

Enhanced Road Test Overview

The Enhanced Road Test (ERT) Evaluation Form is the grading tool Driver Trainers (DT) will use to assess the Delivery Associate (DA) driver candidate's performance throughout the test. **Driver Trainers must be qualified in ERT before conducting the Enhanced Road Test.** The Enhanced Road Test is graded on three tiers, and DTs will monitor whether or not a DA candidate demonstrates the listed behaviors and actions safely. The Enhanced Road Test score is based on the number of points accumulated.

For DOT: Please ensure you have read through the ERT Facilitator Guide on how to evaluate English language proficiency. You must have the list of English language proficiency sentences and questions included in the facilitator guide available on hand for you to administer the test.

Evaluation Instructions

The Road test is graded on three tiers: Demonstrated, Demonstrated with Coaching, and Not Demonstrated.

The DT must fill out the evaluation form during the Enhanced Road Test based on the below points system and description. Every item in Section I & II must have a score to be considered complete and valid; there should be no blank spaces. A DA candidate must have a total score of **10 or lower to pass**.

Distributing Points

As a reminder, a **DA candidate must have a total score of 10 or lower to pass**.

Tier	Points	Description
Demonstrated	0	DA <i>did</i> perform the action
Demonstrated with Coaching	1	DA did perform the action <i>after DT provides guidance</i>
Not Demonstrated	2	DA <i>failed to</i> perform action

Demonstration Required

Items marked on the form, with an **asterisk (*)** are actions that the DA candidate **MUST** demonstrate *without coaching*. Inability to do so will result in an *automatic fail*. If a DA Candidate receives a score of 1 or 2 on an item with an asterisk, they automatically fail. In the event of an automatic fail, the DT should end the test, take control of the vehicle, and return to the Delivery Station or where the Road Test began.

Safety

No loose items (bag, water bottles, phones, wallets, etc..) are allowed in the cabin. These items must be located behind the bulkhead door during the ERT, and the bulkhead door must be closed when vehicle is in motion.

Use of cell phone while vehicle is in motion will result in *automatic failure*.

If the DT deems the DA candidate to have unsafe driving habits during the ERT, the DT should locate a safe area for the candidate to park. The DT should take over operation of the vehicle and return to the Delivery Station or wherever the Road Test began.

Timeframe

Each Enhanced Road Test is allotted **30 minutes** to complete, as long as all criteria has been met. This includes all parking maneuvers and on road segment.

DT Script

This script must be spoken verbatim to each DA Candidate before starting the test.

"Welcome to the Delivery Associate Enhanced Road Test.

We will be evaluating your ability to operate and safely handle a delivery vehicle through various maneuvers in the parking lot and on the road.

In the event of an accident or safety issue, you will need to pull over to a safe location, and I will take control of the vehicle."

For DOT vehicle (step van, box truck) road test only: English Language Proficiency is a DOT requirement. Therefore, all communication between us will be in English. You will first go through a 10-minute English Language Proficiency check. In case you are found to lack the English proficiency, the road test will end there. Please also note that you must be in compliance with all the restrictions listed on your driving license and medical card to operate a DOT-regulated vehicle.

Have every DA scan this QR code at the completion of the ERT with their personal device to fill out a quick survey:



DSP Short Code:				Date:	
DA Name:				DA Employee ID:	
Start Time:				End Time:	
DT Login/Alias:				Facility:	
Vehicle Type (circle one):	Cargo	CDV	EDV	Step Van DOT	Box Truck DOT
DA Driver License (DL) Number:				DL State:	
Is the DL valid? (circle one): *non-valid DL disqualifies DA from taking ERT	Yes	No	If DOT, is the Med Card valid: (circle one): *non-valid card disqualifies DA from taking ERT	Yes	No
If DOT, is DA compliant with restrictions listed on the DL and Med Card? (circle one): *if not compliant, DA is disqualified from taking ERT	No restrictions listed			Yes	No

Enhanced Road Test Evaluation

Pre-Trip Inspection

DA was present for the DVIC and completed checklist DT Action: Keep the paper copy of the DVIC	Yes	No
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Section I: English Language Proficiency for DOT Vehicles (Only if applicable)

Points	Action Description
1. English Language Proficiency	
DT Assessment	
	Can read English road signs
	Can communicate in English: Understands spoken English and speaks understandable English
OTR Area Manager Assessment (if any of DT assessments is non-zero)	
	Can read English road signs
	Can communicate in English: Understands spoken English and speaks understandable English
Total Points for Section I (If evaluated by OTR Area Manager, count only their score)	
	Total Points

If the DA is evaluated by OTR Area Manager to lack English language proficiency (a non-zero total points), the road test will finish here. OTR Area Manager signature needed at bottom of evaluation.

Section II: Parking and On-Road Skills Assessment- Operating the Vehicle in Traffic

Every item in this section must be graded for the evaluation to be considered complete and valid.

Points	Action Description
1. Locate & Adjust Vehicle Controls (as needed)	
	Emergency/Parking Brake (<i>applicable to all vehicles except Rivian</i>)
	Parking controls/gear shift
	Vehicle Height
	Mirrors
	Lights: hazards, interior, headlights, turn signals, and auxiliary (fog)
	Horn
	Windshield wipers
	Window Defroster
2. Vehicle Handling and Braking	
	Secures seat belt correctly prior to starting vehicle's drive system
	Eliminates use of cell phone when vehicle is in motion
	Steers smoothly with minimal adjustments
	Stays centered on lane of travel
	Avoids curbs when turning
	Both hands remain on the steering wheel at 9 & 3
	Engages turn signals and checks blind spots prior to making turns
	Checks mirrors every 5-8 seconds
	Obeys all traffic signs
3. Braking, Slowing and Stopping	
	Checks mirrors every 5-8 seconds
	Tests brakes before descending grades
	Stops behind crosswalks when stop lines or stop signs are present
	Maintains appropriate eye-lead time (looking ahead for hazards)
	Safely controls vehicle by utilizing vehicle's brake pedals
	Safely utilizes regenerative braking as primary method of operation (<i>EDV Only</i>)
4. Parking: Reversing into Spot	
	Smoothly stops and, if needed, completes walk-around of vehicle (<i>using 3 points of contact</i>)
	Engages turn signal, hazards, and checks blind spots prior to reverse
	Uses horn prior to reverse (<i>and every 3 seconds if no reverse alarm</i>)
	Controls speed (<i>3mph</i>) and direction properly when backing
	Checks mirrors every 5-8 seconds
	Successfully parks within lines of parking spot
	Performs proper parking sequence (<i>anytime vehicle is parked</i>)

5. Parking: Passenger-Side Parallel	
	Engages turn signal, hazards, and checks blind spots prior to reverse
	Uses horn prior to reverse (<i>and every 3 seconds if no reverse alarm</i>)
	Controls speed (<i>3mph</i>) and direction properly when backing
	Checks mirrors every 5-8 seconds
	Appropriately parallel parks in designated area
	Performs proper parking sequence (<i>anytime vehicle is parked</i>)
	Disengages hazards, engages turn signals, and checks blind spots when exiting parallel parking spot
6. Steering	
	Stays centered in lane of travel
	Steers smoothly with minimal adjustments
	Both hands remain on the steering wheel at 9 & 3
7. Traffic Signs/Signals	
	Comes to a complete stop at stop signs and stop lights
	Obeyes all traffic signs
	Uses turn signal when changing lanes
8. Turning	
	Avoids curbs when turning
	Begins and ends turns in correct lane
	Engages turn signal in advance and slows for turns
	Checks traffic and turns only when clear
	Completes turns promptly and smoothly, and does not impede traffic
	Checks mirrors and blind spots before completing turns, looking for motorcycles, bicycles and pedestrians (MBP), other vehicles, etc...
9. Intersections	
	Does not increase speed when light turns yellow
	Uses space cushion (<i>one vehicle length</i>) when stopped in intersections
	Yields the right-of-way at all times
	Identifies and, if needed, gains eye contact with other MPBs
	Does not change lanes in intersection
	Waits a 1-2-3 count prior to accelerating after being stopped at a lit intersection
	Checks left, right, and left again, before entering every intersection
	Eliminate distractions of cell phone use when vehicle is in motion

10. Speed	
	Adheres to posted speed limit and maintains appropriate speeds
	Reduces speed before turns
	Adjusts speed to surrounding conditions (weather, traffic, motorcycles, bicycles, pedestrians, and intersections)
	Maintains appropriate following distance based on road/weather conditions, vehicle load, etc.
	Changes lanes and passes vehicles safely while checking mirrors and using turn signal
	Highway on-ramp, gets up to highway speeds gradually and safely (<i>minimum highway speed required is 55mph</i>)
	On highway exit ramp, slows down to appropriate speed
11. Proper Parking Sequence (whenever vehicle is parked)	
	Driver stops vehicle, set parking brake/emergency brake first (applicable to all vehicles except Rivian)
	Put vehicle in Park, turn off vehicle, remove keys from ignition (applicable to all vehicles except Rivian)
	Take off seat belt, exit using 3 points of contact, and lock vehicle
Total Points Section II	
	Total Points

A Driver candidate must have a total score of **10 or lower** in order to pass. Items notated with an **asterisk (*)** that are *not demonstrated* will result in an automatic fail.

Please fill out the total points the DA Candidate received in each section below, their total combined score, and whether or not they've passed the Evaluation.

Total Points	
	Section I (<i>if applicable</i>)
	Section II
	Total Combined Score
	Based on the above score, does the DA Candidate pass the evaluation? (write Y/N)
	If the DA candidate failed, was it an automatic fail? (Write Y/N)
	If it was an automatic fail, which maneuver was it?

Electric Vehicle Management (if applicable)

DA was able to demonstrates how to properly plug and unplug the charger from the vehicle (by utilizing the center display or eject button, whichever is applicable)	<input checked="" type="radio"/> Yes	<input type="radio"/> No
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DT Action Item: Upload this ERT Evaluation Form into the correct On the Job Training (OJT) KNET based on training vehicle type, and record the DAs score in KNET (True for Pass, False for Fail). Qualifications for the DA will automatically be granted based on current vehicle hierarchy guidelines.

Demonstrated with Coaching Feedback:

Remarks/Comments on Skills Evaluation:

~~For DOT vehicle road test (if applicable): I confirm the road test was administered in English.~~

~~Trainer/Examiner's Name: _____~~

~~Trainer/Examiner's Signature: _____~~

~~Driver's Name: _____~~

~~Driver's Signature _____~~

~~OTR Manager's Name (if applicable for English Language Proficiency check): _____~~

~~OTR Manager's Signature (if applicable for English Language Proficiency check): _____~~

~~Date of Enhanced Road Test: _____~~

Certificate of Driver's Enhanced Road Test

Driver's Name: _____

Driver's Signature: _____

Driver's License Number: _____

State: _____

Type of Power Unit/Vehicle (Circle One): Cargo CDV **EDV** Step Van

If Passenger Carrier, type of bus: NA _____

This is to certify that the above-named driver was given a Road Test under my supervision on _____, consisting of approximately _____ miles of driving. All of the above information related to the scoring and vehicle type is accurate.

It is my considered opinion that this Driver possesses sufficient driving skill to safely operate the type of custom delivery vehicle listed above.

TRAINER'S JOB TITLE TRAINER'S FIRST & LAST NAME TRAINER'S SIGNATURE DATE

Amazon Logistics – Building Address