Six skill domains for the next generation analyst

West Midlands Police
Chris Lowe | Jenny Martin | Sam Todd
If you want to go fast, travel alone.
If you want to go far, travel together.
Our analytical journey

2010
Analysts managed by Higher Analysts

2012
Analysts managed by Inspectors

2015
Analyst CPD returned to Higher Analysts
The effects of change

- No professional development for analysts
- Poor tasking of analysts
- Lack of challenge
- Intelligence officers who can ‘do maps’
- No sense of a ‘profession’
Our route map

- Analyst survey
- Health checks
- CPD days
- i2 training course
- Authorised Advice
- POLKA community
- Telecoms & Court Training
Analyst training proposal

1. How policing works
2. Knowledge (general skills)
3. Analytical tradecraft
4. Critical thinking skills
5. Communicating opinions
6. Knowledge (industry)
7. Self-reflection
8. Resilience

Local Analyst Working Group (LAWG)
Action Learning Sets (ALS)
The Higher Analyst Journey

- PGCE
- Valcri – European academic project
- Masters in Intelligence, Analytics & Media
- Mercyhurst exchange programme
- WMP 2020 change programme
- Thinking, fast and slow (Kahneman)
- WMP Strategic Assessment | Film | Partnership Conference
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Recommended Reading


West Midlands Police Higher Analysts

- Chris Lowe - c.lowe@west-midlands.pnn.police.uk
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