps provide context about how far Oregon policing and police training has come in terms of mandates and staffing. It also provides a jumping-off point for understanding our current staffing and training environment.

1961

House Bill 1590

House Bill 1590 created the Advisory Board on Police Standards and Training. The original two-week, 80-hour, Basic Police course was voluntary.

1960s

Camp Withycombe

Throughout the 1960s and early 1970s, police training was held at Camp Withycombe in Clackamas, Oregon. Prior to this, Peace Officer Training School had been held in various cities statewide by the State Board for Vocational Education since at least the early 1930s.

1967

Police Standards & Training Act

Among other things, the Police Standards and Training Act removed the advisory nature of the Board, granting it the power to establish reasonable minimum standards for selection and training of county and municipal police officers, to certify officers as being qualified by training, to examine and evaluate instructors and courses of instruction, and to certify extent of qualifications.

1968

Mandatory Basic Police Training

BP016 was the first mandated class offered at the academy and was four weeks long. The academy was not the only place basic training could be obtained, many agencies continued to hold their own academies that had been reviewed by BPST.

Regional Training

Responsibility for regional training also shifted this year from Oregon Association of City Police Officers to BPST. There were 8 training regions.

1971

Permanent Funding

House Bill 1179 required that all fines and bail forfeitures in Oregon courts include a penalty assessment for funding the BPST programs.

1972

First Women Academy Graduates

BPST had its first women Basic Police graduates in BP038 – from Salem and Seaside Police Departments. However, they were most likely not the first certified women police officers in the state. Just prior to this, agencies in Lane County held a Basic Academy for Police Women.

1974 — Academy moves to Monmouth

After years of attempting to gain funding to move from Camp Withycombe, the academy moved to the Oregon College of Education. Class BP049 was the first to graduate from the new facility. Students still had to be driven to other locations for firearms and driving training.

1972 - 1975 — Disciplines Added

1972 – Sheriff's deputies

1973 – Port police officers

1975 - Corrections officers employed by cities and counties, mass transit officers, school district officers, police officers is in cities under 1,000, elected sheriffs, city marshals, polygraph examiners

1975 — Firearms Range Completed

In 1975, a range was completed at Camp Adair.

1977 - 1979 — Disciplines Added

1977 - Parole and probation officers employed by the DOC, Tribal officers, and railroad officers

1979 - Officers employed by the Department of Justice – Criminal Justice Division

1980 — 90-Day Rule

90-day rule for attendance at the Basic Police Academy is established.

1981 - 1991

Disciplines Added

1981 – County Parole and Probation

1985 – Oregon State Lottery Commission officers

1989 – Department of Corrections officers

1991 – Telecommunicators and Emergency Medical Dispatchers

1991

Name Change

With the ongoing addition of disciplines to BPST's purview, the name of the Board changed to the Board on Public Safety Training (BPST).

1993

Fire moved to BPST

Fire Standards and Accreditation Board abolished and transferred to BPST

1993 - 1995

Disciplines Added

1993 – Oregon State Police and county law enforcement service districts, and officers employed by private entity of more than 1,000 residents and who are commissioned by sheriff

1995 – Youth corrections officers, certified reserve officers, officers employed by DA's offices

1997

DPSST is created

The academy portion of BPST transitioned into a full-fledged, cabinet-level state agency called the Department of Public Safety Standards and Training (DPSST).

2006

Salem campus opens

After a statewide search, DPSST leased land from DOC (later purchased in 2024) and built the current, 237-acre campus it sits on today.

Part One: Statewide Police Staffing

1.1 Oregon Police Agency Snapshot

As of October 2026, there are 177 agencies in Oregon that employ certified police officers. Not all agencies contribute to the Basic Police Academy enrollment; most of the "Specialty" category rely primarily on lateral hiring. This leaves approximately 159 agencies that could potentially contribute students to the Basic Police Academy.

To better understand the landscape of Oregon policing, this report classifies and examines agencies in two ways – by agency type (Table 1) and by agency size (Table 2) [1].

Table 1 - Agency and officer counts, by type as of October 14, 2026[2]

Type of Agency	Number	Percent†	No. of officer-women	Percent by agency type	No. of officer-men	Percent by agency type	Total Officers	Percent by agency type
Municipal	110	(62%)	436	(68%)	3,064	(58%)	3,500	(58%)
Sheriff's Office	36	(20%)	122	(19%)	1,415	(27%)	1,537	(27%)
Specialty[3]	18	(10%)	18	(3%)	68	(1%)	86	(1%)
Tribal	8	(5%)	8	(1%)	83	(2%)	91	(2%)
Campus	4	(2%)	10	(2%)	69	(1%)	79	(1%)
OSP	1	(1%)	49	(8%)	616	(12%)	665	(12%)
Total	**177**	**(100%)**	**643**	**(100%)**	**5,315**	**(100%)**	**5,958**	**(100%)**

† *may not equal 100% due to rounding*

[1] Beyond a self-reported demographic survey from recent basic academy students, DPSST does not readily track a robust set of officer demographics (e.g. race/ethnicity, sexual orientation, etc.) other than age and binary gender.
[2] Depending on how and when officer counts are pulled from the system, reports coming out of DPSST may have slightly different numbers. This set of numbers is from a report which pulls the number of certified police officers at an agency. This may undercount agencies with trainees and overcount agencies with dual-certified officers.
[3] 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

Municipal agencies (Table 1) make up the majority of police agencies in Oregon and 58% of officers. The Oregon State Police (OSP), Oregon's largest agency, employs 12% of the state's certified officers. Consistent with being the smallest group, campus agencies also employ the fewest officers.

Large agencies make up only 6% of Oregon agencies but account for 48% of Oregon officers (Table 2). Conversely, small agencies make up about 70% of Oregon agencies but employ just 20% of officers[4].

Table 2 - Agency and officer counts, by size as of October 14, 2026

Size of agency	n	Percent †	No. of officer-women	Percent by agency type	No. of officer-men	Percent by agency type	Total Officers	Percent by agency type
Large (Tier 1; 100+)	11	(6%)	345	(54%)	2541	(48%)	2886	(48%)
Medium (Tier 2; 25-99)	43	(24)%	190	(30%)	1678	(32%)	1868	(31%)
Small (Tier 3, 1-24)	123	(69%)	108	(17%)	1096	(21%)	1204	(20%)
Total	**177**	**(100%)**	**643**	**(100%)**	**5,315**	**(100%)**	**5958**	**(100%)**

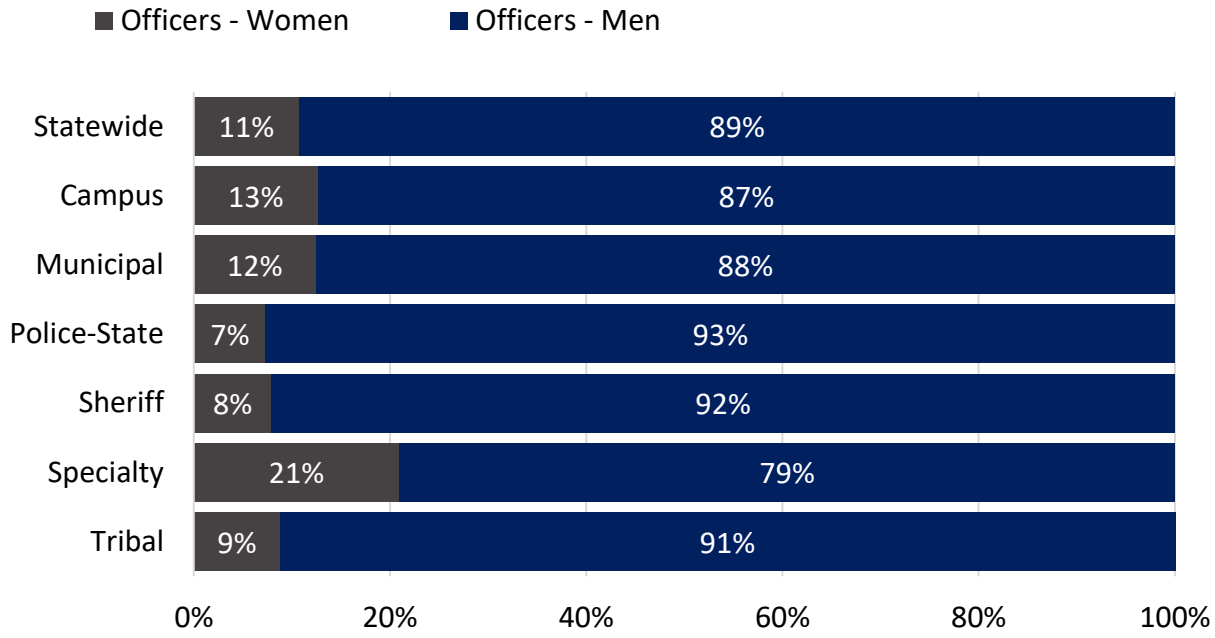
† *may not equal 100% due to rounding*

1.2 Women Officers in Oregon

At a state level, women continue to make up only 11% of officers (Table 1 and Figure 1) compared to the 12-14% nationally. This is one of only a handful of times in the last 20 years women have definitively broken the 10% mark.

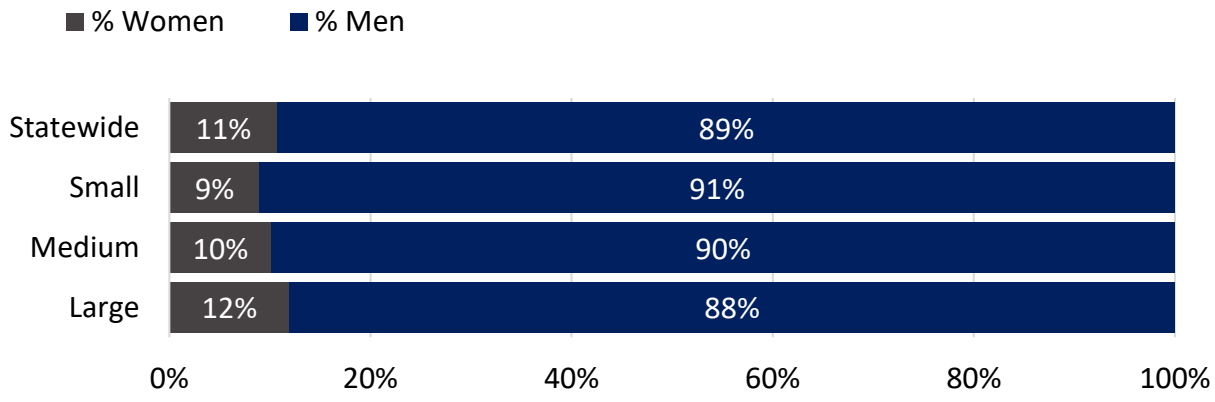
[4] Agency size designations in this report are based on the tiers established by the STOP Program. Marion County Sheriff's Office is listed as a large or tier 1 in the CJC's 2025 STOP report. However, based on the numbers from Skills Manager, it is classified as a medium agency here.

Figure 1 - Gender demographics, by agency type as of October 14, 2026



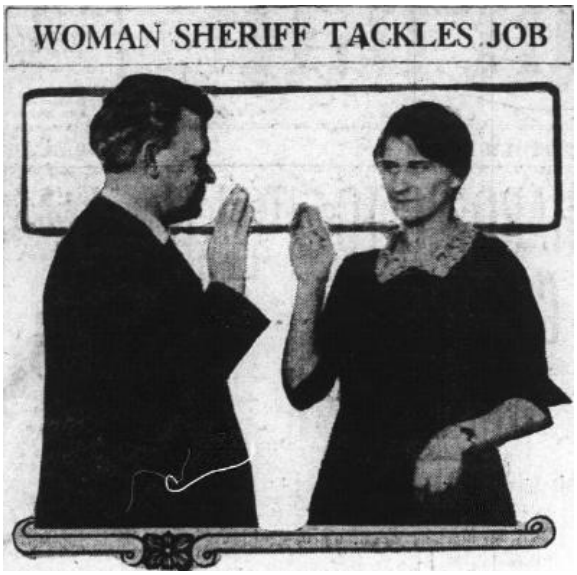
Of the agency types that rely heavily on entry-level hires, municipal police employ the highest percentage of women (Table 1 and Figure 1); women officers comprise 12% of their certified officers. Large agencies employ the largest percentage of women officers (Table 2 and Figure 2), also making up 12% of their certified officers.

Figure 2 – Gender demographics, by agency size as of October 14, 2026



As discussed later in the summary of the statewide staffing survey, agencies estimated that an average of 13% of their applicants were women (Table 3 and Table 4). Small agencies have the smallest percentage of women officers at 9%, which is in line with the fact that small

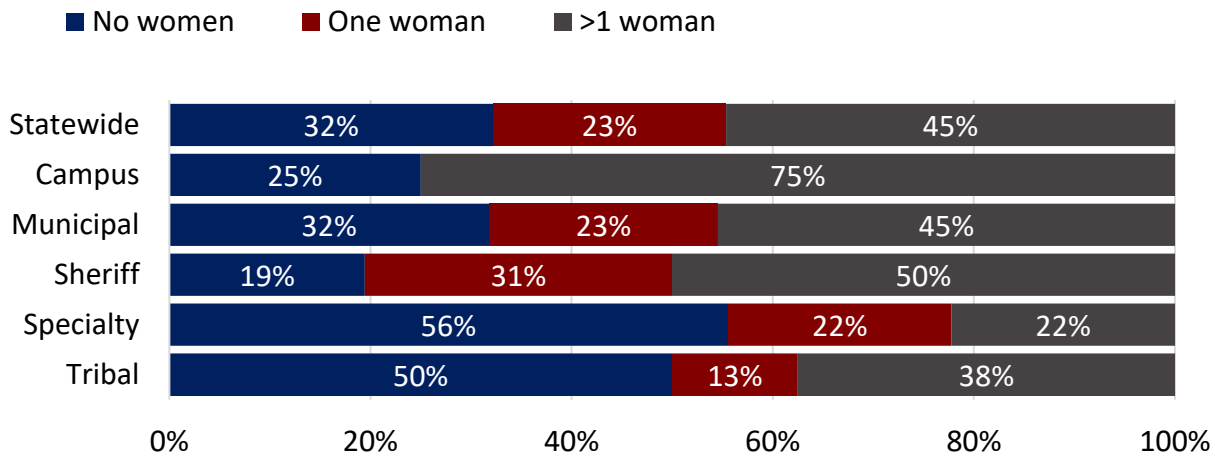
agencies also estimate the lowest percentage of women applicants – 11% compared to 14% at both large and medium agencies.



Mabel Simpson, Oregon's first woman sheriff, Lincoln County circa 1920

Currently, 23% of agencies employ only one woman officer and 45% of agencies employ more than one woman officer (Figure 3). This means that almost one-third of Oregon law enforcement agencies do not currently employ women officers. Regardless of agency type, all of these are small agencies, many with only a few officers in total to begin with.

Figure 3 - Agencies with one or no women officers as of October 14th, 2026



Part Two: 2026 Statewide Law Enforcement Staffing Survey

Administrative data provides an effective 30,000-foot view of Oregon's policing landscape, setting a foundation for understanding the results of the annual survey. The annual survey captures agency-level experiences with the realities of recruitment and retention.

While this particular survey has only been around for the last few years, it is not the first time that DPSST has used surveys to learn more about the agencies we serve. For many years, the Research and Management Section sent out needs surveys on a regular basis.

1. How many sworn police personnel are employed by your organization?
Answers: Cities under 1,000 population, 59. Cities over 1,000 populations, 1,764. Counties, 581. TOTAL: 2,404.

2. How many of these operate as first line supervisors (sergeants)?
Answers: Cities under 1,000 population, 3. Cities over 1,000 population, 268. Counties, 69. TOTAL: 340.

How many as middle management and command officers (lieutenants and above)? Answers: Cities under 1,000 population, 14. Cities over 1,000 population, 170. Counties, 69. TOTAL: 248.

3. How many sworn police personnel will you employ by 1970?
Answers: Cities under 1,000 population, 75. Cities over 1,000 population, 1,971. Counties, 738. TOTAL: 2,784.

4. How many patrolmen do you expect will be promoted to a supervisory position each year?
Answers: Cities under 1,000 population, 2. Cities over 1,000 population, 36. Counties, 11. TOTAL: 49.

Each two years?
Answers: Cities under 1,000 population, 1. Cities over 1,000 population, 76. Counties, 17. TOTAL 94.

Each five years?
Answers: Cities under 1,000 population, 7. Cities over 1,000 population, 152. Counties, 42. TOTAL: 201.

5. How many of your officers have been hired in the last five years?
Answers: Cities under 1,000 population, 41. Cities over 1,000 population, 717. Counties, 287. TOTAL: 1,045.

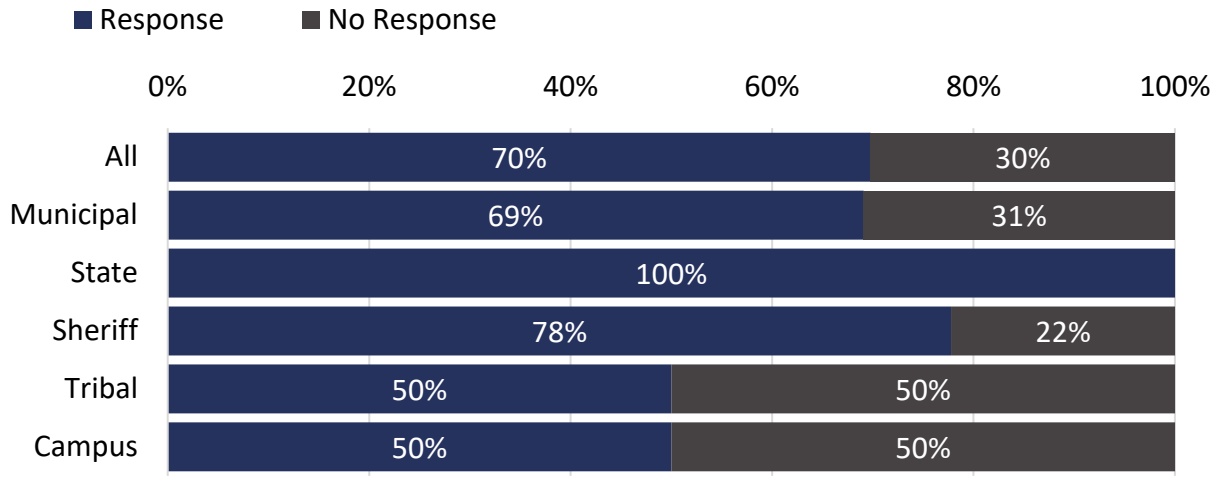
How many of these had one or more years of previous police experience?
Answers: Cities under 1,000 population, 25. Cities over 1,000 population, 176. Counties, 113. TOTAL: 314.

Oregon Policing Needs Survey, circa 1967

2.1 Responding agencies

One hundred and ten (110) agencies responded, resulting in a response rate of approximately 70% of all agencies[5] that received the survey (Figure 4). Because the tribal and campus agencies are much smaller groups and their response rate was low, results for these groups should be interpreted cautiously.

Figure 4 - Responding agencies



2.2 Applicant Pools

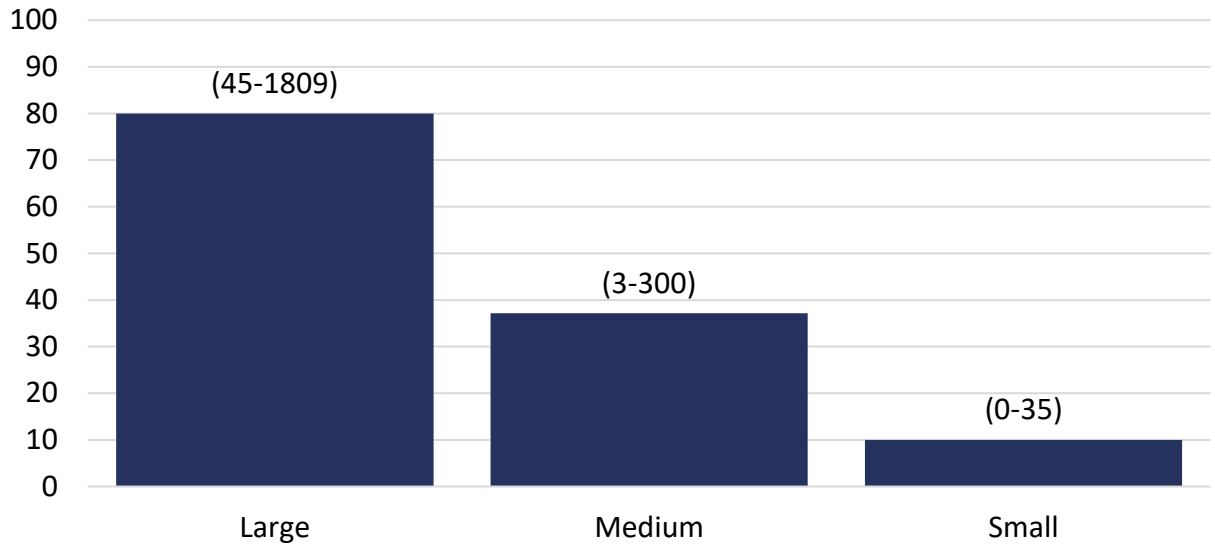
Agencies were asked questions to help paint a picture of law enforcement applicants, data that is not readily collected at a statewide level on a regular basis. The goal is to enhance understanding of who is applying for law enforcement positions in Oregon and who ultimately makes it through to the academy.

Agencies reported an average of 24 applicants per recruitment posting, though this varied widely by agency size (Figure 5). A few large agencies continued to show extreme outliers, including one agency with more than 1,000 applicants (down from three above 1,000

[5] The survey was sent to 159 agencies, not including "specialty" agencies such as DOJ, DA's Offices, school districts. The response rate reflects this, as these agencies were not included in the calculation.

last year). To present representative statewide averages, outliers were excluded from the calculations (see Footnotes 5–6)

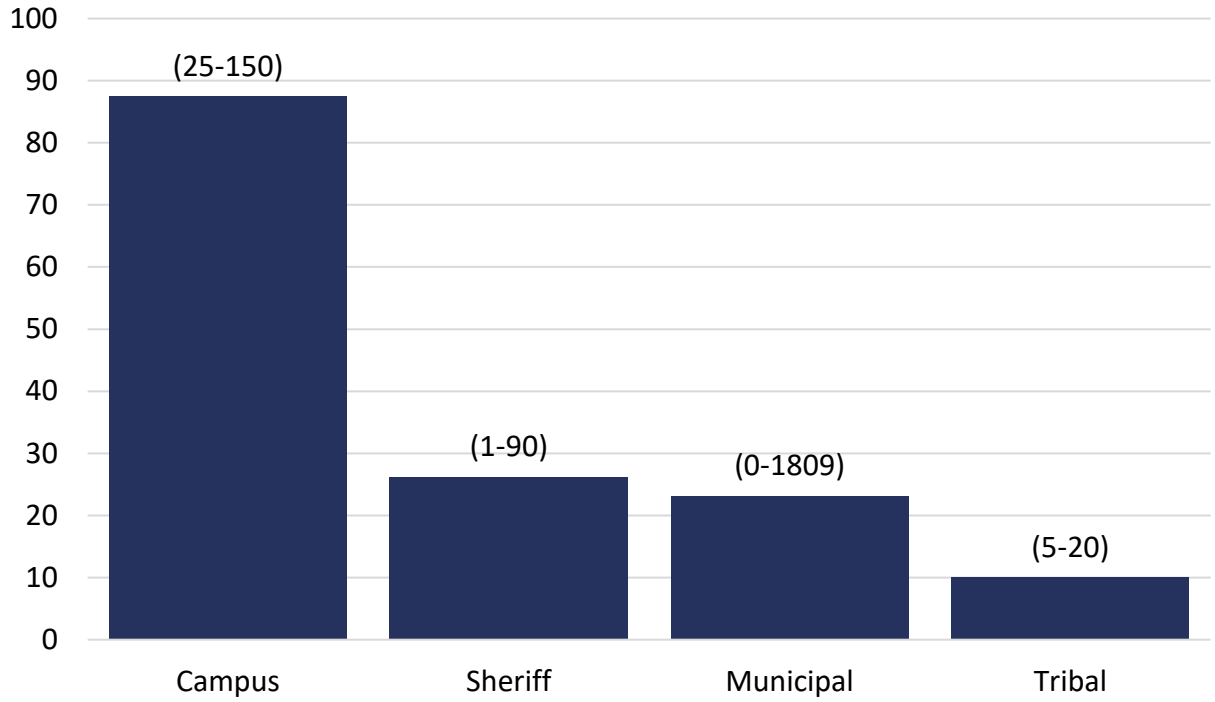
*Figure 5 - Average number of applicants per recruitment by agency size, 2026**



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

Large agencies estimated an average of 80 (475 if outliers remain included), medium agencies an average of 37 (45 if medium agency outlier remains), and small an average of only 10. Since last year's report, averages have increased slightly in medium and small agencies and decreased for large ones. These numbers vary even more when considering agency type (Figure 6), with campus agencies (n=2) attracting an average of 88 applicants per recruitment and tribal police only attracting 10. Municipal agencies attracted an average of 23 applicants (83 when outliers are included) and sheriff's offices attracted 26 applicants.

*Figure 6 - Average number of applicants per recruitment by agency type, 2026**



*Numbers in parentheses denote minimum and maximum number of applicants

Trends in agencies' applicant gender demographic estimates by agency size generally mirror the gender demographic trends of current officers (Table 3). Small agencies employ a smaller percentage of women and report a smaller percentage of women applicants. However, the estimated number of women applicants exceeds the current 11% among officers. This gap suggests that agencies may benefit from examining how women progress through each stage of the hiring pipeline, as well as how retention practices support long-term workforce diversity.

Table 3 - Applicant demographic estimates by agency size, 2026

	% women applicants	**% non-white applicants**	**% out-of-state applicants**	**% active military or veteran applicants**
Large	14	23	13	21
Medium	15	22	18	20
Small	12	17	14	23
All	**14**	**20**	**15**	**22**

The percentage of out-of-state applicants helps illustrate both the most common type of lateral officers and the effectiveness of out-of-state recruitment campaigns. Overall, agencies estimated 15% of their applicants come from out-of-state. As with gender, medium agencies reported the highest average percentage of out-of-state applicants.

Table 4 - Applicant demographic estimates by agency type, 2026

	% women applicants	% non-white applicants	% out-of-state applicants	% active military or veteran applicants
Municipal Police	13	20	13	22
Sheriff's Office	15	17	22	21
Tribal	19	42	15	23
Campus	13	12	25	13

An estimated 21% of overall applicants fall into the category of active military or veteran. Small agencies and tribal agencies estimate the highest percentage of these applicants.

By agency type (Table 4), tribal agencies report the highest average percentage of women applicants, while municipal and campus agencies report the lowest. Municipal agencies also estimate the lowest share of out-of-state applicants at 13%, while campus agencies estimate the highest at 25%. Tribal agencies estimate a high of 42% non-white applicants, while campus agencies report the lowest at 12%.

2.3 Recruitment Challenges

Even if a recruitment process is successful, a recruit may never begin employment at the 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 2026 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 agencies that indicated they conducted recruitment processes in the last year, 50% experienced a failed recruitment process – a rate much higher than the previous year. Among these agencies who failed recruitments, 43% indicated they had more than one failed process.

Additionally, agencies may experience “no shows.” Of the 91 agencies that 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"),” 32% reported at least one no show, which is lower than last year. While agencies may be failing more processes, a successful process is more likely to result in a new officer starting.

The top three reasons for failed hiring processes are listed in Table 5. Additional reported reasons included not meeting minimum qualifications, failing the physical fitness test, disqualifying drug use or criminal history, failing the medical exam, being hired by other agency, changing their mind about job, and no known reason.

Table 5 - Top three reasons for applicant loss during hiring process, 2026

	Reason
1	Failed background check (other than drug use or criminal history)
2	Failed interview
3	Failed psychological screening

2.4 Probationary Separations

After an applicant was hired, agencies that reported probationary separations estimated that an average of 11% of new hires voluntarily separated during their probationary period, and 3% were terminated during that same period. Medium agencies and sheriff’s offices reported the highest percentage of voluntary probationary separations (10% and 14%, respectively), while small and campus agencies reported the highest rates of probationary discharge (5% and 50%). However, this may be due to the small number of applicants at those agencies.

Table 6 - Top three reasons for probationary separations, 2026

	Reason
1	Did not pass agency's field training program
2	Changed mind about being a police officer
3	Agency policy violation

Similar to last year, the three most common reasons for any type of separation during the probationary period (Table 6) were that those new hires "did not pass agency agency's field training program," "changed mind about being a police officer," or violated agency policy. Other options included academic failure at academy, academy dismissal (other than academic), issues with shift work, hired by another agency, ethical violation, and injury/ illness.

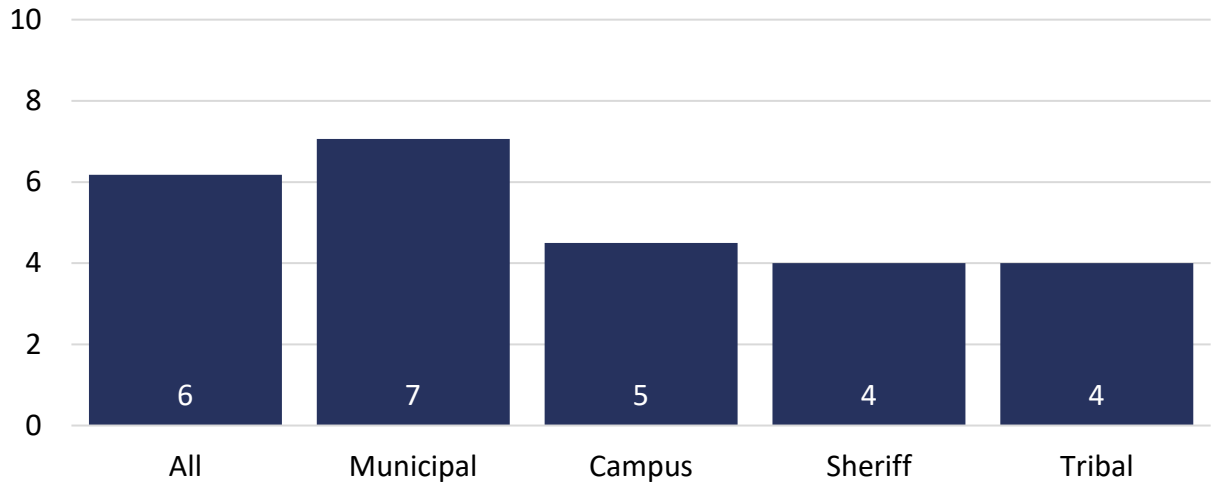
2.5 Overview Vacancies & Retention

Another important factor to consider in understanding hiring and enrollment forecasts is trends in agency vacancies and officer retention. Agencies estimated there to be about 475 vacancies statewide, with just over four vacancies per agency. Large agencies account for 42% of these vacancies, with 202 total and an average of 18 per agency. Medium agencies have an average of five vacancies and small agencies an average of two.

Agencies were also asked to report on certain types of non-probationary separations. They report that 20% of separations are lateral separations (leaving for another police agency) and 21% are non-retirement, non-lateral separation (leaving policing completely). Small agencies were the highest in both of these categories for agency size – 23% lateral separations and 27% separations to leave policing.

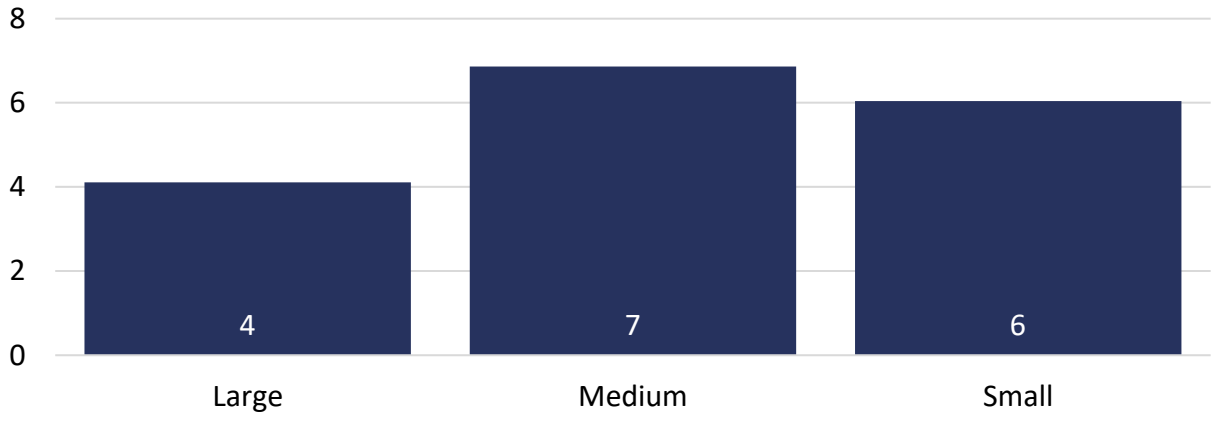
Related to this and the continuing increase of separations, agencies reported that 38% of their officers have fewer than five years of total law enforcement experience. The proportion of officers with under five years' experience was estimated at 43% by campus agencies and 41% among tribal agencies.. There was little difference between agency size groups, though large agencies reported the smallest percentage of less than five years' experience at 32%.

Figure 7 - Average years of service at agency prior to non-retirement separation by agency type, 2026



When agency heads were asked to estimate the average length of service of officers who left their agency for any reason *other than* retirement, the overall average response was about six years. By type (Figure 7), the average length of service reported ranged from four years (sheriff and tribal) to seven years (municipal). When looked at by size (Figure 8), large agencies saw an average length of service of about four years, and medium agencies saw seven years.

Figure 8 - Average years of service at agency prior to non-retirement separation by agency size, 2026

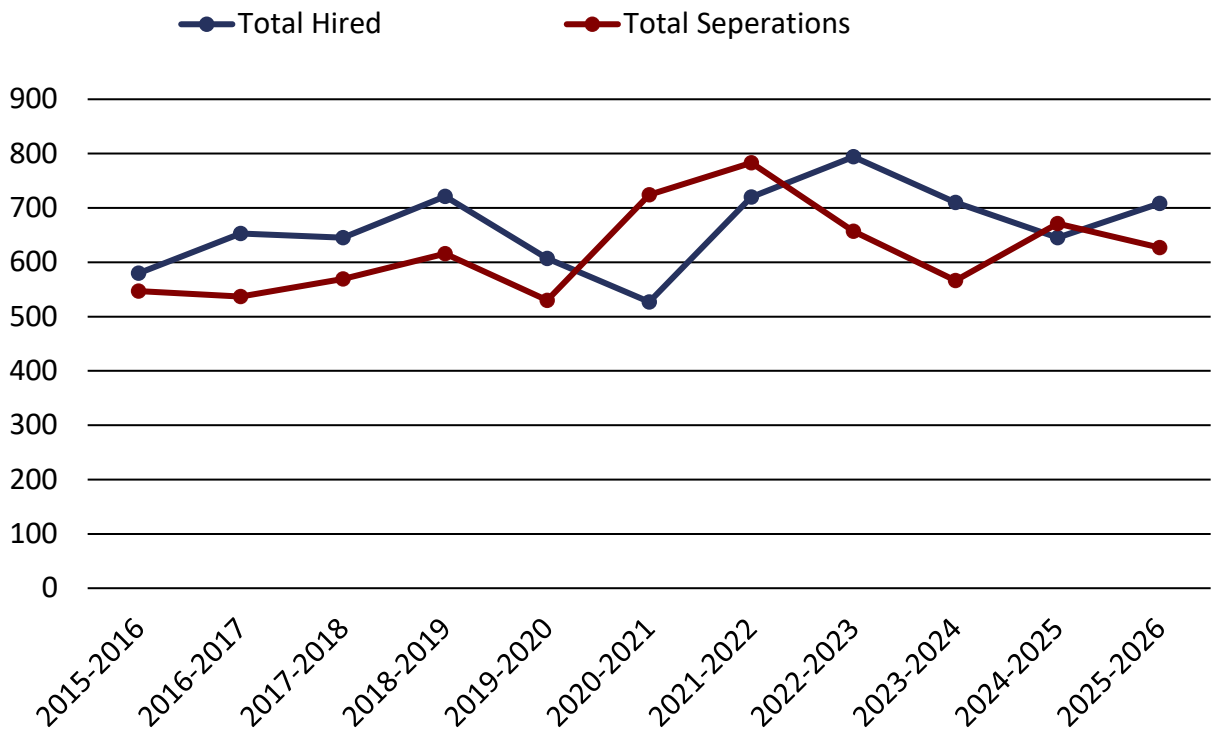


Part Three: Statewide Hiring and Separation Trends

3.1 Multi-year & Quarterly Trends

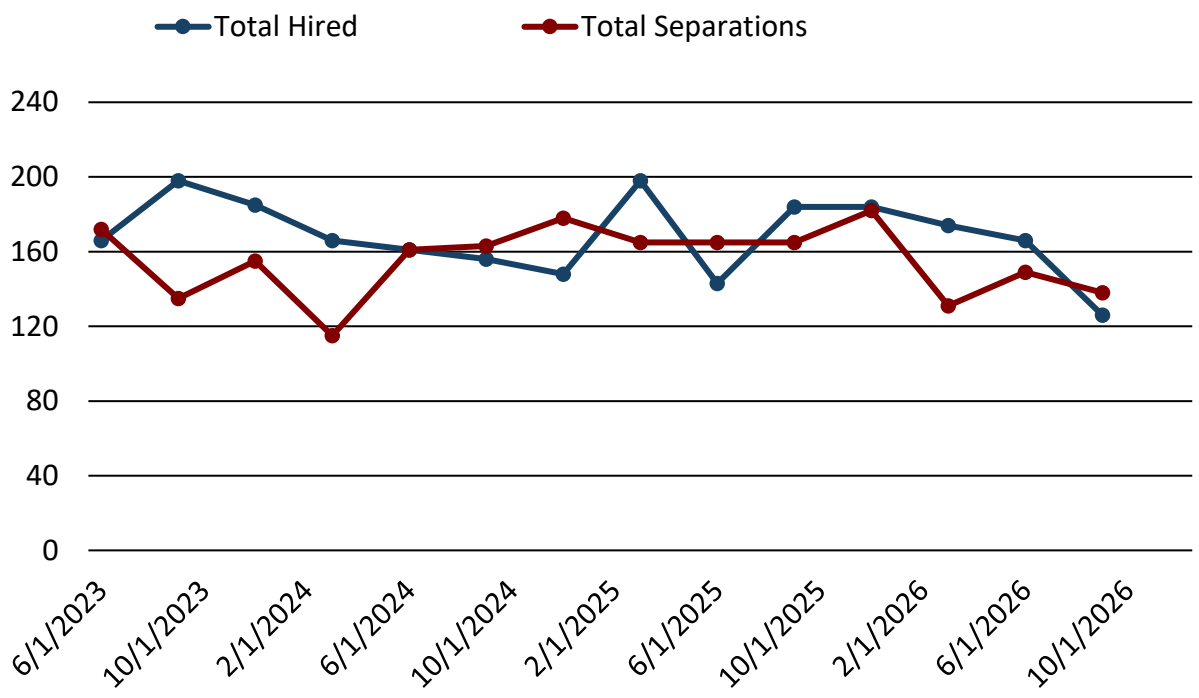
Viewed over the past ten years (Figure 9), both police hiring and separations in Oregon show slow but steady upward trends. While annual trends provide a broad view of hiring and separation patterns, quarterly data reveal more immediate variability that directly influences academy demand.

Figure 9 - Total officers hired and separated by fiscal year, 2015-2026



Taking a closer look at the period after the hiring "bubble" of 2022-2023 (Figure 10, 2023-24 through 2025-26), the current hiring trend is decreasing slightly, while separations have plateaued. These trends should be interpreted alongside survey findings. Lower hiring levels do not necessarily reflect reduced staffing needs; rather, they may indicate the recruitment challenges documented in the staffing survey – half of hiring agencies failing recruitments and reduced applicant pools in even Oregon's largest agencies.

Figure 10 – Total officers hired and separated by quarter (2019-2026)



3.2 Lateral Hiring Trends

Differentiating between an entry-level hire and a lateral hire is important both for staffing conversations and for forecasting Basic Police Academy registrations[6]. Almost all lateral hires will not have to attend Basic Police Academy, with the exception of a few out-of-state officers or those who have not worked in law enforcement for five years or more..

Table 7 - Entry-level hire rate by quarter, January 2025 to September 2026

Quarter	Total Hires	No. of entry-level hires	% of entry-level hires	No. of lateral hires	% of lateral hires
2025 Q3	184	126	68%	58	32%
2025 Q4	184	119	65%	65	35%
2026 Q1	174	122	70%	52	30%
2026 Q2	166	130	78%	36	22%

[6] "Lateral" is not currently a data entry option, so to understand lateral hiring data in *SkillsManager,* laterals are hand-coded to distinguish between the types of hires.

Based on hire data, the yearly lateral hire rate for the 2025-26 fiscal year was 30% (Table 7), the lowest yearly rate since 2005-06. However, this masks notable variation on a quarterly basis, as the lateral hire rate in this same time period ranged from 22% to 35%. In contrast, the first quarter of the 2026-27 fiscal year (not shown) showed much more "normal" entry-level[7] and lateral hire rates, but a much lower number of total hires – consistent with the hiring trends discussed earlier.

[7] Entry-level hire rates may – and usually do – differ from academy registration rates. This is again due to the way the data is pulled. "Entry-level hires" counts individuals with hire dates in that quarter; "Registrations" counts the number of registration requests in the quarter. Most agencies submit registration requests *before* an officer's hire date.

Part Four: Basic Police Enrollment & Student Demographics

4.1 Current Enrollment

Academy enrollment data for 2025-26 (Table 8) shows that DPSST has maintained a constant stream of classes at or near full capacity. However, the last three BP classes have run under capacity, reflecting the recent decrease in hiring. Class schedules are continually monitored and adjusted for the quarterly variability of hiring trends.

Table 8 - 2025-26 enrollment for BP454 – BP465[8]

BP Class	Start Date	End Date	Class Size	Enrolled	Graduated
BP454	7/28/2025	11/14/2025	40	40	38
BP455	8/25/2025	12/19/2025	40	39	34
BP456	9/22/2025	1/30/2026	40	38	36
BP457	10/20/2025	2/27/2026	40	38	35
BP458*	10/27/2025	3/6/2026	20	20	18
BP459-OSP	11/17/2025	3/27/2026	40	43	42
BP460	1/5/2026	4/24/2026	40	42	36
BP461	2/2/2026	5/22/2026	40	41	38
BP462	3/2/2026	6/19/2026	40	40	39
BP463	3/30/2026	7/31/2026	40	38	32
BP464	4/27/2026	8/28/2026	40	41	33
BP465	5/25/2026	9/25/2026	40	41	34

* This additional 20-person class was run alongside the 40-person OSP class in lieu of running a 60-person class.

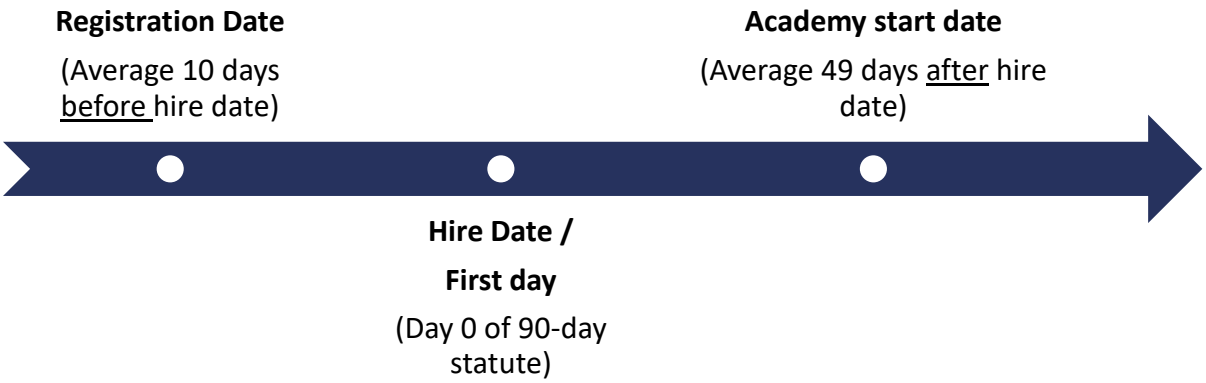
While wait time did surge at the beginning of October 2026 due to the timing of open classes, projected wait times for when an officer *registers* for a class remain just under the 90-day statute (89 days as of 10/14/26), even with no classes beginning in December. This decision reduces the number of disruptions to the class schedule due to down weeks.

[8] For an expanded version of the table including the enrollment and dates for current and future classes in the 2025-2027 biennium, see Appendix A: Expanded Tables

4.2 Academy Wait Times

The 90-day requirement to begin the Basic Police Academy does not start until an officer's *hire* date – usually their first day on the job, as illustrated in Figure 11. Because registration typically occurs about 10 days before the hire date, reported wait times based on registration dates slightly overestimate true statutory wait times (Table 9 - Registration and hire wait times, July-September 2026*).

Figure 11 - Registration, hiring, and academy timeline, based on July-September 2026 data



If a registration request came in on October 14, 2026, the wait time from their *registration date* was 89 days. Using the average 10-day difference, the wait time from their *hire date* to their academy start date is around two and a half months. In reality, it may be shorter - the average hire-date wait time for someone hired between July and September 2026 was 42 days.

*Table 9 - Registration and hire wait times, July-September 2026**

	Registration to Hire	Hire to Academy	Registration to Academy
Average	9	42	50
Median	10	42	54

*Using an adjusted method that removes all LOAs, re-enrolls, and known agency moves for that quarter – all factors out of DPSST control. Even with these included, all wait times remain under 90 days.

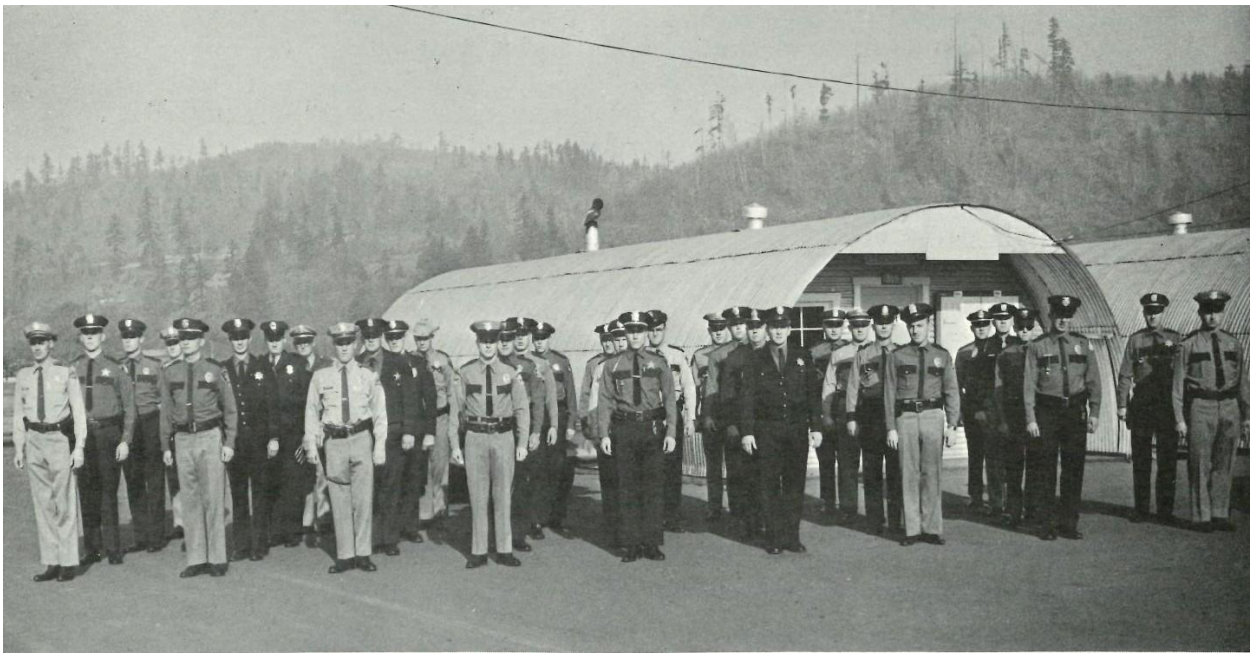
These wait times are well within the 90-day statute and are consistent with student-reported wait times of 0-2 months for the 2025-26 fiscal year (framed as time in FTEP prior to academy), as discussed later in the demographics section of this report (Figure 16). In fact, 90%

of students in the last quarter were able to attend a BP class within 90 days of their registration date. This rate jumps to 99% if all agency moves to later classes are accounted for.

4.3 Student Age, Education, & Prior Experience[9]

Student age

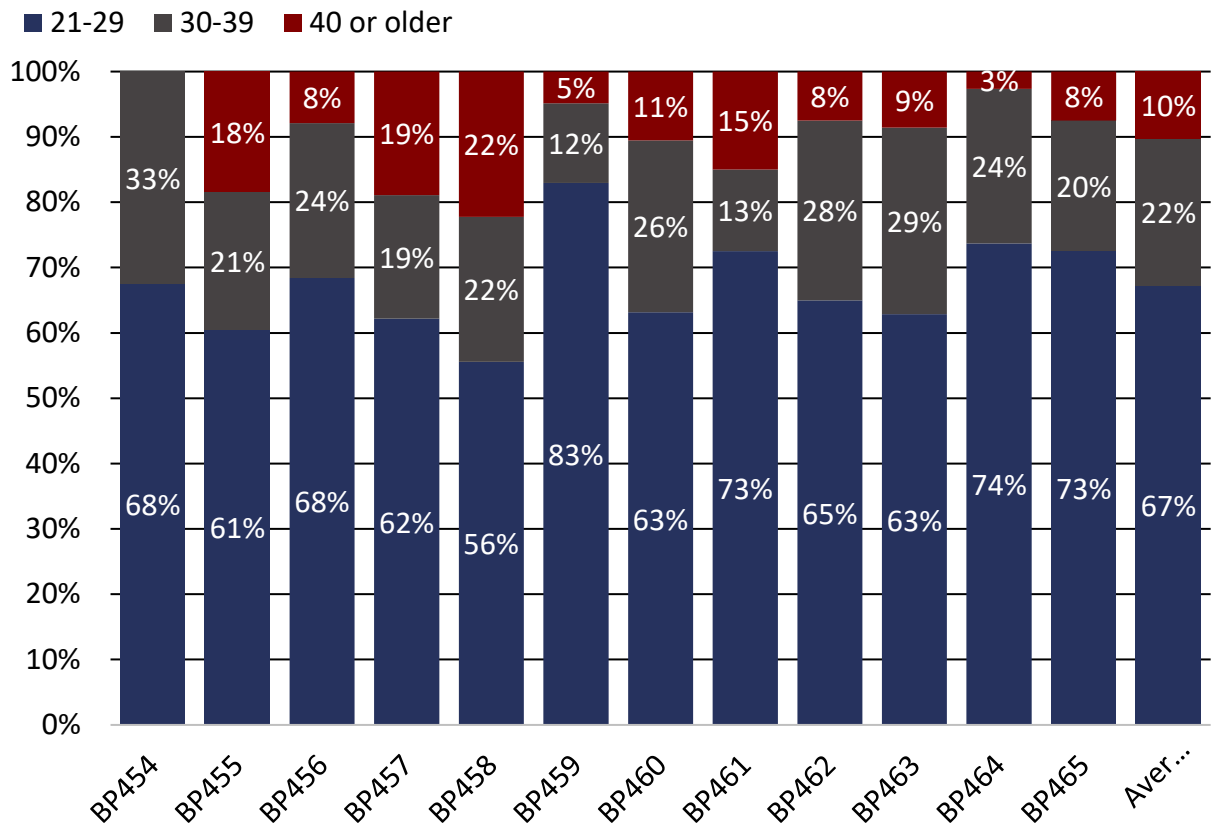
Basic Police students are also asked to report their age from the following response options: 21-29, 30-39, 40-49, 50-59, and 60 or older. As Figure 12 shows, most students fall between ages 21 and 29, with relatively few above age 40. On average, 67% of students were between the ages of 21 and 29, 22% were between 30-39, and 10% were 40 or older.



Basic Police class, Camp Withycombe circa 1964

[9] In March 2023, DPSST began collecting demographic information on Basic Police (BP) academy students. The survey is voluntary and administered on the first day of all basic academies. 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. This is currently the best data source available for many demographic variables. The overall response rate for classes BP454 – BP465 is 96%.

Figure 12 - Age of Basic Police students

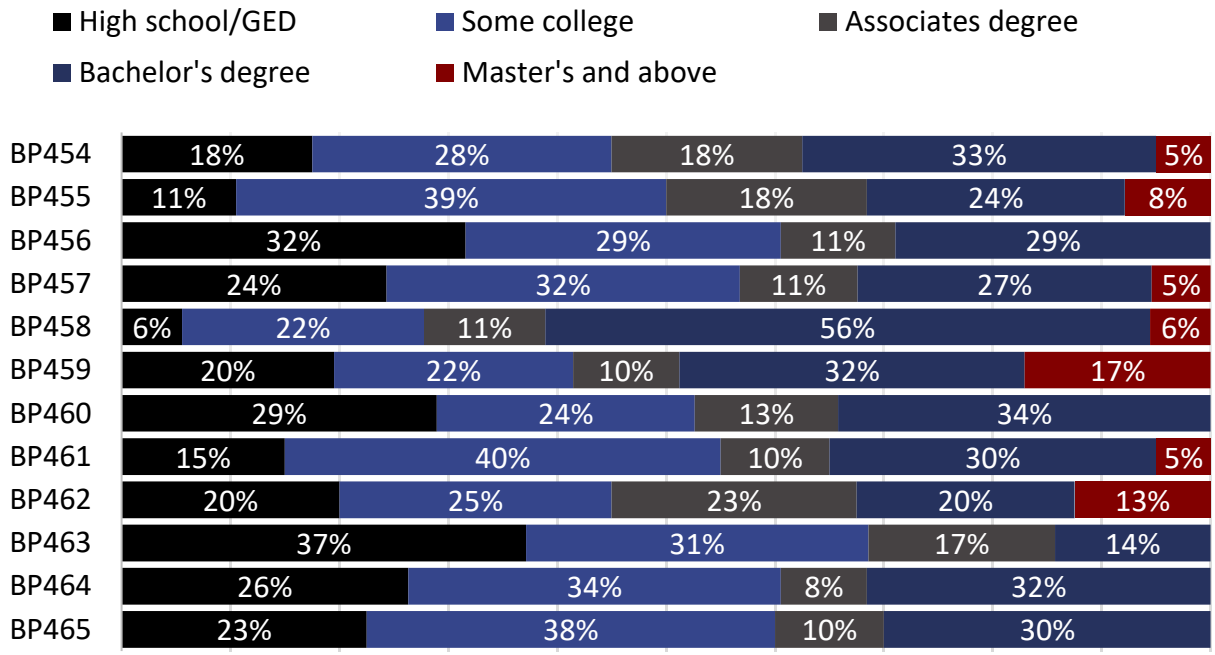


Education

Students were asked, "What is the highest level of education you have completed?" Response options range from high school diploma up to doctoral degree. Figure 13 displays the education level by BP class, as well as the average among all classes.

Approximately 21% of the students have a high school diploma or GED, 31% have some college (no degree), 13% have an associate degree, and 30% reported having a bachelor's degree. Only 5% of students reported having a master's degree or above.

Figure 13 - Education level by BP class, BP454 – BP465



In addition to their educational experience, students were asked, "If you attended college, what was your major?"(Table 10). Approximately 19% of students indicated they did not attend college, while 21% responded that they attended college but did not have a major. The remaining 60% of students reported a total of 93 unique majors, indicating considerable variability in their educational background. Table 10 presents the top 5 majors reported by BP students. The most popular major was Criminology and/or Criminal Justice.

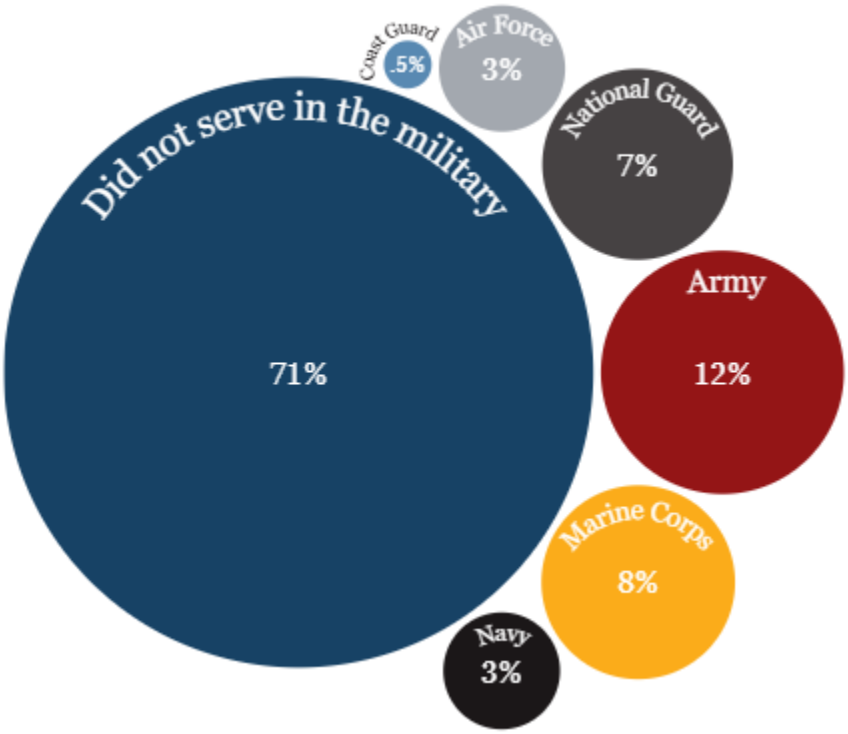
Table 10 - Top 5 majors among all BP students, BP454 – BP465

	Criminology/ Criminal Justice	**Business**	**Psychology**	**Biology**	**History**
% of Responses	23%	10%	6%	5%	3%
# of Responses	68	30	19	14	10

Military experience

As previously stated, students can report their prior military experience (Figure 14). Specifically, they were asked "In which branch (or branches) of the military have you served? (Check all that apply)." Most students (71%) did not serve in the military. Of the 29% who reported military service, the most common branch was the Army, followed by the Marine Corps, National Guard, Air Force, Navy, and Coast Guard. Of those reporting serving in the military, 16% served in two or more branches.

Figure 14 - Basic Police students' military background, BP454 – BP465

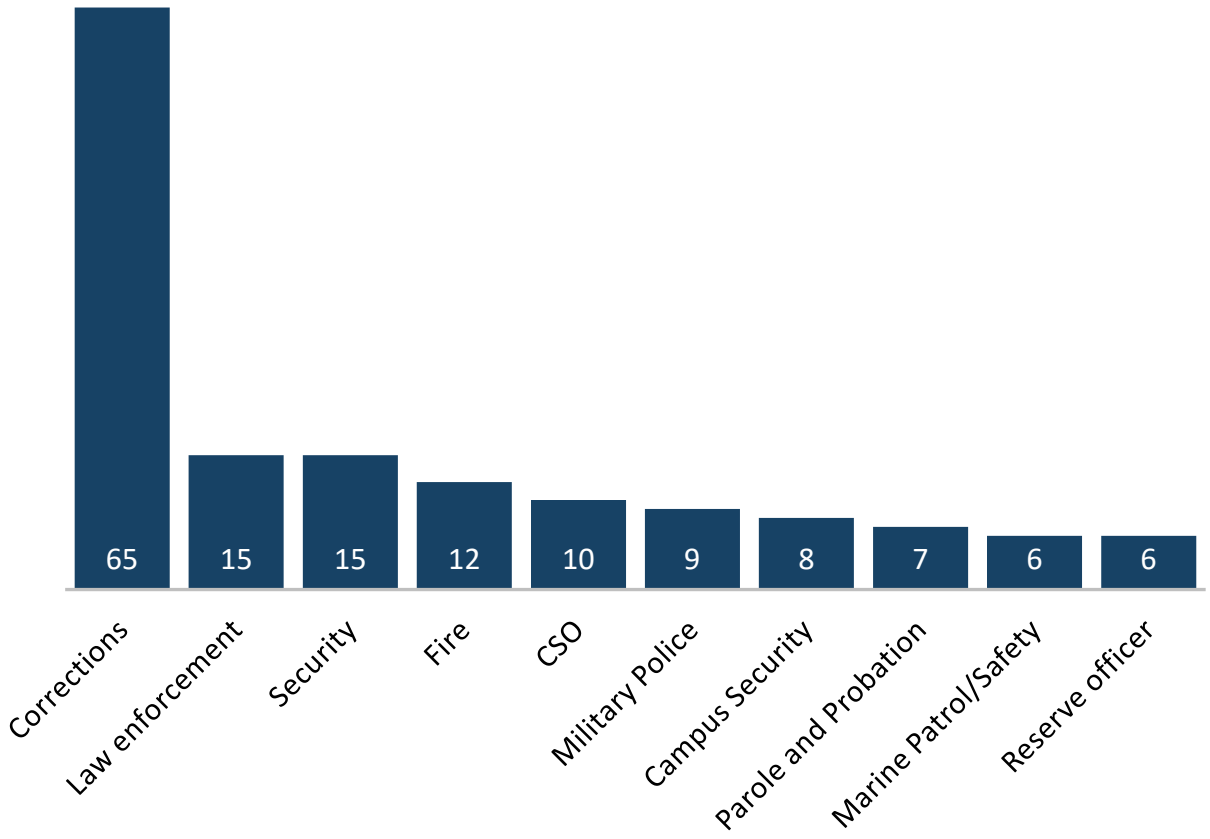


Prior public safety experience

The survey asked students to "describe your previous public safety-related work experience (e.g., corrections, parole and probation, telecommunications, etc.)." Of students who responded to the prompt, about 46% reported having no prior public safety experience (Figure 15).

Those who had prior experience reported a total of 43 different public safety roles. Several students listed more than one experience. By a wide margin, the most common prior experience was in corrections. The second most common experiences were law enforcement and security, followed by firefighting.

Figure 15 – Top 5 types of prior public safety experience, BP454 – BP465



Field training phase

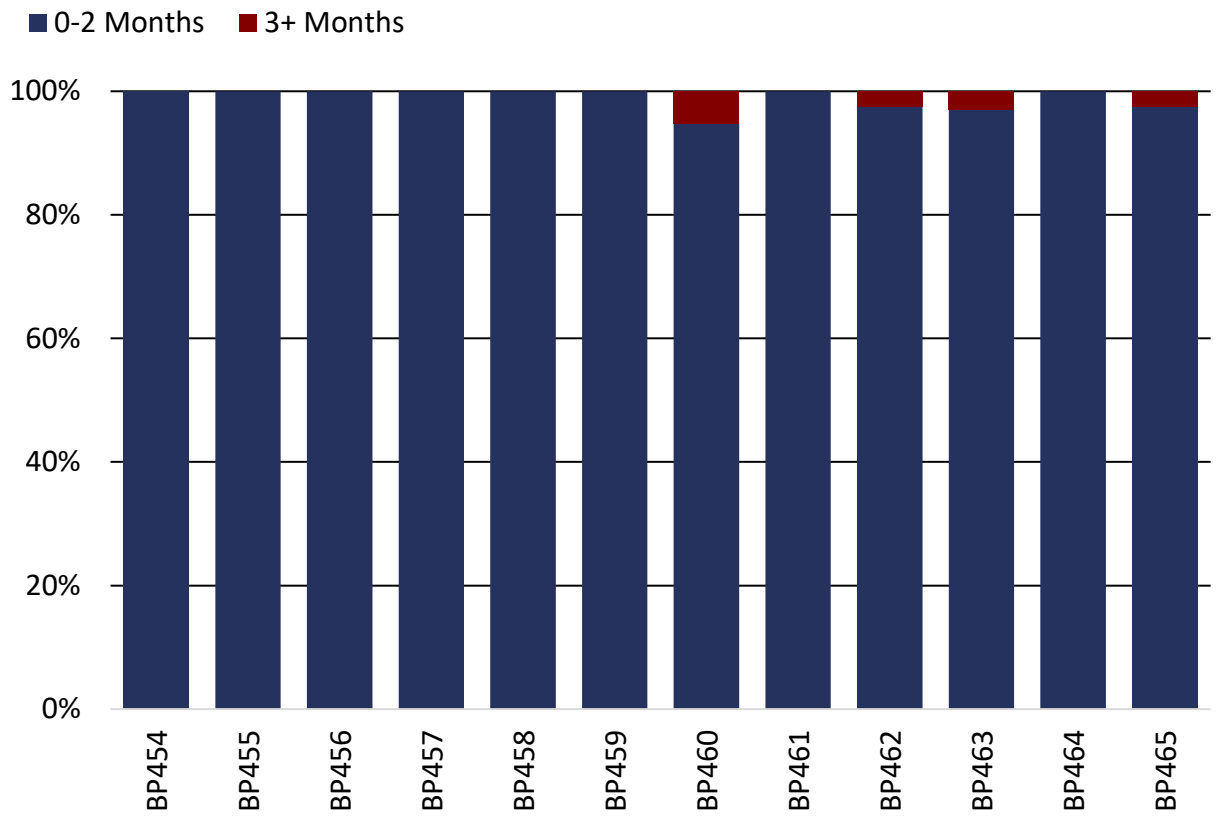
During the time between an officer's hire date and the start of the Basic Police Academy, some agencies place new recruits in their own field training evaluation program (FTEP). A longer time spent in FTEP may indicate a longer wait for entering the academy. The survey asked students how long they had been in FTEP prior to starting the academy. Table 11 and Figure 16 present the percentage of time spent in FTEP by each BP class.

Table 11 - Time in FTEP at start of BP academy

	0-1 month	1-2 months	3-4 months	4+ months	Completed FTEP
BP454	70%	30%	0%	0%	0%
BP455	75%	25%	0%	0%	0%
BP456	79%	21%	0%	0%	0%
BP457	84%	16%	0%	0%	0%
BP458	83%	17%	0%	0%	0%
BP459	98%	3%	0%	0%	0%
BP460	74%	21%	5%	0%	0%
BP461	73%	28%	0%	0%	0%
BP462	83%	15%	0%	0%	3%
BP463	88%	9%	3%	0%	0%
BP464	89%	11%	0%	0%	0%
BP465	90%	8%	3%	0%	0%
Average	**82%**	**17%**	**1%**	**0%**	**0%**

As Figure 16 demonstrates, most students are spending little time in FTEP before coming to academy, and that trend has been relatively stable over the last 12 BP classes.

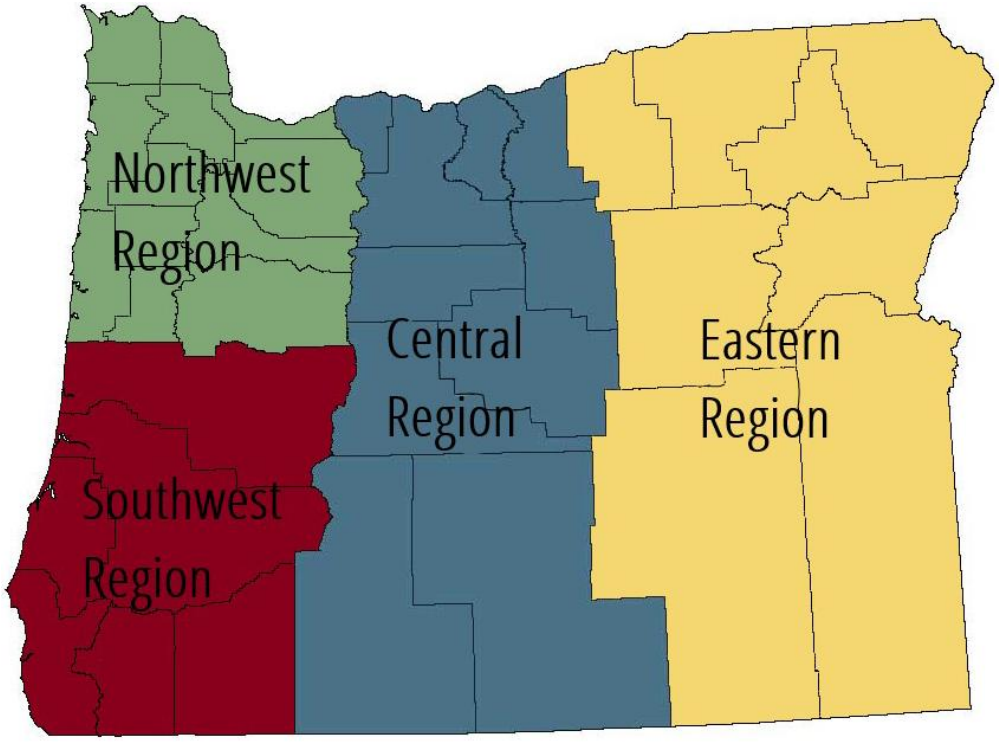
Figure 16 - Time in FTEP by class, BP454 – BP465



4.4 Regional Distribution

Oregon law enforcement agencies fall into one of four DPSST service regions (Figure 17). However, distribution across these regions is uneven due to population centers (Table 12). Most agencies (71%) and officers (75%) are located on the west side of the state, which is reflected in the geographic makeup of DPSST BP students. Future analysis will explore the role region may play in hiring data, alongside agency size and type.

Figure 17 - Map of DPSST regions

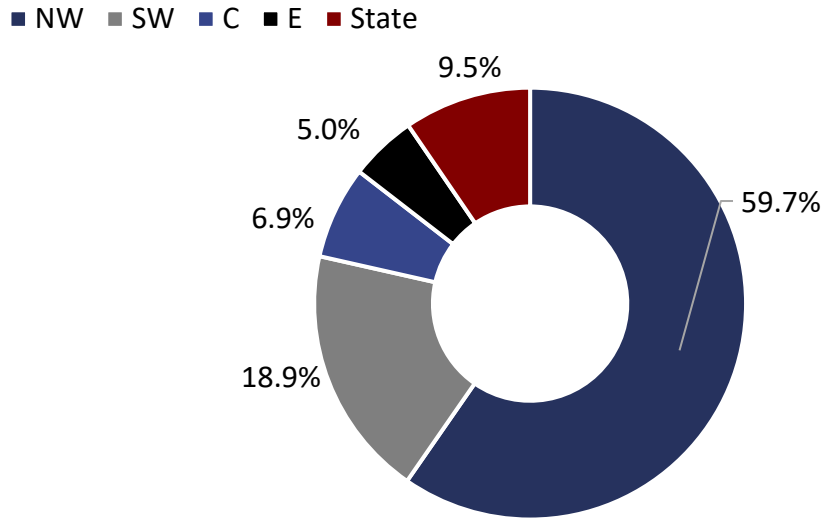


Roughly 6 in 10 (59.7%) Basic Police Academy students are from the Northwest region, and nearly 2 in 10 (18.9%) are from the Southwest region (Table 12 and Figure 18). Oregon State Police, an agency that operates statewide, provided nearly 10% of students. East and Central Oregon contributed 5.0% and 6.9%, respectively.

Table 12 - Regional distribution of police agencies, officers, and BP454 – BP465 students

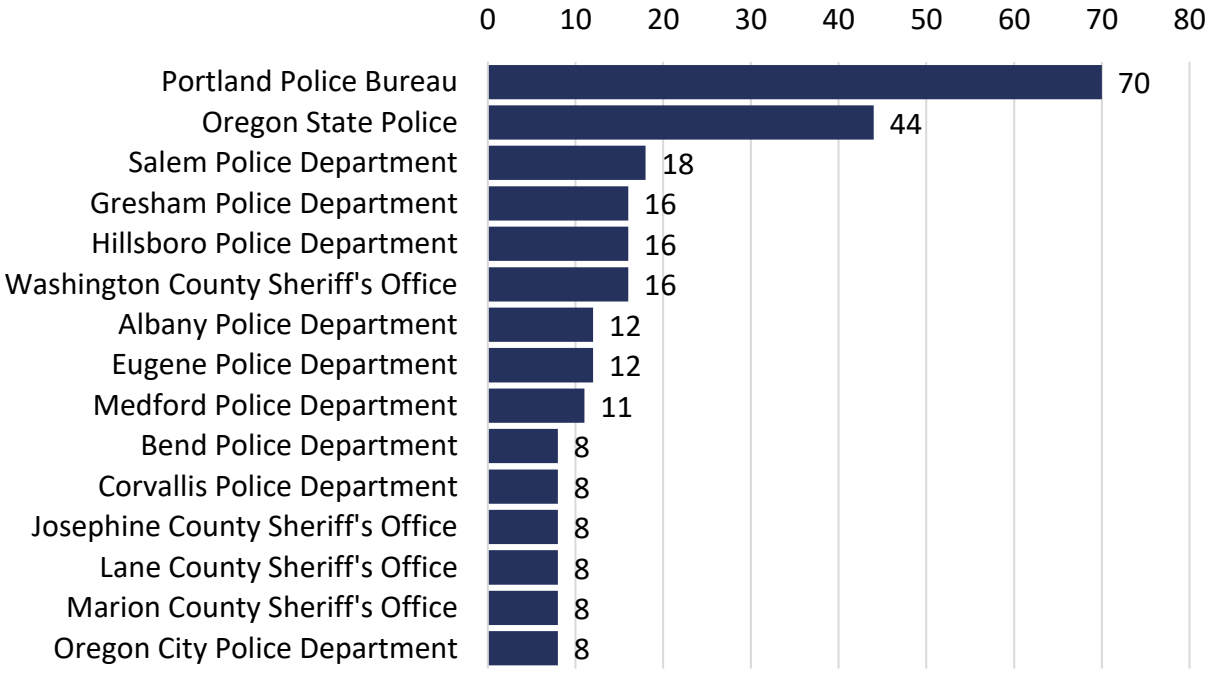
Region	No. of agencies by region	No. of officers by region	No. of Students by Region
NW	77 (44%)	3,392 (57%)	275 (60%)
SW	47 (27%)	1,072 (18%)	87 (19%)
E	25 (14%)	323 (5%)	32 (7%)
C	20 (11%)	440 (7.4%)	23 (5%)
State	1(4%)	715 (12%)	44 (10%)

Figure 18 - Regional distribution of BP students, BP454 – BP465



The Portland Police Bureau (PPB) sent the most students of any agency, contributing 26 more than the second-largest contributor, the Oregon State Police (Figure 19). The next-largest contributor was Salem PD, with 18 officers. Gresham PD, Hillsboro PD, and the Washington County Sheriff's Office each sent 16 officers, tying for the next highest total.

Figure 19 - Top contributing agencies, BP454 – BP465



Part Five: Statewide Forecasts

This section provides staffing and enrollment forecasts for the 2025–27 biennium informed by historical hiring patterns, survey context, and enrollment data. Based on the information available at this time, the greatest forecasting uncertainties (Appendix B: Data & Forecasting) stem from economic projections, especially for larger agencies, as well as the timing of hiring processes.

5.1 Hiring Forecasts

While forecast accuracy declined in the second half of 2025-26 (2026 Q1 and Q2), all forecasts during this period were within the 25% margin-of-error goal (red diamonds, Figure 20 and Table 13). Forecasting and data analysis continue to evolve, and new approaches may need to be adopted as trends in hiring change – particularly if new patterns emerge in quarterly entry-level, lateral, and total hire rates.

Figure 20 - Total officers hired and forecasted per quarter through 2025-27 biennium

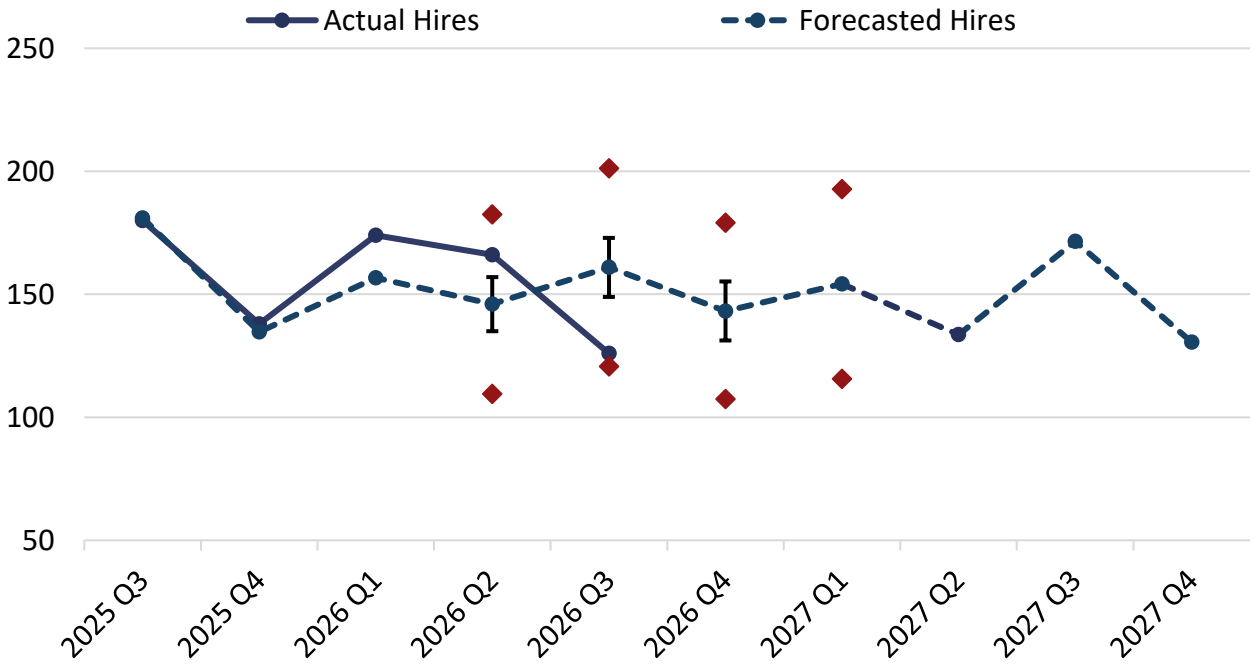


Table 13 - Statewide police hiring and forecasted hiring comparison

Quarter	Actual Hiring Data*	Forecasted Hiring Data	Absolute Percent Error
2025 Q3	180	181	1%
2025 Q4	138	135	2%
2026 Q1	174	157	11%
2026 Q2	166	146	19%
2026 Q3	126	161	29%
2026 Q4	[redacted]	143	[redacted]
2027 Q1		154	
2027 Q2		134	
2027 Q3		171	
2027 Q4		131	

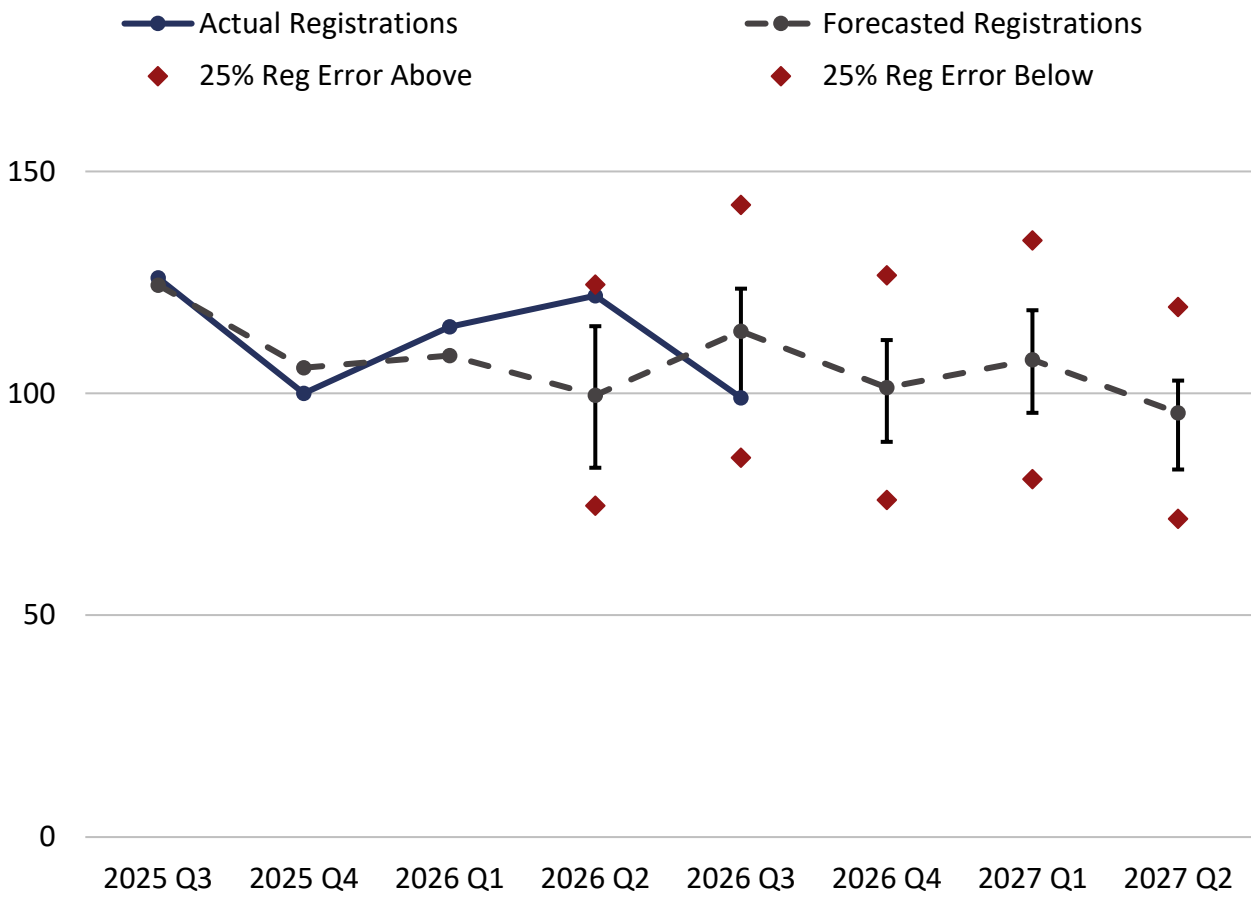
** Data may differ from prior reports as the understanding of our hiring data continues to evolve.*

5.2 Enrollment forecast

With the complex nature of police hiring in mind, an enrollment forecast through the end of the 2025-27 biennium is depicted graphically in Figure 21 and presented in Table 14. Table 14 also compares the actual enrollment for previous quarters with the forecasted enrollment. Over the first three quarters of the 2025-26 fiscal year, the average error rate of

the enrollment forecasts was 4%. However, the forecast for the last quarter of the fiscal year was 18% too low, and consequently the next quarter's forecast was 15% too high[10].

Figure 21 - Quarterly enrollment forecast, 2025-2027



The final year of the 2025-27 biennium is forecast to include enrollment requests for 419 students, a level comparable to last year. However, survey responses suggest this may be a conservative estimate. Based on the data agencies provided, enrollments could potentially be closer to 450[11].

[10] 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. If entry-level hire rates remain consistently high and/or quarterly trends continue to deviate from prior years, that calculation will be adjusted to more accurately account for these patterns.

[11] Agencies estimated 493 for the 2027 *calendar* year, which is about 246 for 2027 Q1 & Q2. This figure was then combined with their estimate of 475 current vacancies and the enrollment forecast.

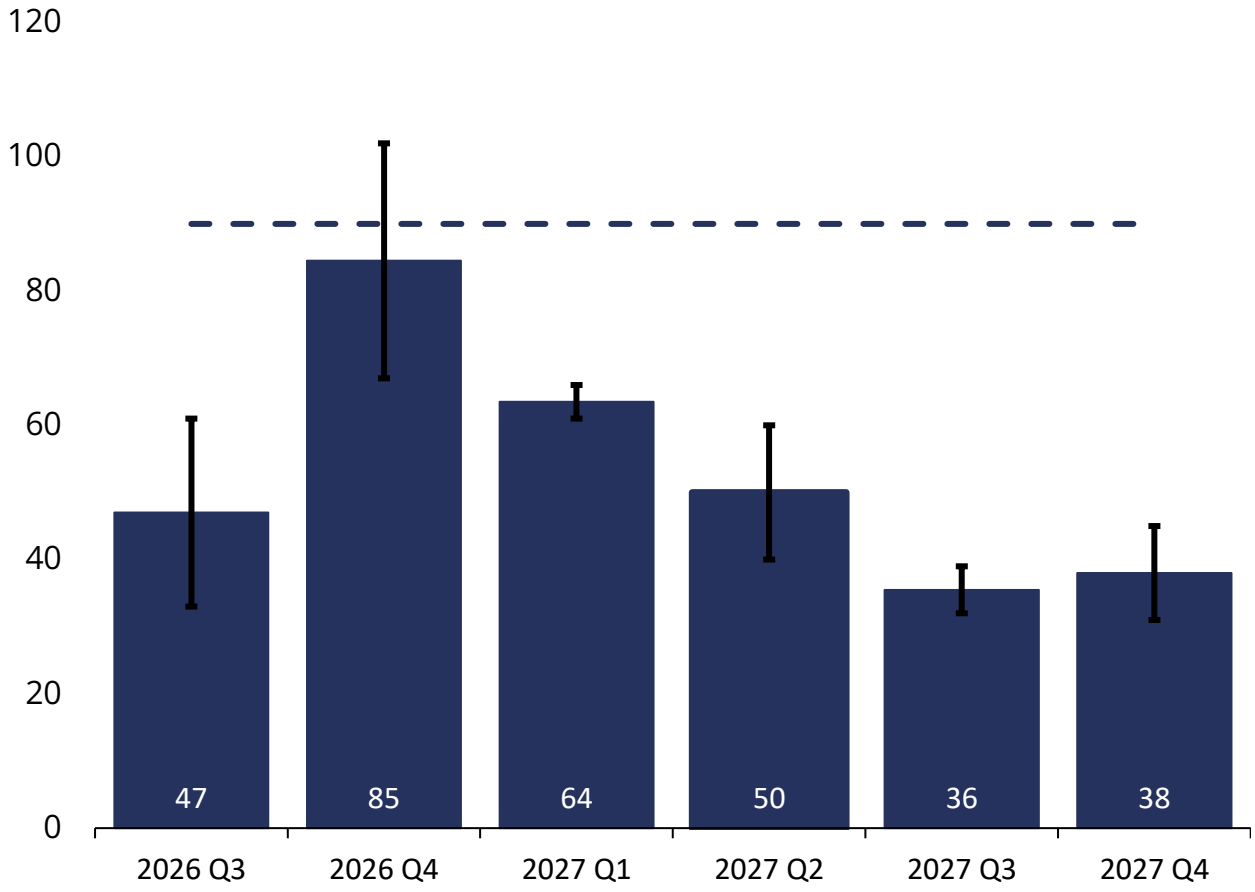
Table 14 - Enrollment and forecasting enrollment comparison, 2025-27 biennium

Quarter	Actual Enrollment Data	Forecasted Data	Absolute Percent Error
2025 Q3	126	124	1%
2025 Q4	100	106	6%
2026 Q1	115	109	5%
2026 Q2	122	100	18%
2026 Q3	99	114	15%
2026 Q4	[redacted]	101	[redacted]
2027 Q1		108	
2027 Q2		96	
2027 Q3		120	
2027Q4		92	

5.3 Wait Time Forecast

As of early October 2026, the soonest class a student register for is BP471, which begins in January. As stated before, this means the current *registration* wait time - the proxy for monitoring agencies' compliance with statute - is nearing the 90-day mark and *may* pass it, albeit temporarily.

Figure 22 - Average wait times by quarter, as of October 14, 2026



The estimated 2026 Q4 wait-time range exceeds 90 days, but the average remains below 90, as illustrated in Figure 22. This is most likely the result of pushing the start date of BP470 from October into November due to low enrollment numbers. This example demonstrates how closely forecasting and enrollment depend on the unmanageable factor of timing of agency hiring processes (see Appendix B: Data & Forecasting).

Recommendations & Conclusion

This report reveals several opportunities for using data to better support Oregon law enforcement.

1. **Enhance Forecasting Accuracy** – Forecast approaches are continuing to evolve, and this year's data highlights the need for a closer look at how quarterly fluctuations in lateral hires and separations influence forecasting.
2. **Improve Academy Capacity Management** – Enrollment and wait-time data reinforce DPSST's continuing efforts to approach Basic Police Academy scheduling in a responsive and data-driven manner. Additionally, the adoption of two new key performance measures related to the 90-day statute will ensure ongoing monitoring and compliance.
3. **Strengthen Agency-level Data Collection** – The statewide survey echoes national trends showing a decline in qualified police applicants. However, the underlying cause and effective solutions may differ by agency. Agencies are encouraged to collect and analyze their own data to understand the "who" and the "why" behind:

    - Failure points in the hiring process
    - Probationary separations
    - Voluntary separations

    The DPSST Research team is available to assist agencies that may not have the capacity to conduct analysis or research effective solutions on their own.

4. **Improve Data Quality** – With the adoption of a new Learning Management System in the next few years, data quality is poised to improve significantly. Reduced manual processes, standardized reporting, and improved monitoring capabilities will support more frequent and accurate trend analysis.

The 2026 Academy Forecast and Hiring Report reflects a workforce landscape characterized by steady academy enrollment, improving forecast precision, and clearer insight into applicant and student characteristics. Although recruitment and retention obstacles

continue to impact staffing statewide, the information presented here provides agencies with a solid foundation for informed planning.

As Oregon's public safety environment continues to evolve, reliable data and active interagency collaboration will remain essential to maintaining a responsive, well-prepared, and representative law enforcement workforce.

Appendix A: Expanded Tables

Expanded Table 15 - 2025-27 biennium enrollment for BP454 – BP476 as of 10/15/2026

BP Class	Start Date	End Date	Class Size	Enrolled	Graduated
BP454	7/28/2025	11/14/2025	40	40	38
BP455	8/25/2025	12/19/2025	40	39	34
BP456	9/22/2025	1/30/2026	40	38	36
BP457	10/20/2025	2/27/2026	40	38	35
BP458*	10/27/2025	3/6/2026	20	20	18
BP459-OSP	11/17/2025	3/27/2026	40	43	42
BP460	1/5/2026	4/24/2026	40	42	36
BP461	2/2/2026	5/22/2026	40	41	38
BP462	3/2/2026	6/19/2026	40	40	39
BP463	3/30/2026	7/31/2026	40	38	32
BP464	4/27/2026	8/28/2026	40	41	33
BP465	5/25/2026	9/25/2026	40	41	34
BP466	7/6/2026	10/23/2026	40	41	In session
BP467	8/3/2026	11/20/2026	40	35	In session
BP468	8/31/2026	1/08/2027	40	30	In session
BP469	9/28/2026	2/5/2027	40	20	In session
BP470	11/30/2026	4/2/2027	40	40	Full
BP471	1/11/2027	4/30/2027	40	15	Enrolling
BP472	2/8/207	5/28/2027	40	0	Just opened
BP473	3/8/2027	6/25/2027	40	-	-
BP474	4/5/2027	8/6/2027	40	-	-
BP475	5/3/2027	9/3/2027	40	-	-
BP476	5/31/2027	10/1/2027	40	-	-

* This additional 20-person class was run alongside the 40-person OSP class in lieu of running a 60-perosn class.

Appendix B: Data & Forecasting

Understanding the Data

The data used in this report consist of years of administrative records compiled for the purpose of record keeping and compliance, not research. As a result, there may be inconsistencies due to data-entry practices, changing policies and procedures, and the fact that the data comes from multiple electronic sources. Registration data are sourced from STARS, maintained by the Professional Standards Division, and feed into Acadis, maintained by the Training Division. Acadis stores student academic information during their time at the academy. Because demographic data in these systems is limited, additional databases and student surveys are used and tied to other datasets through the officer's DPSST number.

Forecasts related to employment actions—such as hiring and separations—are based on historical data from Skills Manager. 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 to Forecasting

As an agency that builds schedules and staffing plans based largely on student enrollment needs, maintaining an accurate picture of the future is a crucial part of operations. Our current model is continually evolving and far from perfect; it is, to a degree, both a science and an art. The forecast relies primarily on various employment datapoints while also relying on anecdotal knowledge regarding past trends and the interaction between "unmanageable" and

"manageable" factors.[12] Table 16 and Table 17 outline the current data and factors considered in hiring and enrollment forecasting.

Table 16 - Manageable and Unmanageable factors in forecasting

Manageable / Known Factors for which DPSST possesses data or has direct control over	**Unmanageable / Unknown** Factors which are out of DPSST control or for which reliable data is not readily accessible
• Class scheduling • Scaling class sizes • Academy capacity • Dates and counts of employment actions	• Number of qualified applicants (i.e. no. of hiring processes required) • Timing of agency hiring processes • Agency ability to hire new officers • Career tenure of current officers (i.e. surges in retirement) • Agency officer retention • Agencies' full staffing numbers

As shown in Table 16, there are more unmanageable than manageable factors influencing the forecast. Many of these arise from DPSST being the single agency serving over 170 law enforcement agencies. Others are based on limitations with current databases and the ways data are retrieved from the system (Table 17). Because data retrieval and cleaning are done manually, less time is available for advanced calculations.[13]

[12] Brinkman, P. T., & McIntyre, C. (1997). Methods and techniques of enrollment forecasting. *New Directions for Institutional Research,* (93), 67–80. As cited in Office of Institutional Research, Assessment, and Planning. (2017). *Factors and techniques affecting enrollment*. University of Massachusetts Boston.

[13] To provide context, the working Excel data file for quarterly forecasting has almost half a million cells of data (>31,000 rows x 15 columns). Every quarter, approximately 6,000 rows of data are cleaned (e.g., remove duplicates, format data, and identify "hired" actions that are lateral hires, etc.) prior to being added to the working file. To keep the file size workable, only 20 years of data are maintained.

Table 17 - Databases and datasets used in forecasting

Database	Dataset(s)	Rationale
Skills Manager	• Employment actions • Agencies	The hiring forecast is based on historical hiring data. The current Excel forecasting model starts forecasting in 2016 but could change as trends evolve. Using a percentage of total forecasted hire data is one of the three approaches (rolling average, percent of hires, and Excel forecasting of registrations) used to predict enrollment. Agency data is considered when looking at possible surges in single-agency enrollment.
STARS	• Student registrations • Current class enrollment	Historical registration data is used to build an Excel forecast, as well as calculate a rolling average. Current (at the time of the forecast) class enrollment is used to predict wait times (registration to class start).