THE VALUE OF AXON VR

How Axon VR Training can help your agency make the most of your training hours

Training has never been more important in law enforcement, but time and other constraints remain a real challenge for most agencies. Virtual Reality (VR) Training has the potential to give your agency back valuable time and use it to optimize other aspects of your training program.

THIS DOCUMENT COVERS:

How VR is helping some industries experience up to **4X better retention**, **4X faster learning**, **and 275% greater confidence** in skill implementation

Causes and costs of inefficiency in LE training today, from downtime to liability payouts, and how VR can help overcome those challenges

The benefits of Axon VR Training and how it can complement existing training efforts while reclaiming unproductive time

/ A STATE-BY-STATE APPROACH

If you ask 10 different law enforcement agencies what their annual training requirements are, you'll likely get 10 different answers. While nearly all agencies require certain annual certifications, such as firearms training, EVOC training or CPR, the curriculum and local requirements are widely varied, from number of training hours to complementary topics such as crisis intervention and unconscious bias.

Here is a small sample of differences in required annual training hours*:

10 HRS	20 HRS	25 HRS	40 HRS
FLORIDA	TEXAS	OKLAHOMA	MASSACHUSETTS

**Average mandated per year*

No matter whether your agency falls into the lower or higher end of this range, one thing customers often say is: *We wish we had more time or resources for training.*

Instead, agencies are, understandably, extremely selective about which trainings justify pulling people off shift, no matter how meaningful the content may be.

/ A COSTLY PROPOSITION

Time constraints are magnified even further by other major challenges:

+ **Logistical inefficiencies** that cause time to be wasted. If training is centralized at a single location, it requires officers and trainers to travel there and back. And if the session involves scenario-based training, there are times when officers are waiting around for their turn and not actively engaging in the curriculum. Unscheduled breaks and early releases may also contribute to unproductive time.
+ **Capital expenses** for potential facilities upgrades to accommodate training. Some forms of training require ample classroom capacity, drill space, or dedicated environments that simulate real-world scenarios. Beyond that, equipment storage costs also consume resources.
+ **Liability payouts** that may arise from ineffective or not enough training. Public data[1] shows that law enforcement agencies—large and small—have collectively spent over $2 billion dollars to settle misconduct allegations since 2015, and the median annual payout across a sample of major cities is $12 million. It is often unclear whether more training could have helped in some of these scenarios, but it's often among the first things constituents demand when something goes wrong.

Training can quickly use up scarce resources, and it is no wonder that many agencies have to make difficult trade-offs when it comes to priorities.

AN ALTERNATIVE APPROACH

VR is quickly emerging as a meaningful training medium, not only within public safety but also in other industries like customer service, aerospace, medicine, and many others.

/ WHY IS VR SO EFFECTIVE?

Due to its immersive nature, VR causes the brain to experience learning in a different way than traditional mediums. The combination of visual processing, audio, and other stimuli causes someone to process information similarly to a lived experience versus the "2D" means by which slide or video content is delivered. This can produce meaningful benefits in the context of training, including:

> Up to **4X better retention** of content after one year[2]
>
> **4X faster skill/knowledge development**[3]
>
> **4X more focused** than e-learning peers[3]
>
> **275% greater confidence** to apply skills learned after training[3]

Additionally, VR is more scalable than many traditional forms of training due to minimal space and hardware requirements. At some companies, the combination of impactful learning and scalable training has **reduced operational costs up to 50%**[4].

/ THE DIFFERENCE WITH AXON VR TRAINING

Axon is at the forefront of VR Training in public safety, with two key offerings.

Axon's Community Engagement Training focuses on introducing key situational learning objectives and de-escalation tactics for a wide variety of scenarios, such as dealing with someone with autism, hearing impairment, or suicidal ideation. Trainees are exposed to these scenarios and then offered a branching path of options for how to resolve them in a mutually-beneficial way.

Axon's Simulator Training helps trainees practice and refine their skills in dynamic situations, with a limitless number of variables introduced to challenge them at Basic, Intermediate and Advanced levels. Trainees are active participants in the scenarios and can draw on training TASER energy weapons or training firearms should a situation demand.

Axon VR training is delivered on a wireless platform that is simple to deploy and use, without the need for complex room setup or multi-component hardware. Additionally, Axon's content is unmatched: Axon spends over 60 hours on every module using input from subject matter experts, and releases new content monthly to help continually build and reinforce critical thinking skills. Our current VR partners have already found many ways to incorporate VR Training into other types of curriculum including their academies, annual in-service training, or as a supplement to CIT training. As the technology evolves, there will be even more ways to use it for efficient learning.

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Axon offers VR trainings in four categories: **Empathy**, **Tactical**, **Officer Preparedness** and **Officer Coping**. In all cases, Axon's goal is to foster mutually-beneficial outcomes for officers and the community members with whom they interact. It is all part of Axon's commitment to deliver innovative training technologies, realistic content, and peer networks as a trusted partner to first responders who want to serve their communities safely and effectively.

/ AXON VR TRAINING VS. OTHER TYPES OF TRAINING

All training methods have their place. VR has the potential to take the best of training and deliver it in an efficient and repeatable way.

	CLASSROOM OR ONLINE LEANING	ROLE PLAYERS	OTHER 2D SIMULATORS	AXON VR TRAINING
Compact and portable	√	—	X	√
Create realistic stress	X	√	—	√
Dynamic content	X	—	√	√
Minimal facility and storage requirements	√	X	X	√
Easily repeatable	√	X	—	√
Long-term cost/staffing	—	X	—	√

USING VR TO RECLAIM UNPRODUCTIVE TIME

As previously mentioned, logistical inefficiencies can make training more costly than it needs to be. Let's take a look at a hypothetical example: Say an agency requires 20 hours of training per year. If even 15% of those hours are downtime, due to officers waiting their turn, taking breaks or ending early, that's a full 3 hours per officer being used ineffectively. Multiplied across your entire force, it adds up to meaningful dollars being paid for unused time.

Since Axon VR Training is easily deployed and transported to any location where training is taking place, be that a dedicated facility or the roll-call room, it can help make better use of this time. Instead of officers waiting for their active training time, they can learn in 5- to 15-minute segments on topics that help build practical and interpersonal skills, and that they otherwise may not be exposed to in traditional curriculum. Repurposing even a small portion of unproductive training hours translates into actual agency savings.

Here's how the math breaks down for an agency with 250 sworn, as compared to traditional simulator costs.

	/ AXON VR TRAINING	/ OTHER SIMULATORS
Annual cost	$40,000	$30,000
5-Year total cost	$200,000	$150,000
Value of time reclaimed from standard training downtime*	$53,750	$0
Net Price	**$147,250**	**$150,000**

**Based on estimate of 1.5 downtime hours per officer repurposed for VR Training; may vary by agency*

Other benefits such as better retention and confidence in skills can also translate into more prepared officers who lower the agency's risk of a misconduct issue. Additionally, research shows that spaced repetition promotes effective learning[5], so VR's low time commitment and easy setup means it can become a regular part of existing operations with more frequent use.

TRAINING FOR THE FUTURE

Law enforcement is increasingly being asked to train more, but one way to do that is to train better. VR has the potential to make a huge impact on agencies' training programs, and Axon is just getting started. Our vision is to not only make training widely available, applicable, and adaptable but to also ensure it is engaging for officers and positively impactful to communities. Combined with other technologies in the Axon network, from the e-learning platform, Axon Academy, to productivity tools like Axon Performance, Axon's VR and training program can bring agencies an unprecedented level of efficiency and insight into how well officers are prepared to serve their communities.

For more information, contact your Axon sales rep or visit **axon.com/vr**.

1) WSJ: "Police Rethink Policies as Cities Pay Millions to Settle Misconduct Claims", Oct 2020
2) Miami Children's: "Healthcare Training on the Verge of VR Revolution", August 2017
3) PwC: "The VR Advantage: How virtual reality is redefining soft skills training", June 2020
4) Forbes: "The Amazing Ways Honeywell Is Using Virtual And Augmented Reality To Transfer Skills To Millennials", March 2018
5) Kang: "Spaced Repetition Promotes Efficient and Effective Learning: Policy Implications for Instruction", January 2016