

Request for Proposals

Regional Behavioral Health Training Hub

Three-Year Learning Pilot

Issued by: Behavioral Health Funders Collaborative

RFP Release Date: September 15, 2026

Narrative/Supporting Document Submission Deadline: October 16, 2026 at
5:00 pm CST

Applicant Information Session: September 21st at 1:00 pm via Zoom

Register at this Link: <https://bit.ly/4hblMO5>

Anticipated Pilot Period: January 1, 2027 – December 31, 2029

Funding Available: \$685,000 over 3 years (Jan. 1, 2027 – Dec. 31, 2029)

A. Opportunity Overview

The Behavioral Health Funders Collaborative (Collaborative) invites proposals from qualified organizations or partnerships interested in serving as the host and coordinating entity for a Regional Behavioral Health Training Hub serving the Greater Kansas City region.

The Hub is envisioned as regional infrastructure that connects and strengthens existing behavioral health training resources. Its purpose is not to replace organizations currently providing training, but to make the regional training ecosystem more coordinated, accessible, responsive, and effective.

The selected organization will launch, administer, and refine the Hub through a three-year learning pilot. During the pilot, the host organization will work with funders, behavioral health organizations, training providers, community partners, and other stakeholders to test the Hub model, assess its value, adapt its functions, and develop recommendations for long-term sustainability.

The Collaborative is seeking an organization with the capacity to both build and learn—one that can establish the infrastructure needed to operate the Hub while remaining responsive to data, stakeholder experience, and emerging behavioral health workforce needs.

B. Background and Regional Need

The Regional Behavioral Health Training Hub grew from several years of regional exploration of behavioral health workforce challenges.

A 2023 Behavioral Health Workforce Summit convened providers, employers, and funders to identify behavioral health workforce gaps. A subsequent Innovation Tank

generated ideas for collaborative solutions, including a regional training hub. Research and feasibility analysis followed in 2025, with implementation recommendations developed in 2026.

This work has reinforced the significant behavioral health workforce challenges facing both Missouri and Kansas and identified an opportunity to better connect existing regional training resources.

Stakeholder input also demonstrated interest in a coordinated hub-and-spoke approach. Behavioral health organizations emphasized the value of:

- Better coordination and information sharing;
- Reducing duplication across organizations;
- Increasing awareness of available training;
- Improving access to continuing education opportunities; and
- Maintaining the identity and autonomy of participating training organizations.

The proposed Hub responds to these priorities by creating a central coordinating structure that helps regional partners work together more effectively and efficiently.

C. Vision for the Hub

The Regional Behavioral Health Training Hub will operate using a hub-and-spoke model.

The Hub

The selected host organization will provide the core administrative, coordinating, communications, data, and partnership infrastructure for the initiative.

Spoke Organizations

Spokes will include behavioral health providers, training organizations, educational institutions, community-based organizations, and other entities contributing training, expertise, workforce supports, or related resources.

Spoke organizations will maintain ownership of their individual programs, curricula, expertise, and organizational identities.

Participants and Regional Stakeholders

The broader Hub network may serve or engage:

- Licensed behavioral health professionals;
- Individuals working toward licensure;
- Unlicensed behavioral health staff;

- Peer specialists;
- Community health workers;
- Behavioral health provider organizations;
- CCBHCs and FQHCs;
- Schools;
- Community-based organizations;
- Faith-based organizations;
- Higher education institutions;
- Lived-experience networks; and
- Other organizations contributing to or benefiting from behavioral health workforce development.

The Hub should build from existing regional assets whenever possible rather than unnecessarily recreating programs or training that already exist.

D. Purpose of the Three-Year Pilot

The Collaborative intends to use the three-year pilot to determine whether a Regional Behavioral Health Training Hub can strengthen the behavioral health workforce by:

- Improving coordination of regional training opportunities;
- Increasing awareness of and access to training;
- Reducing unnecessary duplication and administrative burden;
- Identifying and responding to workforce training gaps;
- Increasing access to continuing education;
- Expanding training participation across workforce roles and communities;
- Supporting collaboration among training providers and behavioral health organizations;
- Improving the quality and consistency of training where appropriate;
- Supporting behavioral health workforce recruitment, retention, and professional development; and
- Developing a viable long-term operating and financial model.

Because this is a learning pilot, the Collaborative does not expect every Hub function to be fully operational at launch. The host organization should establish priorities, test approaches, assess results, and refine the model over time.

E. Core Hub Functions

The following eight functions represent the initial vision for the Regional Behavioral Health Training Hub. The selected organization will work with the Collaborative and regional partners to prioritize and refine these functions during implementation.

1. Training Coordination

The Hub will help make regional behavioral health training easier to identify, coordinate, and access.

Potential activities include:

- Inventorying available regional trainings;
- Maintaining a master regional training calendar;
- Coordinating scheduling with training providers;
- Reducing unnecessary duplication;
- Developing centralized registration and back-office supports;
- Onboarding participating organizations; and
- Tracking aggregate training participation.

2. Marketing and Public Awareness

The Hub will increase awareness of behavioral health training and workforce development opportunities.

Potential activities include:

- Developing a Hub website;
- Maintaining regional email and distribution lists;
- Promoting training opportunities;
- Producing newsletters and communications;
- Coordinating social media and earned media; and
- Developing broader communications about behavioral health workforce needs and opportunities.

3. Identify and Fill Gaps

The Hub will establish ongoing processes for identifying behavioral health workforce training needs.

Potential activities include:

- Conducting training needs assessments;
- Gathering input from providers, participants, funders, and community stakeholders;
- Monitoring workforce, policy, labor market, and funding trends;
- Examining participation data by population and geography; and
- Establishing regional training priorities.

4. Curriculum Development

When important gaps cannot be met through existing regional resources, the Hub may coordinate development or adaptation of training content.

Potential activities include:

- Convening subject-matter experts;
- Partnering with spoke organizations;
- Adapting existing curricula;
- Developing new content when needed; and
- Piloting new or revised training approaches.

5. Convening and Collaboration

The Hub will serve as a neutral regional convener.

Potential activities include:

- Facilitating an advisory structure;
- Convening organizations around priority workforce issues;
- Supporting cross-sector collaboration;
- Coordinating with existing behavioral health conferences and initiatives; and
- Creating opportunities for ongoing stakeholder feedback.

6. Increase Representation and Access

The Hub will work to reduce barriers to behavioral health workforce development opportunities.

Potential activities include:

- Establishing baseline participation measures;
- Identifying participation barriers;
- Conducting targeted outreach;
- Engaging a range of behavioral health workforce roles;
- Partnering with organizations serving diverse communities; and
- Providing scholarships or other financial access strategies.

7. Administration of Continuing Education

The Hub will explore and, where feasible, establish infrastructure supporting continuing education opportunities in Missouri and Kansas.

Potential activities include:

- Maintaining participant completion records;
- Issuing certificates;
- Coordinating CEU offerings;
- Pursuing relevant approvals or accreditation; and
- Communicating available CEU opportunities.

8. Shared Training Quality and Credentialing Practices

The Hub will explore opportunities to strengthen regional consistency and quality without unnecessarily restricting participating organizations.

Potential activities include:

- Inventorying existing training formats and evaluation practices;
- Developing voluntary quality standards;
- Exploring alignment with Missouri and Kansas licensing requirements;
- Developing shared tools and resources; and
- Connecting individuals pursuing licensure with qualified supervisors where appropriate.

F. Three-Year Implementation Approach

Applicants should propose a three-year approach that reflects the following general progression.

Year 1: Build and Launch

Year 1 should focus on creating the infrastructure needed for the Hub to operate effectively.

Priorities are expected to include:

- Establishing dedicated Hub staffing;
- Establishing governance and an advisory structure;
- Recruiting initial spoke organizations;
- Completing an inventory of regional training resources;
- Launching a master training calendar;
- Establishing centralized registration or related administrative supports;
- Completing a baseline training gaps and needs assessment;
- Developing initial participation and representation measures;
- Establishing communications infrastructure;
- Assessing CEU requirements and infrastructure;
- Inventorying training quality and evaluation practices; and
- Establishing a pilot learning and evaluation framework.

Year 2: Test and Refine

Year 2 should focus on using early learning to strengthen the model.

Potential priorities include:

- Expanding participation;
- Refining coordination systems;
- Addressing priority training gaps;
- Piloting new or adapted training;
- Expanding CEU opportunities;
- Implementing strategies to increase training access;
- Testing shared quality approaches;
- Strengthening community engagement; and
- Testing potential sustainability strategies.

Year 3: Demonstrate and Sustain

Year 3 should focus on determining the long-term value and structure of the Hub.

Potential priorities include:

- Assessing Hub outcomes and regional value;
- Determining which functions should continue, change, expand, or discontinue;
- Formalizing long-term partnerships and governance;
- Developing a recommended financing model;
- Documenting lessons from the pilot; and
- Developing a post-pilot sustainability and implementation plan.

Applicants may recommend a different sequencing if their experience suggests an alternative approach would better accomplish the goals of the pilot.

G. Learning and Evaluation

Learning is a central component of this investment.

The host organization will work with the Collaborative and participating organizations to establish a practical learning and evaluation framework during Year 1.

Potential measures may include:

- Number and type of organizations participating;
- Number and type of trainings coordinated;
- Training registration, participation, and completion;
- Geographic reach;
- Participation across workforce roles and populations;
- CEUs provided;
- Scholarships or other access supports provided;
- Training gaps identified and addressed;
- Reduction in duplication or administrative burden;
- Satisfaction among participating organizations;
- Participant satisfaction and reported usefulness;
- New partnerships or shared practices;
- Administrative efficiencies; and

- Progress toward long-term sustainability.

The Collaborative anticipates regular learning conversations throughout the pilot in addition to formal reporting requirements.

The selected organization should be comfortable testing assumptions, sharing what is and is not working, and adjusting implementation accordingly.

H. Governance and Partnership Expectations

The selected organization will be expected to serve as a neutral regional coordinator and convener.

Applicants should describe how they would establish a governance structure that:

- Creates meaningful roles for training providers and behavioral health organizations;
- Incorporates appropriate funder participation;
- Includes participant, community, and lived-experience perspectives where feasible;
- Creates transparent processes for establishing priorities;
- Supports timely decision-making; and
- Protects the identity, expertise, and autonomy of participating organizations.

An advisory committee or similar structure is expected to be established during the first year.

The Hub must operate regionally across Missouri and Kansas. Applicants should demonstrate their ability to navigate or develop expertise related to the different behavioral health, workforce, licensing, and continuing education environments in both states.

I. Stakeholder Engagement

Successful implementation will require engagement beyond the initial host and spoke organizations.

The selected organization should develop a regional engagement strategy that may include:

- Outreach to organizations already involved in behavioral health training or workforce development;
- Informational sessions or town halls;
- Focus groups;
- Surveys;
- One-on-one outreach;
- Engagement with community-based organizations and lived-experience networks; and
- Communications and earned media.

Stakeholder engagement should serve two purposes: increasing awareness of the Hub and informing how the model evolves.

J. Sustainability

The Collaborative expects sustainability to be **explored and tested during the pilot**, rather than predetermined at the outset.

Potential approaches could include:

- Philanthropic investment;
- Public funding;
- Institutional partnerships;
- Membership or participation fees;
- Training registration revenue;
- CEU-related revenue;
- Sponsorships;
- Contracts;
- Shared investments among participating organizations; or
- Blended funding models.

Applicants are not expected to present a fully developed sustainability model in their proposals.

Instead, applicants should describe how they would identify, test, and evaluate potential approaches during the three-year period.

By the end of Year 3, the selected organization will be expected to recommend a long-term operational and financial model.

K. Applicant Qualifications

Eligible applicants may include nonprofit organizations, educational institutions, associations, intermediaries, or partnerships with an identified lead organization.

Competitive applicants will demonstrate:

- Experience leading complex multi-organization initiatives;
- Strong project management and administrative capacity;
- Knowledge of behavioral health, workforce development, training, or a related field;
- Experience convening organizations with different interests and roles;
- Ability to build trusted regional partnerships;
- Familiarity with the Kansas City region;
- Ability to work across Missouri and Kansas;
- Experience with training, adult learning, or professional development;
- Data collection and evaluation capacity;
- Strong communications capabilities; and
- Capacity to provide dedicated staffing throughout the pilot.

Applicants are not required to currently possess every capability envisioned for the Hub. Applicants should clearly identify which functions would be provided directly and which would require partnerships, contractors, or newly developed capacity.

L. Funding and Budget

The Behavioral Health Funders Collaborative anticipates supporting the Hub for three years.

Total funding available: \$685,000 over 3 years (Jan. 1, 2027 – Dec. 31, 2029)

Applicants should provide:

- A detailed Year 1 budget;
- Projected Years 2 and 3 budgets;
- Staffing and personnel costs;
- Technology and operational infrastructure;
- Communications costs;
- Training or curriculum-related expenses;
- Scholarship or access supports;
- Evaluation and data expenses;
- Contracted services; and
- Administrative costs/Indirect.

The scope and funding for Years 2 and 3 may be adjusted based on pilot learning, performance, changing priorities, and available funding.

M. Application Process

Applicants should submit the following to Jovanna Rohs via email (jovanna@jacokids.org):

1. Completed application narrative;
2. Three-year implementation timeline;
3. Three-year project budget and budget narrative;
4. Organizational budget/Audited Financials;
5. Key staff résumés or biographies; and
6. Proof of 501(c)3 status.

Applications should not exceed **10 pages**, excluding the budget, timeline, and attachments.

Key Dates

RFP Released: September 15, 2026

Applicant Information Session: September 21st at 1:00 pm via Zoom

Register at this Link: <https://bit.ly/4hblMO5>

Questions Due: September 25, 2026

Question Responses Shared: September 30, 2026

Application Narrative/Supporting Docs Due: October 16, 2026 at 5:00 pm CST

Applicant Interviews: November 9-13, 2026

Selection Announced: November 20, 2026

Pilot Begins: January 1, 2027

Questions should be directed to:

Dr. Jovanna Rohs

jovanna@jacokids.org

Include "Training Hub RFP Questions" in the subject line.

N. Selection

Applications will be reviewed based on:

- Understanding of the Hub vision and regional need;
- Organizational capacity;
- Quality and feasibility of the proposed three-year approach;
- Ability to build and manage regional partnerships;
- Approach to governance and neutral convening;
- Commitment to learning and adaptation;
- Approach to access and participation;
- Sustainability thinking; and
- Budget and value.

The Collaborative may invite selected applicants to participate in an interview before making a final decision.

The Collaborative reserves the right to negotiate the final scope, budget, timeline, and deliverables with the selected organization.

O. What Success Will Require

The Collaborative is seeking an organization that recognizes that hosting the Hub does not mean owning the regional behavioral health training ecosystem.

A successful host will:

- Connect and elevate existing regional expertise;
- Build infrastructure that creates value for participating organizations;
- Share decision-making;
- Foster trusted relationships;
- Reduce rather than increase administrative burden;
- Use data and stakeholder experience to guide decisions;
- Adapt as learning occurs; and
- Help the region determine what should be sustained beyond the three-year pilot.

Applicants are encouraged to offer recommendations that strengthen or refine the proposed approach. The Collaborative values both implementation capacity and thoughtful willingness to challenge assumptions when experience or evidence suggests a better path.

Regional Behavioral Health Training Hub

Application Narrative Question Set

Narrative Limit: 10 pages

Applicants should respond to the questions below in a narrative of no more than 10 pages. Applicants may determine how to allocate space across questions; suggested lengths are provided only as guidance.

The 10-page limit does not include the cover page, three-year implementation timeline, budget and budget narrative, organizational chart, or key staff résumés/biographies.

1. Organizational Overview, Interest, and Regional Experience

Suggested length: 1–1.5 pages

Provide a brief overview of your organization and describe why you are interested in serving as the host and coordinating entity for the Regional Behavioral Health Training Hub.

In your response, address your organization's:

- Organization name, address, EIN #;
- Primary Contact name, email address, and phone number;
- Mission and relevant programs or services;
- Experience related to behavioral health, workforce development, training, professional development, or similar work;
- Experience working in the Kansas City region, including Missouri and Kansas; and
- Strengths, relationships, or organizational assets that position you to successfully host the Hub.

2. Understanding and Vision for the Hub

Suggested length: 1 page

Describe your vision for the Regional Behavioral Health Training Hub and the role you believe it should play within the regional behavioral health workforce ecosystem.

What would meaningful value look like for training providers, behavioral health organizations, and individual workforce members?

What opportunities, challenges, or risks do you anticipate in developing the Hub?

3. Three-Year Implementation Approach

Suggested length: 2.5–3 pages

Describe how you would launch, operate, and refine the Hub over the three-year learning pilot.

Address:

- Your priorities for the first 90 days;
- Year 1 startup, infrastructure development, and initial implementation;
- Year 2 testing, expansion, and refinement;
- Year 3 assessment, institutionalization, and sustainability planning;
- Which of the proposed Hub functions you would prioritize and why; and
- How you would determine when the Hub should coordinate existing resources versus develop new resources or services.

Applicants are encouraged to recommend changes to the proposed sequencing or functions when they believe a different approach would better achieve the goals of the pilot.

4. Partnerships, Governance, and Regional Engagement

Suggested length: 1.5–2 pages

Describe how you would build and maintain the collaborative relationships necessary for a successful hub-and-spoke model.

Include how you would:

- Recruit and engage spoke organizations;
- Create value for participating organizations while preserving their identity, expertise, and authority;
- Avoid competing with or duplicating the work of existing training providers;
- Establish an effective advisory and governance structure;
- Incorporate perspectives from training providers, behavioral health organizations, funders, workforce participants, community organizations, and people with lived experience;
- Serve as a neutral regional convener; and
- Engage organizations and stakeholders across both Missouri and Kansas.

Provide one example of a multi-organization or cross-sector initiative your organization has successfully led and briefly describe what you learned from that experience.

5. Access, Learning, and Continuous Improvement

Suggested length: 1–1.5 pages

Describe how you would ensure that the Hub is accessible, responsive, and continually improving. Include:

- How you would identify barriers to participation, including cost, time, geography, workforce role, organizational capacity, and awareness;
- Strategies you would consider to increase access and participation;
- The information and data you would collect to understand whether the Hub is creating value;
- How participating organizations and workforce members would provide feedback; and
- How data, stakeholder experience, and pilot learning would inform changes to the Hub.

Provide a brief example of how your organization has used data or stakeholder feedback to modify an initiative or approach.

6. Staffing and Organizational Capacity

Suggested length: 1 page

Describe how your organization would staff and support the Hub.

Identify:

- Key positions and anticipated level of effort;
- Relevant expertise of proposed staff;
- Functions your organization would perform directly;
- Functions you anticipate providing through contractors or partners;
- How the Hub would fit within your organization's existing structure; and
- How you would ensure sufficient dedicated capacity for the initiative.

Applicants do not need to have every anticipated Hub position identified at the time of application.

7. Sustainability

Suggested length: 0.5–1 page

The Collaborative does not expect applicants to have a final sustainability model at the time of application.

Describe how you would use the three-year pilot to:

- Identify which Hub functions create sufficient value to sustain;
- Explore and test potential revenue and funding approaches;
- Gather input from participating organizations regarding willingness and ability to contribute financially; and
- Develop a recommended long-term operating and financing model by the end of Year 3.

Required Attachments

The following are not included in the 10-page narrative limit:

1. Three-Year Implementation Timeline — including major milestones and deliverables for Years 1–3.
2. Three-Year Project Budget — with a detailed Year 1 budget and projected Years 2 and 3.
3. Budget Narrative — explaining major assumptions and costs.
4. Current Organizational Budget/Audited Financials.
5. Organizational Chart.
6. Key Staff Résumés or Biographies — limited to staff expected to play significant roles in the Hub.
7. Proof of 501(c)3 status.