



# Revolutionising law enforcement: realising the benefits of digital training on modern policing

Modernising Criminal Justice 2025

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# Background

# Traditional Policing and training methodologies

## The Challenge

- Modern policing faces evolving threats, complex social dynamics, and public scrutiny.
- Traditional training methods are struggling to keep pace.
- Need for innovative training approaches to prepare officers for frontline realities.



# The Purpose of Training



- Regardless of the method, the purpose of training will always be the same - to improve organisational results through behaviour change.
- Contrary to most management theories, people rarely 'resist change', they will resist the CONSEQUENCES of change, or how the change affects them.
- In the short-term, the change is challenging, no matter how much they want to be in a better place.
- Modern Technologies in training can ease this change process by making development pathways more tailored to specific individuals and their needs.

# Latest Technologies

# Virtual Reality

Immersive technology that simulates real-world environments, enhancing experiential learning and engagement.

## Capabilities:

- Immersive simulations for safe, hands-on practice.
- Real-time feedback and scenario customization.

## Benefits:

- Increases engagement and skill retention.
- Reduces risk and cost compared to physical training.
- Enables practice of rare or dangerous scenarios.
- It allows learners to practice skills in a safe, controlled setting.

## Costs:

- High upfront expenses for equipment and software.
- Requires technical expertise and ongoing maintenance.
- Possible user discomfort (e.g., motion sickness).



# E-Learning

Online education delivering flexible, accessible training through digital platforms, often featuring multimedia content.

## Capabilities:

- Online courses accessible anytime, anywhere.
- Supports multimedia content (videos, quizzes, interactive modules).

## Benefits:

- Flexible and scalable for large groups.
- Cost-effective compared to traditional classroom training.
- Allows self-paced learning and easy content updates.

## Costs:

- Initial costs for platform development and content creation.
- Requires reliable internet access and compatible devices.
- Limited hands-on practice and real-time interaction.
- Potential for lower learner engagement without supervision.





# Adaptive Learning Techniques

Personalized learning approaches that use data and algorithms to tailor content and pace to individual learner needs, improving efficiency and outcomes.

## Capabilities:

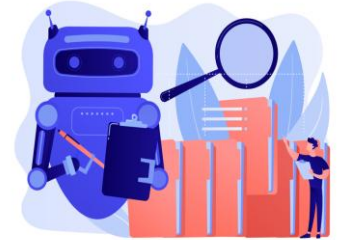
- Personalised learning paths based on learner performance.
- Real-time adjustments to content difficulty and style.
- Uses data analytics and AI to optimize learning outcomes.

## Benefits:

- Improves engagement by tailoring material to individual needs.
- Enhances learning efficiency and retention.
- Identifies knowledge gaps for targeted support.

## Costs:

- High development and implementation costs due to complex technology.
- Requires ongoing data management and algorithm updates.
- Potential privacy concerns with learner data.
- Can be challenging to integrate with existing systems.



# Real-World Examples

# Overview of Examples



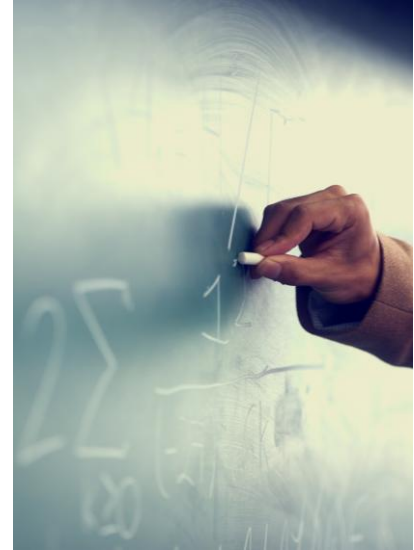
Virtual Reality for  
Incident Management



Complex Decision-  
Making Scenarios



Data-Driven Training  
Needs Analysis



Adaptive Learning  
Platforms

# Virtual Reality for Incident Management

West Midlands Police

## How does it work?

- Young people wear VR headsets and navigate realistic scenarios
  - Threat Assessment
  - Effective Communication
  - De-escalate situations



Increased readiness after VR sessions



Real-time dynamic consequences to decisions



Reduction from recurring role-play costs



# Complex Decision-Making Scenarios

Metropolitan Police

How does it work?

- Interactive, scenario-based e-learning for legal and ethical decision making
  - Branching scenarios
  - Relevant law and policy explained after each choice



Reduced uncertainty in high-pressure encounters



Improved judgement in the field



Updates alongside policy and saves instructor time



# Adaptive Learning Platforms

Thames Valley Police

## How does it work?

- Customised training content for each Officer based on strengths and weaknesses
  - Initial assessment quiz
  - Adaptive difficulty and topics to assist progression



Decreased frustration and boredom with training



Highly targeted improvement areas



Faster upskilling and minimises wasted time in repeated sessions





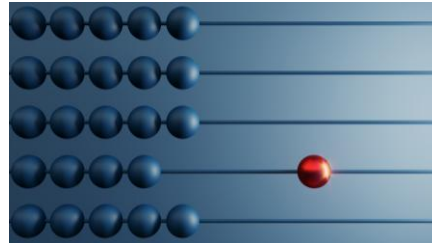
# Summary of Benefits

# Benefits of Modern Learning Technologies



## Mission/Goal Attainment

Delivery of organisational aims and objectives.



## Flexible Learning Pathways

Training interventions that are flexible to meet changing requirements at the frontline.



## Engaged Workforce

Human-centred approaches that account for the needs of individual learners.



## Safer Society

Achievement of organisation's purpose, with clear lines of sight and indicators for continuous improvement.



# What next?

- Start with ***measurement***
- *Understand* the ***behaviours*** that will add value
- Analyse your ***'Performers'*** and their learning preferences
- Choose the ***'best'*** learning technology
- Finish with ***measurement***

***"The effectiveness of training is best measured at the point of delivery"***

**Peter R Scholtes**



# Thank you

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