

Intelligence professionalisation programme (IPP)

Information about the structure and learning of the IPP

First published 22 October 2024

The Intelligence Professionalisation Programme (IPP) is a joint product, designed by the [National Police Chiefs' Council](#) (NPCC) and the College of Policing. It aims to provide a structure and recognition to the intelligence roles both in policing and the wider intelligence community.

IPP is a multi-agency competency framework for intelligence professionals. It sets national standards and a consistent approach for those who work within intelligence. This could include those who work in:

- researching intelligence
- collecting intelligence
- analysing intelligence
- managing intelligence

The IPP includes a learning curriculum and an assessed portfolio. It takes 12 to 18 months to complete and those who are successful are awarded the IPP certificate. The certificate demonstrates competency and is recognised by participating agencies and government departments.

Who can complete the IPP?

Currently, the IPP programme is open to individuals working within a licenced IPP organisation. This ensures we can maintain the high standards and quality assurance process. Applications from organisations to join the IPP and to deliver the programme to staff are welcomed. For more information go to the [intelligence professionalisation programme curriculum licence](#).

IPP strategy

Vision

The intelligence professionalisation programme is the national framework within which all law enforcement intelligence professionals are:

- trained and developed
- certified
- authorised to practice within the law enforcement community

Mission

As a community of intelligence professionals, IPP certified practitioners protect communities, prevent and detect crime, and deliver high quality analysis and intelligence operations within the United Kingdom and overseas.

Strategic priorities

- Define the intelligence professional standards within policing and the wider law enforcement IPP community, and develop pathways for continuous improvement.
- Define and assure compliance with the occupational and operational standards of the profession at a local, regional, and national level.
- Define and build the levels of capacity and capability support required to implement the IPP to deliver high quality analysis and intelligence operations.

Intelligence roles

The IPP is based on the competencies identified in the nine professional profiles developed by the College.

- [Support officer](#) (you will need to log in to College Learn)
- [Intelligence officer](#) (you will need to log in to College Learn)
- [Intelligence researcher](#) (you will need to log in to College Learn)
- [Analyst](#) (you will need to log in to College Learn)
- [Senior analyst](#) (you will need to log in to College Learn)
- [Intelligence supervisor](#) (you will need to log in to College Learn)
- [Intelligence manager](#) (you will need to log in to College Learn)
- [Head of intelligence analysis](#) (you will need to log in to College Learn)
- [Director of intelligence](#) (you will need to log in to College Learn)

The profiles describe an intelligence function or role within an intelligence unit. They outline the key accountabilities and skills needed to perform competently within that role. Each profile has a learning curriculum that shows knowledge an individual needs to perform effectively in it.

- You can find the assessment criteria and CPD framework for each role on [College Learn](#) (you will need to log in).
- Training needs analysis (TNA) spreadsheets are available for each role. TNA's are on the [Intelligence professionalisation programme \(IPP\) - agency leads page](#) (you will need to log in to Knowledge Hub).
- You can find training opportunities on our [intelligence: resources for policing](#) page or explore the [intelligence career pathway](#).

Assessment criteria

Each profile also has a set of assessment criteria which test an individual's knowledge, skills, and abilities across a range of normal day to day duties. The assessment is undertaken by a line manager or qualified assessor. It takes place over a period of 12 to 18 months and consists of:

- professional discussions
- reflective accounts
- observations
- creating products

Once an individual has passed the assessment criteria, and the assessor is satisfied that they have met the standards, they are awarded a certificate of competence. The individual must maintain these standards each year through continuing professional development (CPD). The certificate is valid for three years. The certificate carries 20 academic credits.

Intelligence is now recognised as a professional route within policing and the IPP core learning curriculum is now embedded across all routes into policing.

National intelligence learning curriculum

IPP is designed to be a holistic process that can be adapted to individual needs. It's the supervisors and individuals responsibility to identify knowledge gaps. A training needs analysis spreadsheet for each role is available. This can be completed to help identify gaps.

Learning is a blend of:

- classroom based learning
- self study
- on the job learning
- shadowing
- coaching and mentoring
- e-learning

You can find out about the training available on [Intelligence: resources for policing](#).

Benefits of completing the IPP

The benefits of completing the programme for the individual are:

- a national certificate of competence which is recognised across all participating agencies
- an award of academic credits which can be used towards further and higher education
- a clearly defined development and assessment pathway for a career in intelligence
- a nationally recognised professional standard

The benefits to the organisation are:

- an investment in staff with clearly defined benefits and outcomes
- a standardised national approach to performance and development for both individuals and line management
- a cost effective and flexible approach to learning and development that is customisable to individual organisational need
- the recruitment and retention of suitable staff from a diverse range of backgrounds and specialities

Support

- [IPP agency leads – Knowledge Hub](#)(you will need to log in)
- [Peer support – Knowledge Hub](#)(you will need to log in)
- [Guidelines to operational competence – College Learn](#) (you will need to log in)

Tags

Intelligence