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Army Readiness Assessment Program (ARAP)



ARE YOU READY?

ARAP
ARMY READINESS ASSESSMENT PROGRAM

<https://unitready.army.mil>

ARAP Overview

ARAP is a Web-based initiative that provides Battalion-level commanders with data on their formation's readiness posture through five segments:

- Process Auditing** - Assesses the processes used to identify hazards and correct problems
- Reward Systems** - Assesses the unit's program of rewards and discipline to reinforce proper behavior and correct risky actions
- Quality Control** - Places emphasis on high standards of performance
- Command and Control** - Assesses the health of unit processes and policies as they relate to Composite Risk Management (CRM)
- Risk Management** - Assesses leadership, communication, and decision-making by Battalion-level units, the program also several questions of Battalion commanders

- Wouldn't you like to know if your unit is about to experience a mishap?
- Wouldn't you like to prevent the loss of personnel and equipment?
- Don't you want to protect your combat power?

Following the survey administration (the assessment phase), the commander receives one-on-one feedback on key issues regarding command climate, safety culture, resource availability, monitored failure relating to their unit's overall readiness.

So, what's in it for me?

- Commander's Feedback
- Interesting Points
- Tools / Info

Unit ID here
Nickname or logo here

Assessment Results
Date here

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WHAT IS ARAP?

ARAP is a Web-based program that provides battalion-level commanders with data on their formation's readiness posture.

ARAP segments questions into five areas:

- (1) Process Auditing
- (2) Reward Systems
- (3) Quality Assurance
- (4) Risk Management
- (5) Command and Control

- Wouldn't you like to know if your unit is about to experience a mishap?
- Wouldn't you like to prevent the loss of personnel and equipment?
- Don't you want to protect your combat power or work force?



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ARAP IS REGULATORY

1–5. General Army Safety Program responsibilities

AR 385-10, Para 1-5b(14) page 15

(14) Commanders or their representatives will ensure that all **battalion and battalion-equivalent organizations initiate enrollment into the Army Readiness Assessment Program (ARAP) within 90 days of assumption of command.** **ARAP is a battalion commander and/or directorate program** used to address the root causes of accidental loss by focusing on organizational safety climate and culture.

AR 385-10, Chapter 2, Para 2-1a page 17

a. Each safety office will develop strategic goals, a strategic plan, and a business plan to execute the strategic plan according to DA Pam 385–10. **Strategic planning will include ARAP**, planning for accidents and incidents. Plans will call for inclusion of public affairs operations.



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ATTRIBUTES

- Risk Management
- CIP / Safety Climate & Culture
- Readiness
- Quick
- Metric-Based
- Leader-Centric
- Action-Oriented
- Confidential
- It's Free





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Responsibilities

Organization (Commander & Safety Manager)

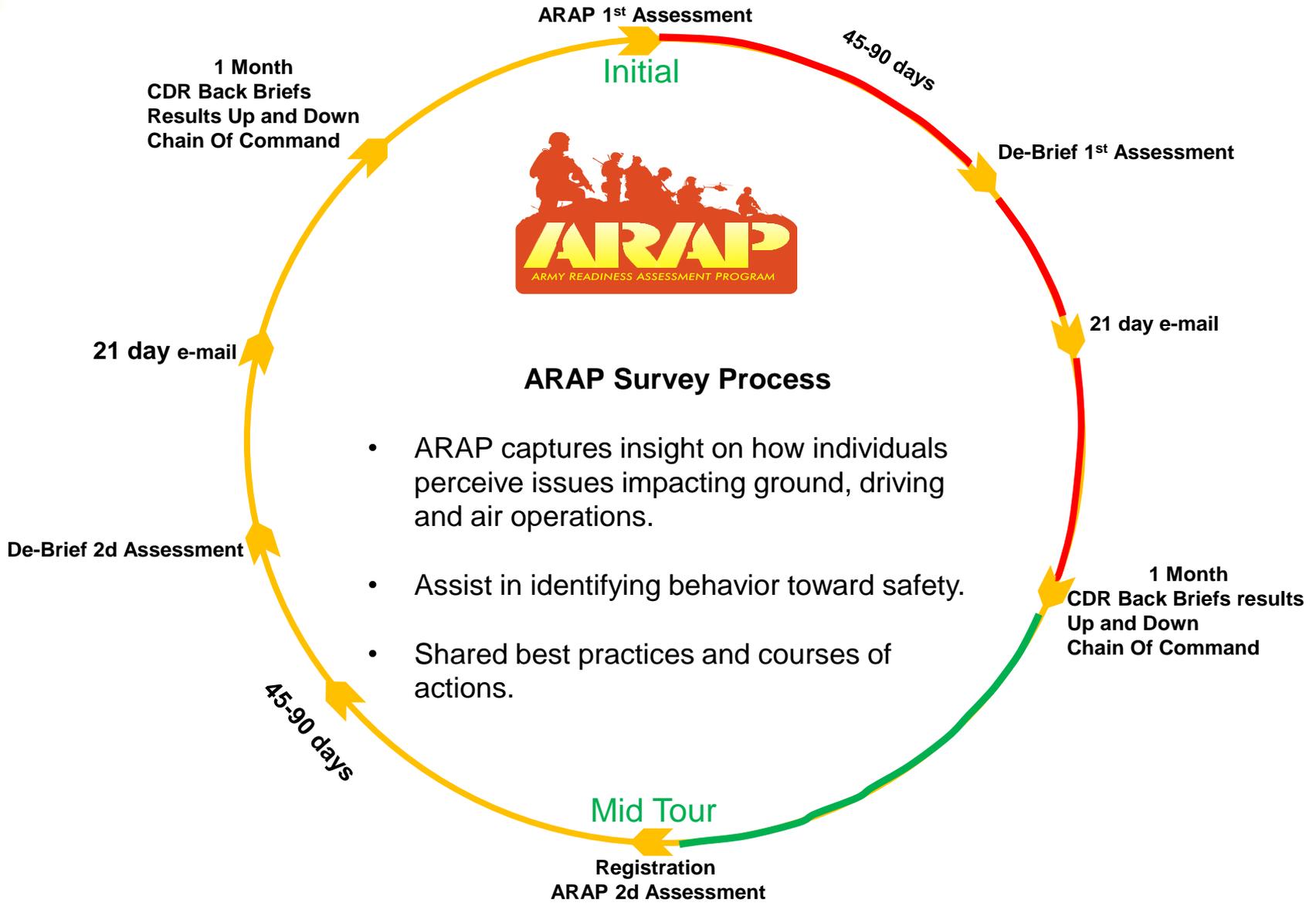
- Register unit (<https://arap.safety.army.mil/>)
- Inform the organization of their requirement and your expectations.
- Disseminate survey code once received from the CRC.
- Track participation.
- Notify the CRC once minimums are met, to schedule debrief.
- Brief both the Higher Cdr and Organization personnel on results.

Combat Readiness Center (ARAP Team)

- Provide all necessary codes (survey & CDR/ DIR access)
- Conduct confidential debriefs to the CDR/ DIR, Primary Staff and Safety

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Registration Cycle for Commander/ Director



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CURRENT ARMY TREND

JAN 2006 TO DEC 2014

ARMY TREND



Ready to find out if your organization is above or below the Army?

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Where would your personnel place your organization?

Total number of units enrolled in ARAP (by component):

1,766 AD
210 NG
369 USAR
2,345 Total Units

Units Debriefed: 2,156

Personnel Enrolled: 751,457

Surveys Completed: 445,753

ARAP Grouping	Range (Mean Score)	Class A Accident Fatalities	Class B Accidents	Cost In Millions
Top 25 %	(4.15) 3.97-4.84	<u>35</u> 22	15	\$50.6
2nd	(3.87) 3.79-3.97	<u>37</u> 30	22	\$79.4
3rd	(3.71) 3.62-3.79	<u>57</u> 43	21	\$54.3
Bottom 25 %	(3.50) 2.75-3.62	<u>74</u> 60	32	\$54



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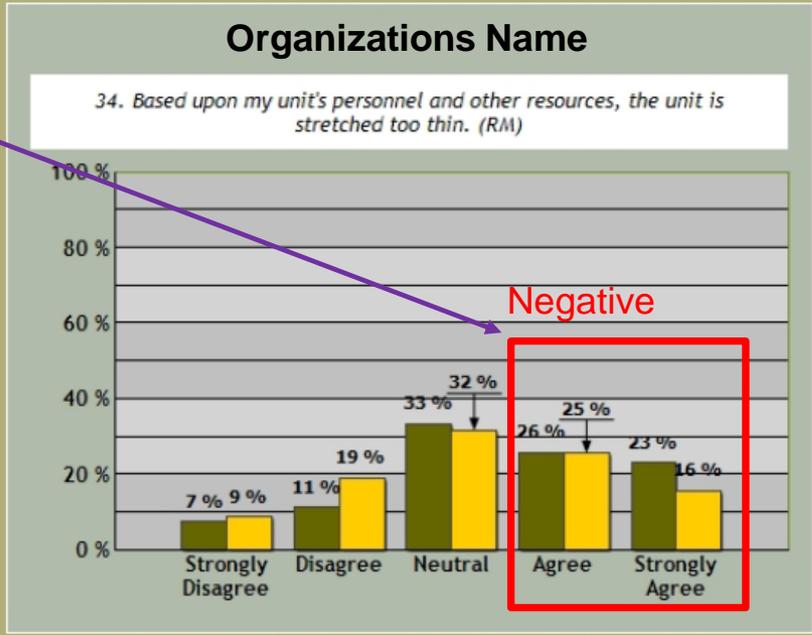
SINGLE ITEM GRAPH



Single Item Graph for Survey: Army Readiness Assessment Program

The single Item Graph provides a populations perception of the organization for the question asked. Example Question 34.

26% Agree
23% Strongly Agree



Select Question # to display
Next 34

- All Ranks
- E-1 to E-4
- E-5 to E-6
- E-7 to E-9
- O-1 to O-3

- All Branches
- Combined Arms BN
- Chaplain
- U.S. Army Cadet Command
- Adjutant General's Corps
- Air Defense Artillery
- Armor
- Armor (Cavalry)
- Aviation
- Basic Combat Training
- Brigade Troops Battalion
- Chemical Corps
- Civil Affairs Corps
- Corps of Engineers

Click the 'Update Graph' button after making changes below

Check My Command Rank: All Ranks

Check Comparison Period: Calendar Fiscal
Since Inception

Check Comparison Rank: All Ranks

Check Comparison Branch: All Branches

Check Comparison Division: All Divisions

Review Results By Demographics

Uncheck excludes suspect data
Suspect assessments removed

Update Graph

My Command Selected Demographics:
Rank: All Ranks

Comparison Selected Demographics:
Period: 2 years Since Inception
Rank: All Ranks
Branch: All Branches
Division: All Divisions

- All Divisions
- 8th ARMY (EUSA): 19th ESC
- 8th ARMY (EUSA): 2 ID
- 8th ARMY (EUSA): DIR RPT 8th Army (EUSA) bypass DIV
- 8th ARMY (EUSA): Other Units EUSA
- AMC: AMCOM
- AMC: Army Contracting Command (ACC)
- AMC: ASC
- AMC: C-E LCMC
- AMC: CECOM Life Cycle Mgmt CMD
- AMC: CMA
- AMC: Direct Report to AMC
- AMC: JMC
- AMC: RDECOM
- AMC: SDDC
- AMC: TACOM

Legend (toggle showing percentage for each bar above by clicking the colored boxes below):

Name	Respondents	Mean	Std Dev	N/A	Don't Know
Organizations	262	2.542	1.167	0	4
Army	263,126	3.209	1.169	1,448	9,515

Note: "NA" and "Don't Know" responses are not included in statistics.

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WRITE-IN COMMENTS



Text Responses for Army Readiness Assessment Program

63. The most significant action(s) my unit can take to improve safety is/are...
62% of Respondents (165/266)

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Table Of Text Responses for

Item	Response
89.	saftey briefs
90.	make sure that the NCO's are properly briefed and that the NCO's are properly briefing their soldiers
91.	allow more family time. would overall boost the moral of each and everyone of the soliders here and result it would also improve our safety by having a better support system throughout our company.
92.	tell me not to hit my kids and wife
93.	Counceling, instructing
95.	Increase rest periods. Stop looking at "sleep as a crutch." Stop "packing 50 pounds of shit into a 5 pound bag" when it comes to training. Stop running Soldiers and leaders into the ground with training and taskings. We are given about 90 hours of work each week on average and expected to complete it in 40-50 hours of time. "Time off" or days of little scheduled activity do not make up for days where we cram 2-3 days of work into a single work day. We would much rather work 5 days a week than cram 5 days of work into 3 or 4 work days and know that we weren't rushed and able to complete the job correctly the first time than do the work quickly and cut corners and possibly cause a critical flaw in safety controls.
96.	recycling
97.	N/A
98.	I believe that all SOP's are clear in what must be done. I really dont see a major area that must be improved.
100.	To think!! use their head and things will get better, if it dosent make sense then why would you make your soldiers do it???
101.	DRAW's
102.	taking care of soldiers
105.	letting a man get the help he needs without reprecussions and allowing them the time the need to get that without having to be held accountibale for actions not controlled over them
106.	promote more soldiers
108.	..
109.	boost morale

Write in comments can support the single item graph results.

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FOCUS AREA



Category	ORG DATA	ARMY	ARAP Questions
Direct Leadership Involvement	3.8027455	3.8015757	5-6-9-10-16-23-26-27-37-41-44-46-54-55
Training / Education	3.7432643	3.8119985	3-4-21-32-42-49-57
Policies and Procedures	3.6893054	3.7171636	1-2-7-11-15-22-30-48-51-52
Risk Management	3.7782399	3.7758267	25-28-29-30-35-53-61
Importance of Safety	3.9581033	3.9616517	13-16-40-43-45
Safety Officer Effectiveness	3.7894895	3.7619065	8-38-39-57-58-60
Resourcing	3.0414710	3.1780035	31-34
Desirability of the Safety Officer Position	3.3703703	3.4075443	59
Communication	3.5231659	3.5910573	41-55-56
Confidence / Trust in Supervisors	3.7920560	3.7691862	36-37
OPTEMPO	3.1112659	3.2886206	33-34-52
Individual Involvement	3.6480885	3.7041091	11-12-18
Accountability	3.8972596	3.8216214	14-17-45
Compliance with Standards	3.6650717	3.6357247	15
Morale and Motivation	3.2336448	3.3510572	50
KEY			
Green - Above the Army Average			
White - Equal to the Army Average			
Red - Below the Army Average			

The FOCUS area chart depicts 15 additional categories the ARAP can compare organizations to the Army.



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Army safety Excellence Streamer



This streamer is presented to organizations that have met prescribed eligibility criteria in completing 12 consecutive month without experiencing a soldier/unit at fault Class A or B accident and 100 Percent completion of RM training and the Army Readiness Assessment Program.

FOR COLORS



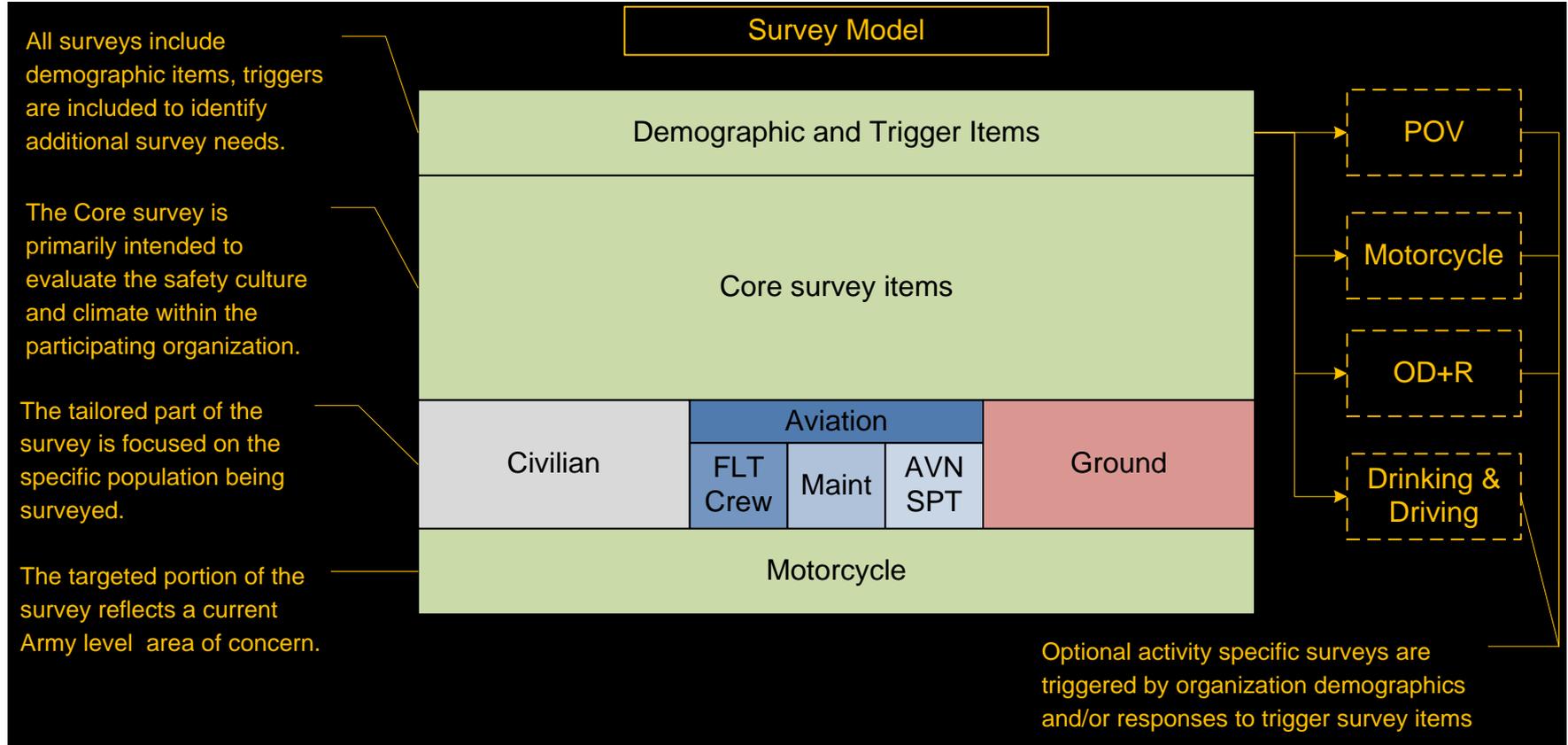
FOR GUIDONS



Ref: AR 385-10, para 8-5e Pg. 54



In CY 16 A New ARAP survey



Feedback

➤ We recently completed an ARAP that was absolutely first class. The program analyst ...did a magnificent job walking me thru the key issues -- absolutely unmatched in the approach that we have taken as an Army and I commend all involved in this program... incredible value and insights that this tool provides commanders.

Col, AV

➤ Had we known that the ARAP Program was providing the magnificent feedback we were getting I would have given an in brief to the soldiers of the importance of this assessment. We thought that this was just another survey.

LTC, AV

➤ This is a lot more than I thought I would receive----an eye opener.

LTC, AV

➤ The issues we discussed will be of great assistance in our efforts to provide a safety focused environment for both on and off duty activities.

LTC, AV



Corner Stone of the ARAP

- ARAP is designed to assess unit climate and culture.
- A leading indicator to identify the probability of a mishaps.
- Provides a means to direct resources to mitigate mishaps.
- Proactive leaders receive the best results.
- Immediate feedback from the entire command.
 - * Unlike any other survey
 - * Facilitates buy-in at all levels
 - * Survey results are influenced by current organization conditions
(Deployment Status, OPTEMPO, Resources, etc.)
 - * Takes your safety program to the next level



RECOMMENDATIONS

- Verify your unit(s) enrollment. When in doubt, call us.
- Top-down emphasis to maximize unit participation; Underscore value of ARAP as part of CRM
- Engage O-6 leaders (they receive back-briefs from BN CDRs and approve BN Cdr action plan to address issues)
 - Request access code for BDE, Div, & Army HQ's
- Track subordinate unit completion; emphasize timely completion (30-45 days) to ensure battalions get current/relevant data
- Reinforce necessity for commanders' to back-brief their troops/participants.



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CONSIDER

Whether it's intentional or not, every organization has a safety culture. The question is: *Is your unit's safety culture what it should be, and if not, what can you do to change it?*



Questions / Discussion

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The image shows a screenshot of the ARAP website interface. The page title is "Army Readiness Assessment Program". The main content area includes an "ARAP Overview" section with the following text: "ARAP is a two-tiered initiative that provides battalional commanders with data on their formation's readiness posture through the segment: Process Analysis - Assesses the processes used to identify needs and correct problems. Reward Systems - Assesses the unit's program of rewards and discipline to reinforce proper behavior and correct poor actions. Quality Control - Places emphasis on high standards of performance. Command and Control - Assesses the health of unit processes. Communication and Control - Assesses leadership, communication, and coordination as they relate to Composite Task Management (CTM). Designed for use by battalion-based units, the program asks several questions of battalion commanders." Below this is a list of questions: "Wouldn't you like to know if your unit is about to experience a mishap?", "Wouldn't you like to prevent the loss of personnel and equipment?", and "Don't you want to protect your combat power?". A section titled "Following the survey administration (the assessment phase), the commander receives one-on-one feedback on key areas regarding command climate, safety culture, resource availability, workload, factors relating to their unit's overall readiness." There are also sections for "No, what's in it for me?", "Commander's Feedback", and "Interesting Points". A "Take a Look" button is visible. Overlaid on the screenshot is a promotional banner with the text "ARE YOU READY? ARAP" and the URL "https://unitready.army.mil".

