



IPS Works Programme (BBO) – External Evaluation Procurement Brief

Overview

Twining Enterprise is seeking an evaluation specialist for our IPS Works employability programme, which we deliver in partnership with EACH Counselling and Support. The programme started in March 2017 and will end in June 2023. We seek an evaluation specialist to assess the longitudinal impacts for participants of programme and to harvest learning of what programme developments would best meet the future needs of participants given the emerging socio-economic context. Participants include significant numbers of women and women from minority backgrounds.

1. Organisational Background

Founded in 1995, Twining's mission is to provide high-quality, effective services that enable people with mental health problems to overcome barriers, gain employment and improve their lives. We also encourage and support employers to recruit and retain people with mental health problems.

Twining operates in London and has worked in over 20 London boroughs. We typically integrate our highly trained Employment Specialists into clinical teams and the local community and create strong links with communities and local businesses. Last year, we supported 1,800 people to lead better lives. 52% of our staff come from minority groups, and 38% have a disability. We like to employ staff from the areas where we work and reflect the ethnic and cultural mix of beneficiaries.

2. Twining Enterprise Delivery

In 2015 Twining adopted the IPS model of employment support as part of its core offering; presently, IPS services account for 80% of delivery. We currently offer IPS for Severe Mental Illness in Haringey and Barnet and IPS for Common Mental Disorders across Barnet, Brent, Ealing, Hammersmith & Fulham, Harrow, and Hillingdon. Other delivery includes full range mental health support (including retention) in Harrow and Hounslow, various group work offerings and a new e-mentoring scheme. Our expertise is in delivering high-quality research-backed work and reaching some of London's most marginalised groups.

3. Twining Enterprise's IPS Works Programme

Co-funded by the National Lottery Community Fund and the European Social Fund via the national Building Better Opportunities programme, IPS Works supports unemployed and economically inactive people with common mental disorders who are over 19 to progress and sustain employment across seven North West London boroughs. Working closely with NHS IAPTs, local job centres and community organisations, the programme aims to act as a crucial part of local networks to support residents' recovery and self-empowerment to enable a better future for themselves, their families, and their community at large.

Our IPS Works programme is funded by the European Social Fund and The National Lottery Community Fund



EACH Counselling and Support

Supported by our partner, EACH Counselling and Support, the programme reaches areas with historic barriers to accessing vital support services mainly for people from diverse linguistic, cultural, and religious communities. EACH's work accounts for 15% of the project's total delivery, reaching many women from minority backgrounds, victims of domestic violence, those who haven't engaged in services before and those for whom English language development is required. They operate hyper-local to engage with these specific groups supporting them to move closer to sustainable employment, and the evaluation will include data from their work.

4. Project Defined Key Outputs and Results

From the start of the programme in October 2017 to March 2022 the programme has achieved the following outputs and results:

Outputs	
Total number of participants/starts	1818
Number of men	649
Number of women	1153
Number who are unemployed	755
Number who are economically inactive	1063
Number who are over 50	356
Number with disabilities	631
Number from ethnic minorities	1202
Results	
Number who have moved into education or training	257
Unemployed participants into employment	196
Economically inactive participants into employment or job search	386
Number of participants who sustain employment for 6 months	45*
* number that has currently been evidenced	

We will work with the successful bidder to develop broader impact measures to include in surveys and interviews.



5. Client Journey

The IPS Works programme is underpinned by the eight IPS employment support principles and adheres to high fidelity, including extensive employer engagement. Each client passes through the following key stages:

Referral - Registration – Creation of Employment Profile and Action Plan – Activities to support Employment or Education outcome – Exit at either outcome or 26 weeks after receiving work support.

High-quality data is retained in paper format and through our CRM (Microsoft Dynamics), capturing critical elements of all aspects of their journey and outcome.

6. The Evaluation

Twining Enterprise is looking to work with the successful bidder to draw insights in the following domains:

- a. What have been the medium-to-long term benefits for people who have participated in the IPS Works programme?
- b. What broader impacts for participants? e.g. for their families and communities?
- c. What aspects of the programme made the most difference for participants in achieving positive outcomes?
- d. What insights can be drawn for future delivery across North-West London that would best respond to the current needs of people seeking employment with common mental health problems?

From this research, the successful bidder would produce a final report detailing the findings, recommendations for future delivery, and wider implications for government and policy.

We anticipate the evaluation approach will include the following:

- Light touch literature review related to employability and common mental health and broader/longitudinal impact
- Light touch literature review related to the current employability challenges in North-West London
- Participant surveys and interviews covering both qualitative and quantitative aspects of their post-IPS Works journey.

Our IPS Works programme is funded by the European Social Fund and The National Lottery Community Fund

Twining Enterprise 84 Uxbridge Road, Ealing, London W13 8RA | www.twiningenterprise.org.uk | 020 8840 8833

Registered Charity in England and Wales: 1048191 | Company Ltd by Guarantee: 3045939



7. Pricing Envelope

Twining Enterprise has an evaluation budget of £45,000 (inc. Vat) to provide an external evaluation as outlined above. Potential providers must submit proposals that do not exceed this amount.

8. Submission Requirements

- Submitted proposal on how you can meet the requirements outlined in this brief (max 4 pages A4)
- Financial submission – provider to complete cost submission proposal which must fall within the available pricing envelop outcomes under section 7, Pricing Envelope.
- Two references from previous clients you have delivered evaluative work for.

Completed submissions must be emailed to o.jacobs@twiningenterprise.org.uk by 5pm on 19th August 2022.

To note: In creating this proposal, advice has been sought from New Philanthropy Capital and University of Strathclyde.

9. Selection Process and Timelines

Activity	Date
Submissions received from providers	19 th August 2022
Submissions evaluated by Twining	22 th August – 24 th August 2022
Clarifications (If required)	22 th August – 24 th August 2022
Successful Provider Notified	26 nd August 2022
Evaluation plan agreed with an evaluation partner	by 15 th August 2022
Evaluation commences	1 st October 2022
Desired evaluation completion date	31 st December 2022

Our IPS Works programme is funded by the European Social Fund and The National Lottery Community Fund

Twining Enterprise 84 Uxbridge Road, Ealing, London W13 8RA | www.twiningenterprise.org.uk | 020 8840 8833

Registered Charity in England and Wales: 1048191 | Company Ltd by Guarantee: 3045939



Proposals will be evaluated based on the following scoring:

Grade	Criteria	Score	% of mark awarded
Did not meet requirements	Fails to meet the objective - Failed to demonstrate or provide evidence of an ability to meet the objectives	0	0
Partially meets requirements	Partially meets the objective - Evidence provided shows that the requirements partially met but SIGNIFICANT reservations exist about the quality or extent of the evidence provided	1	25%
Almost meets requirements	Almost meets the objective - Evidence provided shows that the objective is almost met but MINOR reservations exist about the quality or extent of the evidence provided	2	50%
Fully meets requirements	Fully meets the objective - The evidence provided gives confidence that the objective is fully met.	3	75%
Fully meets requirements and offers added value	Fully meets the objective and offers added value - The evidence provided gives confidence that the objective is fully met, plus demonstrated deliverable added value.	4	100%

Financial submissions will be pass/fail based on meeting the required pricing envelope.