
Chapter 2

Preparation for Conduct of Driver Training



Initial Planning

Good driver training is the result of careful planning and thorough instruction. Before instruction begins, make a careful and complete estimate of the driver training requirement. Based on this estimate, develop plans and schedules, select and train instructors, and assistant instructors, and make sure facilities and equipment are available.

Estimate of Driver Training Situation

When detailed to conduct a driver training program, first make an estimate of the driver training situation by answering the following questions:

1. How many new drivers are to be qualified?
2. How many previously licensed drivers are to be checked?
3. What is the capability and general experience of new drivers to be qualified?
4. How much time is available?
5. How many instructors and assistant instructors are available?
6. What special training do the instructors and assistant instructors require?
7. What facilities are available, including classrooms, training aids, shops, vehicles, and driving ranges with varied terrain?
8. What additional facilities are needed and how can they be obtained?
9. What must be done to prepare all equipment and facilities for operation?
10. What are the standards for training?

Then, analyze the answers to these questions and develop a plan for organizing and carrying out the program.

Organizing the Program

In organizing the program of instruction you must:

1. Determine the number of instructors and assistant instructors to be selected and trained and a schedule for their instruction.
2. Determine the duties and responsibilities of instructors and assistant instructors.
3. Determine the number of drivers to be trained or retrained and a schedule for their instruction.
4. Make up a list of students by groups and how groups will be rotated.
5. Decide what equipment and facilities are needed and the methods used to get them ready.
6. Determine what the training standards will be and how to implement them.
7. Develop a program of instruction.

Selecting Instructors

Skilled noncommissioned officers, tank drivers, or even well-qualified maintenance personnel do not necessarily make good driving instructors without special training. The success of the program depends on proper selection and training of instructors and assistant instructors. The steps for selecting instructors are:

1. *Interviewing* —A qualified officer conducts the interview. There are five essential requirements. All prospective instructors and assistant instructors must:
 - a. Be qualified to operate the equipment and be licensed for one year whenever possible.
 - b. Have technical knowledge of the equipment.
 - c. Have scores on the Army classification tests of average or above.
 - d. Have knowledge and experience necessary to instruct with authority.
 - e. Have the personality and desire to instruct.
2. *Classifying* —The interviewing officer groups prospective instructors according to their potential:
 - a. Fully Acceptable.

- b. Conditionally Acceptable.
 - c. Not Acceptable.
3. *Selecting* —The best qualified and most experienced individuals are selected for further training.

Training Instructors

Regardless of apparent qualifications, instructors and assistant instructors must take a preliminary course before teaching. Even though this may delay instruction for students, it pays dividends in the long run.

The preliminary course for instructors will:

1. Include the entire course that is given to students. (It probably will not be necessary for instructors and assistant instructors to spend as much time on this as is scheduled for students. However, the entire course should be covered, emphasizing phases in which instructors and assistant instructors prove weakest.)
2. Apply the principles of instruction prescribed by FM 21-6.
3. Emphasize the importance of observing the student's driving techniques so that errors can be corrected immediately.
4. Provide special training for driver aptitude tests (pp 8-10), diagnostic checks (pp 49-51), and qualification examinations.

Training Examiners

The value of the examination depends largely on the competence of the examiners.

Examiners must:

1. Understand the purpose and nature of every test given.
2. Know the standards and how to test and score.
3. Be tested on the same scoring problems until their own scores reflect high, uniform results.