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| OFFICE OF APPRENTICESHIP  BULLETIN | **NO.**  2025-118 |
| **DATE**  July 3, 2025 |

**TO:** NATIONAL APPRENTICESHIP SYSTEM STAKEHOLDERS

OFFICE OF APPRENTICESHIP STAFF

STATE APPRENTICESHIP AGENCIES

**FROM:** MEGAN BAIRD /s/

Acting Administrator, Office of Apprenticeship

**SUBJECT:** New National Occupational Framework (NOF) Apprenticeable Occupation:

Police Officer

1. **Purpose.** To inform the staff of OA, State Apprenticeship Agencies (SAA), Registered Apprenticeship program sponsors, and other Registered Apprenticeship partners of the following new National Occupational Framework (NOF) to an apprenticeable occupation: Police Officer
2. **Action Requested.** OA staff should familiarize themselves with this bulletin and the attached Work Process Schedule and Related Instruction Outline, as a source for developing apprenticeship standards and/or providing technical assistance.

Police Officer will be added to the List of Occupations Recognized as Apprenticeable by OA located on www.apprenticeship.gov. A suggested Work Process Schedule and Related Instruction Outline are attached.

1. **Summary and Background.**
   1. Summary – The occupation Police Officer was submitted by Mr. Zachary Boren, Senior Policy Program Manager on behalf of Urban Institute, was processed by Kirk Jefferson and approved by the OA Acting Administrator on July 3, 2025.

The National Office has approved a new National Occupational Framework (NOF), developed in partnership with the Urban Institute. This NOF has met industry standards and approval; it covers job titles and occupational pathways, related functions and performance criteria, as well as academic, workplace and personal competencies for job success. While use of NOFs in developing standards utilizing the competency-based training approach is voluntary, no additional vetting of a Work Process Schedule (WPS) utilizing the NOF should be required where a program aligns to the occupational framework described in a NOF, beyond the basic requirements set forth in 29 CFR Part 29. While on-the-job learning (OJL) is ordinarily outlined in the WPS, sponsors who utilize a NOF must develop the Related Instruction Outline, which should be included in the standards. Within certain limits, the sponsors of NOF apprenticeship programs are permitted to customize the job functions or competencies contained in a NOF for Police Officer occupation.

However, OA encourages the use of all core competencies to be included in the approved WPS.

* 1. Background –

***New/Revised Occupation Background -*** Under 29 CFR section 29.4, an occupation for a RAP must meet the following criteria to be determined apprenticeable:

1. Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the job supervised learning:
2. Be clearly identified and commonly recognized throughout an industry;
3. Involve the progressive attainment of manual, mechanical, or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 2,000 hours of on-the-job learning to attain; and
4. Require related instruction to supplement the on-the job learning.
5. **New NOF Apprenticeable Occupation.** The occupation Police Officer was submitted for an apprenticeability determination.

Police Officer

O\*NET-SOC Code: 33-3051.00

RAPIDS Code: 0437

Type of Training: Time-based, Hybrid, Competency-based

Term Length: Time-based 2000, Hybrid 2,000 – 4,000, Competency-based 1 year

(Note: This occupation is currently approved at 4000 hours. After consulting with Urban and based on their review, we are recommending changing our TB to 2000 hours and HY to 2000-4000 hours. This may affect current registered programs.)

Police Officer perform the following duties:

• Demonstrates proper and safe use of less-lethal weapons, including batons, pepper spray, and electro-muscular disruption devices/electronic control weapons (with use of force protocols);

• Communicates and uses police radio professionally and effectively, according to departmental procedures, including monitoring for relevant radio traffic on both handheld and vehicle radio; and

• Conducts crime scene searches professionally, identifies and collects relevant evidence, and follows departmental procedures when searching crime scenes.

1. **Inquiries.** If you have any questions, please contact Douglass McPherson, Acting Director, Division of Standards and Quality at (202) 693-3783.
2. **Attachments.**

