Performance-Based EVO Training

CASE STUDY

EVO TRAINING CHALLENGES

- **Inability to present real-world hazards and conditions**

- **Lack of driving simulator application to measure trainee performance**

- **Ineffective format for teaching EVO principles to adult learners**

OBJECTIVES

- **Repetitive practice that trains reflexive response to hazards**

- **Objective measurement and feedback to improve performance**

- **Correct, clear, and consistent delivery of pre-simulator EVO fundamentals**

RESULTS

- **Reduced critical errors at intersections**

- **Improved scores in completing all of the EVO tasks that serve to reduce accidents**

- **Reduced trainee speed allowing five extra seconds and improving situational awareness**

In 2003, Utah POST sought to improve trainee performance by implementing the latest in driver training technology. They soon discovered that technology lacked a structured platform to provide effective training. UT POST collaborated with AST to develop tools that facilitate consistent training and objective measurement that dramatically improves performance.

Customer Profile

Utah Peace Officer Standards and Training
"Training Utah's Finest"

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Mission Statement:
Through the direction of the Council of Peace Officer Standards and Training, our mission is to provide professional standards and training, leadership, and certification for peace officers as we work to protect the rights and privileges of our citizens.

Utah POST is overseen by the Utah Department of public safety and operates the state's peace officer academy. Training and instruction is provided by the following bureaus:

- Basic Training
- Emergency Vehicle Operations
- In-Service Training
- Investigations

Utah POST Driving Range

The Emergency Vehicle Operations instructs basic training cadets and existing officers on safe vehicle maneuvers. The EVO range located by the Camp Williams Military Reserve Base affords the opportunity to train officers in vehicle operations.

More recently POST acquired two driving simulators to allow for safe instruction in decision making skills and maneuvers. With two driving simulators, POST can instruct up to eight students at one time. The two simulators can also be linked together allowing two officers to be in pursuit of a suspect at the same time (a primary car, with a secondary car in pursuit scenarios).

Increasing Simulator Effectiveness with EVOC-101™

In 2003, Utah POST purchased EVO driving simulators to expand training into areas deemed too dangerous for track or on-the-job training. The simulators did not provide standard curriculum or performance measurement and training was varied based on instructor influence.

Utah POST needed consistently delivered curriculum, repetitive practice, and objective measurement to achieve departmental goals and implement effective training. In 2005 they enlisted Applied Simulation Technologies (AST) to develop a simulator-based program that answered those needs while providing reflexive

EVOC-101 Software

response training to hazards. Utah POST realized they can not improve what they do not measure so the program needed to supply objective measurement of required behaviors to achieve improved performance

Utah POST provided subject matter expertise and curriculum criteria that helped AST create EVOC-101 which provides a structured simulator-based training process that measures and records specific tasks while trainees practice EVO runs in the simulators. Since its implementation in 2005, Utah POST has provided EVOC-101 training to over 2100 cadets.

> *"Utah POST realized they can not improve what they do not measure"*

Improving the Training Process with EVOC-101 Web™

In 2007, UT POST's approach to training included three phases; knowledge, physical skills and judgment.

As they examined their driver training process, it was clear that the physical skills and judgment phases were being effectively met with the repetitive practice and objective feedback provided by EVOC-101 from AST.

Phase 1 was being provided through instructor-led lectures given prior to hands-on training. It was found that trainees did not have a firm understanding of basic EVO principles when they reached the simulator portion of the program. They realized that more time needed to be allotted to the

subject and that the classroom was not the best format to enable adult learning.

Utah POST again enlisted the help of AST to create a web-based program that delivers correct, clear, and consistent information about the fundamentals of EVO and verifies comprehension. The self-paced nature of the program ensures students have the time to review concepts and fully understand the subject matter. In 2008 EVOC-101 Web was implemented as a pre-simulator requirement at Utah POST.

EVOC-101 Web

Training Safer Drivers with EVOC-101™ and EVOC-101 Web™

To continually improve the driver training process, Utah POST and AST jointly analyze driver performance records. In 2011 AST summarized a complete analysis spanning six years of the implementation of both EVOC-101 and EVOC-101 Web through the end of 2010. The analysis examines the effects of each program on trainee performance and Utah POST's driver training process.

The effects of EVOC-101 from 2005—2010 show that errors per intersection decreased by 67%. The program increased simulator usefulness by managing Simulator Adaptation Syndrome (SAS or "simulator sickness") to under 1%. The addition of EVOC-101 Web in 2008 provided a consistent format to teach EVO principles as it better prepared recruits for training in the simulator. Overall per-

formance scores improved by an additional 7% and trainees were proved to be less risky and drive an average of 5 seconds slower per scenario. This extra 5 seconds trained them how to safely recognize and avoid potential hazards.

Disciplined application of EVOC-101 and EVOC-101 Web gave UT POST the tools needed to effectively utilize their driving simulators. Their three-phase training process has objectively proven to measure and improve trainee performance.

For more information on this case study or to receive a copy of the Utah POST white paper, please call Susan Carrion at 801-506-1340.