Mental Health Grants for Health Care Professionals FY2026

Siham Abdellah | ORHPC Program Administrator

Program Description

- Authorized by [2022 Session Laws Chapter 99, Article 1, Section 46,](#) and updated in [2023 Session Laws Chapter 70, Article 3, Section 94](#)

- Grants to health care entities to establish or expand evidence-based or evidence-informed programs focused on improving the mental health of health care professionals

- Programs:

  - Address barriers to and stigma among health care professionals associated with seeking mental health care and substance use disorder services

  - Encourage professionals to seek support and care

  - Identify risk factors for mental health conditions and suicide

  - Develop and make available resources to support health care professionals with self-care and resiliency

  - Identify and modify structural barriers in health care delivery that create unnecessary stress in the workplace.

Funds Available

Funding	Estimate
Estimated Amount to Grant	**$1,000,000**
Estimated Number of Awards	10
Estimated Maximum Award	$150,000
Estimated Minimum Award	$25,000

- Funding is allocated through a competitive process
- No expenditures may be incurred before the grant agreement is fully executed and the start date arrives

- There is no match requirement for this grant funding

- Applications are due to MDH on August 1, 2025 at 4:30 pm Central Time

- Award announcement: Early September 2025

- Grant period: November 1, 2025 - October 31, 2026

- Collaboration is highly encouraged. For example:

  - Partnerships with community mental health resources

  - Collaboration between health care entities

  - Coordination with other organizations addressing systemic issues in health care delivery

Health care entities eligible to apply for this grant funding:

- Health Care Systems
- Hospitals
- Clinics
- Nursing Facilities
- Community Health Clinics
- Federally Qualified Health Centers (FQHCs)
- Rural Health Clinics

- Consortium of Clinics or Other Health Care Entities
- Health Professional Associations
- Community Mental Health Clinics
- Indian Health Services

Grant outcomes will include:

- Identifying and addressing the barriers to and stigma among health care professionals associated with seeking self-care, including mental health and substance use disorder services;

- Encouraging health care professionals to seek support and care for mental health and substance use disorder concerns;

- Identifying risk factors associated with mental health conditions and suicide;

- Developing and making available resources to support health care professionals with self-care and resiliency; and

- Identifying and modifying structural barriers in health care delivery that create unnecessary stress in the workplace.

Outcomes & Priorities, continued

- Applicants are encouraged to propose creative, big-picture solutions that address upstream factors and root causes of burnout and mental health concerns among health care professionals

- Projects should support the long-term mental health of health care professionals

- Programs developed by grantees may inform future statewide efforts to promote changes in systems and policies surrounding health care delivery, with the goal of supporting mental health, job satisfaction, and retention

Eligible expenses include, but are not limited to:

- Programs to modify structural barriers in health care delivery that create unnecessary stress in the workplace

- Support programs for health care professionals experiencing mental health concerns and substance use disorders, including peer-to-peer programs

- Development and implementation of tools and services to support self-care and resiliency

- Research costs to identify actions the health care entity can take to modify structural barriers that cause unnecessary stress in the workplace

- Programs to reduce the stigma associated with seeking mental health care

- Consultant fees associated with program implementation or research

- App purchase and implementation to support health care professionals experiencing mental health concerns and substance use disorders

Grant funding may be used to cover costs related to programs and resources for health care professionals, including the following professions:

- Patient Care Technicians
- Nursing Assistants
- Surgical Assistants
- Radiation Technicians
- Physicians
- Physician Assistants
- Respiratory Therapists
- Pharmacists
- Pharmacy Technicians
- Physical Therapists
- Physical Therapist Assistants
- Advanced Practice Registered Nurses
- Registered Nurses

- Licensed Practical Nurses
- Social Workers
- Marriage and Family Therapists
- Professional Counselors
- Psychologists
- Dentists
- Dental Hygienists
- Dental Therapists
- Dental Assistants
- Phlebotomists
- Other health care professions deemed eligible by MDH

Ineligible expenses include, but are not limited to:

- Fundraising
- Taxes, except sales tax on goods and services
- Lobbyists, political contributions
- Bad debts, late payment fees, finance charges, or contingency funds
- Costs for employees who are not health care professionals. If those staff access programs and resources, costs must be covered by other funding sources. Includes staff such as:
  - Dietary Aides
  - Administrative staff
  - Medical Scribes
  - Janitorial staff
  - Other types of support staff

Grant Contractual Obligations

- Work may not start prior to the full execution of agreement and the project start date (expected to be November 1, 2025)

- Grant activities approved for payment are outlined in Exhibits A & B of the contract

  - Any activities outside of this must be approved prior to action

- Grantees must report on financial and programmatic activities quarterly

  - January 20, April 20, July 20, October 20

- Grantees receiving $50,000 or more will have one grant monitoring visit and financial reconciliation per grant period

- Grantees receiving $250,000 or more will have one grant monitoring visit and financial reconciliation per year through the grant period

- MDH determines initial eligibility

- Review committee scores applications on the criteria in RFP Attachment A:

  - Organization Background

  - Project Narrative and Work Plan

  - Budget and Budget Narrative

- Review committee and MDH determine grant awards

- MDH conducts due diligence and past performance review prior to entering into grant agreements
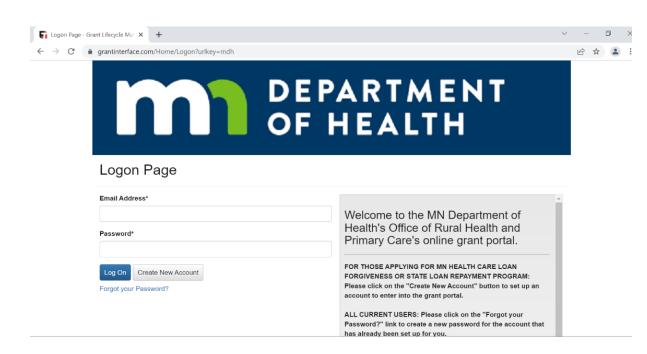
Submitting Questions

- All questions must be submitted by 4:30 pm on Monday, July 21, 2025

- Submit questions to Health.ORHPC.WorkforceGrants@state.mn.us

- To provide a fair and equitable process, MDH will post questions asked and answers once a week leading up to the deadline

- Q&A posted at ORHPC Grants and Funding - MN Dept. of Health (state.mn.us)

Application Submission

- All applications will be completed in the ORHPC online grant management system

- Applications are due August 1, 2025 at 4:30 pm Central Time

- Existing Users: log in or use the forgot password button

- New Users: verify whether your organization has a profile; create one if necessary

- If you are unsure of organization's status, reach out to MDH

Starting an Application

- Home page of grant management system

- Find Mental Health Grants for Health Care Professionals

- Click Apply

> Application Instructions
> Section 1: Organization and Applicant Information
> Section 2: Project Information
> Section 3: Organization Background
> Section 4: Project Narrative and Work Plan
> Section 5: Budget
> Section 6: Required Attachments
> Applicant Conflict of Interest
> Certification

- 6 sections to complete

- Refer to RFP for instructions on narrative questions

- Complete at your own pace
  - Save button vs Submit button

Application Section 1: Organization Information

- Basic information about your organization

- Designate an individual as Authorized Organization Representative

- As a grantee, may assign multiple individuals to submit reports and collaborate in online system

- SWIFT information is very important – this is how MDH contracts

  - If unsure – contact SWIFT help desk at **651-201-8100** or swifthelpdesk.mmb@state.mn.us

- This section requests summary information about the project, including the request amount, the name of the program the grant funds are being requested for, and contact information.

Application Section 3: Organization Background

- **Organization Type**: Select type of health care entity

- **Organization Overview**: History, location, service area, administrative structure, licensure/certification, patients or clients served, and unique characteristics or circumstances

- **Overview of Employees**: Number and types of health care professional employees or associates

- **Capacity to Complete Grant Project:** Past grant administration experience and current staff capacity to complete project and meet grant requirements

Application Section 4: Project Narrative and Work Plan

- Current Mental Health Environment

- Upstream Factors and Root Causes

- Retention and Job Satisfaction

- Additional Information Regarding Need

- Proposed Project

- Project Outcomes

- Evidence Supporting Project

- Peer-to-Peer Support

- Project Evaluation

- Project Sustainability

- Work Plan

- Provide a detailed justification of the estimated project expenses to successfully achieve the outcomes of the proposed project. The budget explanation should be broken down by each budget category.

- Provide the amount of grant funding requested in the appropriate fields for each budget line item. Budget categories include:

    - Salaries

    - Fringe

    - Travel

    - Supplies

    - Contracted Services

    - Equipment

    - Other

    - Indirect

Application Section 6: Certification and Conflict of Interest

- Complete both sections prior to submission

- Reporting a conflict of interest does not necessarily disqualify you from receiving a grant

- In many cases, a conflict of interest can be addressed by a mitigation plan that MDH and a grantee collaborate on

- Reach out with any questions regarding conflict of interest

Application Section 7: Required Attachments

- Conflict of Interest form

- Audited financial statements

- Due Diligence form (Community Health Boards and Tribal Nations do not need to submit this form)

- Leadership training and bottom-up management restructuring

- Peer-to-peer counseling training

- Expanded Employee Assistance Programs (EAP)

  - Reimbursements for gym memberships, counseling services, etc.

- Self-care programs including wellness seminars, massage therapy, healthy food and fitness programs, meditation, mental health counseling

- Employee recognition programs

- Electronic health record time-saving measures, including use of artificial intelligence for notetaking, updated software, and training in best practices

- Surveys and focus groups to identify sources of employee dissatisfaction and evaluate program efficacy

Questions?

Thank You!

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- 2022 Session Laws Chapter 99, Article 1, Section 46 (https://www.revisor.mn.gov/laws/2022/0/Session+Law/Chapter/99/)

- 2023 Session Laws Chapter 70, Article 3, Section 94 (https://www.revisor.mn.gov/laws/2023/0/70/)

- ORHPC Grants and Funding - MN Dept. of Health (https://www.health.state.mn.us/facilities/ruralhealth/funding/grants/index.html#mhhcp)