



# Becoming an Oakland Police Cadet

Police Cadets are part-time employees who receive training and experience in law enforcement. Wages start at \$13.46.

- Must be between 17.5 and 20.5 years of age.
- Must be a college-bound high school senior or full-time college student.
- Have or be able to obtain a valid California Driver's License.

As a condition of employment Cadets are encouraged to test for the position of Police Officer Trainee upon reaching 21.5 years of age or seek employment with the City of Oakland.

Cadets may work up to 19.5 hours per week, but individual schedules are dependent on Department needs and school commitments.

Cadets are required to attend college full-time or be a high school senior. High school senior must be registered at or be accepted for admittance to an accredited college or university by the time of appointment.

Cadets are rotated through a variety of divisions to provide exposure to many aspects of law enforcement. Experienced police officers and super visors provide intensive supervision, counseling, training, and evaluation. Cadet assignments may include the following:

- Blight enforcement
- Traffic
- Recruitment and Training
- Youth Service
- Identification Section
- Community Policing
- Records

## Cadet Selection Process

The selection process for Police Cadet includes a written multiple-choice exam, oral interview, physical ability tests, background investigation and a medical examination.

**Written Multiple Choice Exam:** This test measures basic skills such as inductive reasoning, reading comprehension, memory recall and arithmetic.

**Oral Board Interview:** Successful candidates will participate in the oral board interview, which is designed to evaluate job-related skills and abilities such as oral communication, interpersonal skills, and judgment. In addition to general questions, candidates will be presented with hypothetical scenarios (either orally or on videotape) and asked to explain how they would respond in each situation. Provided candidates pass other required portions of the selection process, the score from the oral board determines one's position on the eligibility list.

**Physical Ability Test:** On the day of the oral board interview, the candidate should come prepared with gym clothes and shoes, to participate in the physical ability test. When you are notified of your Oral Board Interview, you will receive a scheduled time to participate in the Physical Ability Test. The test consists of job-related physical tasks performed in an "obstacle course" fashion that must be completed in a specified time. The test is pass/fail and measures coordination, ability, balance, and strength. The Physical Ability Test will be given off-site of the Oral Board Interview. You will receive additional information at the Interview.

\*Please apply on-line at [www.oaklandnet.com](http://www.oaklandnet.com). For more information, please contact the Cadet Program Coordinator at 510.238.3552