

17 April 2007

## INFORMATION PAPER

**SUBJECT:** Composite Risk Management (CRM) Training Integration

1. **Purpose.** The purpose of this paper is to provide information on CRM Training.

2. **Facts.**

a. CRM BASIC COURSE. The CRM Basic Course provides an introduction to the CRM process. This online course takes 1.0 hour to complete and is available through the Combat Readiness University at (<https://safetylms.army.mil/>). All Soldiers and Army Civilian employees are required to complete this course NLT 30 September, 2007. See the directive at [https://crc.army.mil/guidance/soh/soh\\_fy07.pdf](https://crc.army.mil/guidance/soh/soh_fy07.pdf)

NOTE: The Director, Army Safety, published a memo detailing acceptable substitutes for completing the CRM Basic Course. View the memo at [https://crc.army.mil/crc/news/DASAF\\_Memorandum.pdf](https://crc.army.mil/crc/news/DASAF_Memorandum.pdf).

b. SOLDIER COMMON CORE SAFETY and CRM TRAINING. The following training products are being integrated into the Army's Training System for Soldiers. The goal is for every Soldier to receive standardized, progressive, and sequential training in Composite Risk Management.

1. TSP 153-R-1000: Apply the CRM Process to Individual and Team Risk Decisions, will be integrated into Basic Combat Training and One Station Unit Training NLT 1 May, 2007. This TSP may also be administered at unit level for initial or refresher training. This TSP trains application of CRM to individual and team risk decisions, and relates CRM to Warrior Ethos and Army Values. It is available through the Reimer Digital Library (<https://atiam.train.army.mil>) and requires 1.0 hour to administer via conference.

2. TSP 153-R-2000, Composite Risk Management Tactical Course, will be integrated into Basic Officer Leadership Course I, Warrant Officer Candidate School, and Warrior Leader Course, NLT 25 May, 2007. It may also be administered at unit-level. This TSP trains junior leaders to integrate CRM and Troop Leading Procedures. It is available through the Reimer Digital Library (<https://atiam.train.army.mil>) and requires 2.7 hours to administer via conference.

3. Branch CRM Modules teach the application of CRM to branch missions and systems. They are currently available for Air Defense Artillery, Armor, Aviation, Engineers, Infantry, Military Police, and Transportation Corps. Other modules may be produced in the future. Branch CRM modules have multiple application; from unit training to integration into Advanced Individual Training, Warrant Officer Basic Courses, and Basic Officer Leadership III. Branch CRM

modules are available online through the Combat Readiness University (<https://safetylms.army.mil/>).

4. Commander's Safety Course (CSC) is an 8-hour online course. Its objective is to arm commanders and leaders with the knowledge to administer a unit safety program, apply CRM, and leverage CRM tools and resources. Per CSA directive, all company-grade officers must complete the CSC prior to assuming command. Brigade and battalion level command designees must complete the CSC prior to attending the Fort Leavenworth Pre-Command Course. See the CSA directive at <http://www.tradoc.army.mil/safe/docs/Commander's%20Safety%20Course%20Ms%20g.pdf>. The Commander's Safety Course will also be proposed as a distance learning prerequisite for Basic NCO Courses and Warrant Officer Advanced Courses (Captain's Career Course has developed their own common core CRM training). This course is available through the Combat Readiness University (<https://safetylms.army.mil/>).

5. TSP 153-R-3000, Composite Risk Management for Operational Leaders and Planners, supports Intermediate Level Education, Warrant Officer Staff Course, and Advanced NCO Courses. This TSP integrates CRM and the Military Decision Making Process (MDMP), emphasizing the CRM responsibilities of battalion and brigade commanders and staff officers, and CRM tools and resources. This TSP is available through the Reimer Digital Library (<https://atiam.train.army.mil>) and requires 1.8 hours to administer. It is also available in an online format through the Combat Readiness University (<https://safetylms.army.mil/>). Commandants have a choice between the two training delivery methods.

6. CRM for Strategic Leaders and Thinkers is a developing treatise on safety and CRM intended to support the Sergeants Major Course, Warrant Officer Senior Staff Course, and Army War College. CRM Strategic seeks to influence strategic leaders and thinkers to shape safety culture and DOTMLPF to support the Army mission. The DRAFT version of this treatise is currently being reviewed by USACRC and the above-mentioned schools. Contact Mr. Jim Hill at 334-255-0206 for a copy of the draft; feedback is welcome.

c. SPECIALIZED SAFETY AND CRM TRAINING.

1. Accident Avoidance Course (AAC): Successful completion of the AAC in combination with the driver training requirements listed in Appendix E of AR 600-55 is required for all drivers of Army motor vehicles. Additionally, Army personnel driving privately owned vehicles (POV) are highly encouraged to complete the online AAC as well. See DA message 150417Z NOV 06, Subject: ALARACT 218/2006 ([https://crc.army.mil/drivingpov/ALARACT\\_218.pdf](https://crc.army.mil/drivingpov/ALARACT_218.pdf)). It will take approximately 4 hours to complete this course. The course is located on the Combat Readiness University (<https://safetylms.army.mil>) and Army Learning Management System (ALMS) ([http://www.dls.army.mil/dls\\_components.html](http://www.dls.army.mil/dls_components.html)). A CDROM for individual or classroom training is available from the CRC and the Installation Management Command (IMCOM).

2. Additional Duty Safety Course: The ADSC establishes the Army standard for trained and qualified additional duty safety personnel. Course completion will also satisfy the requirements of AR 385-10, paragraph 2-1.f(4) for completing a local Unit Safety Officer

Course. The course requires approximately 16 hours for completion. See DA message February 03, 2005 Subject: ALARACT 025/2005. The course is located on the Combat Readiness University (<https://safetylms.army.mil>). A CDROM version, minus the exam, is available through the CRC.

3. Career Program 12 (CP-12) CRM Training Support Package. This TSP supports CRM training for CP-12 interns. Safety professionals in the field may use this TSP for refresher training. Request a copy from the G-7, USACRC, at 334-255-0231, or 334-255-0206.

d. ARMY CIVILIAN CRM TRAINING

1. The CRM Basic Course is the current CRM training solution for Army Civilian employees. As stated above, this interactive multimedia course takes 1.0 hour to complete and is available online through the Combat Readiness University at (<https://safetylms.army.mil/>). All Soldiers and Army Civilian employees are required to complete the CRM Basic Course NLT 30 September, 2007. See the SECARMY and CSA directive at [https://crc.army.mil/guidance/soh/soh\\_fy07.pdf](https://crc.army.mil/guidance/soh/soh_fy07.pdf)

NOTE: The Director, Army Safety, published a memo on 2 April, 2007 detailing alternative CRM training that will satisfy this requirement. View the memo at [https://crc.army.mil/crc/news/DASAF\\_Memorandum.pdf](https://crc.army.mil/crc/news/DASAF_Memorandum.pdf).

2. The CRM Basic Course for Army Civilians is being developed to emphasize CRM as it relates to the Army's Civilian employees. This online interactive multimedia instruction is scheduled for release through the Combat Readiness University NLT 14 May, 2007.

3. Training analysis will soon begin to determine the need, and develop training products, for CRM training integration into the Civilian Education System Foundation, Basic, Intermediate, and Advanced Courses.

e. Army Safety Coordinating Panel Update. TRADOC will provide an update on actions to integrate CRM into military and civilian training and leader development to the ASCP, 24 April 2007.

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