Evidence and Insights

Practising

Draws on a range of evidence and insights to support analysis that informs each stage of the policy process. Aware of the reliability of the evidence.

- Can synthesise diverse information and evidence, distil what is important, and use it to tell a coherent story.
- Can competently assess the quality and limitations of evidence, data and research. Understands empirical methodology, principles of data integrity, and the basics of statistical analysis.
- Understands methodologies for drawing insights from the 'citizen-as-customer' and the frontline, and how those insights can inform policy.
- Can identify measurable and meaningful indicators of effectiveness, plan (and possibly execute) fit-for-purpose evaluations, and extract lessons learnt to help build an ongoing evidence base.

70% on-the-job learning

Develop a strategic relationship with your agency's data team, so they are familiar with your requirements.

Identify and communicate themes from data analysis results along with methodology strengths and limitations.

Participate in policy projects that have a significant information and evidence base.

Apply the design thinking, behavioural insights, and futures thinking guidance in the Policy Project's Policy Methods Toolbox to one of your projects.

Have a rich quantitative and qualitative understanding of the people who are impacted by your subject area and how they are impacted.

Use with confidence and interpret data and evidence regularly in your policy work to tell a coherent story, enrich analysis and enable well-informed decisions.

Demonstrate awareness of how data and evidence can reflect and reinforce stereotypes and institutional bias, and how this can be mitigated.

Build into your projects opportunities to revisit policy assumptions based on the evidence base.

Use a variety of methods to bring data and information to life for non-specialists.

Commission complex data extraction and collection internally and externally.

Ensure that policy projects allow sufficient time for data collection and analysis.

Critically evaluate the accuracy, completeness, consistency, uniqueness and timeliness of data you use as evidence.

Establish strong relationships with agencies that have a key role in data and research collection and remain up to date with new developments.

Learn how to design and implement or commission an evaluation or review of a policy initiative.

Share and present your data analysis and evaluation findings from specific projects and discuss lessons learned.

Mentor and coach others in developing strong evidence-informed policy.

Consider available information and thinking on Māori Data Needs, Rights, Sovereignty and Governance (see Ngā Hua | Resources, Co-designing Māori data governance, and Indigenous Data and Governance).

Evidence and Insights

Practising

20% learning from others

Consult and work with data specialists, survey design specialists, co-design and public participation experts, and evaluation experts to learn about and ensure the appropriateness of the:

– design and collection of data and research

– design and use of survey tools for collecting qualitative information (e.g. Survey Monkey)

– design of evaluation tools to measure the effectiveness of current policy interventions or post policy implementation effectiveness.

Join relevant communities of practice or networks (e.g. Government Economics Network).

Develop relationships with Māori academics and others who have an interest in data in your subject area.

Discuss with experienced colleagues how to balance apparently conflicting analytical approaches.

Where appropriate, consult with any chief science advisors in your agency to see how they can advise on use of evidence.

10% formal training

Consider more advanced courses on statistical analysis and methodologies for drawing insights from the 'citizen-as-customer'.

Attend conferences such as indigenous data summits (e.g. Ngā Pae o te Maramatanga).

Undertake a programme evaluation course (e.g. Programme Evaluation – Supporting Evidence-Informed Practice by University of Auckland).

Complete a privacy micro-credential, such as Privacy in the public sector from Wellington Uni Professional.