



ANNUAL REPORT

Fiscal Year
2025

Workplace
Prevention Services


Oklahoma Department of Mental Health and Substance Abuse Services,
Prevention Services Division

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Prevention Services End of Year Report 2025
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This publication has been submitted in compliance with Section 3-114 of Title 65 of the Oklahoma Statutes.



The Oklahoma State University Center for Health Sciences - Center for Rural Health (OSU-CRH) provided evaluation services for the Oklahoma Department of Mental Health and Substance Abuse Services (ODMHSAS) Prevention Division for Fiscal Year 2025, which began on July 1, 2024 and ended on June 30, 2025. OSU-CRH collected data, developed reports, and conducted evaluation-related training and technical assistance (TTA) to ODMHSAS staff and subrecipients. The following report reflects the outcome of those efforts and provides a snapshot of the work and impact of the Workplace-Based Prevention Services sector within the Prevention Division.

The ODMHSAS Prevention Division identified the workplace sector as an important point of contact and an opportunity to increase prevention efforts. Together with employers, ODMHSAS works to educate employees, connect them to needed services, and adopt preventive business practices. This sector primarily uses the CSAP strategy of Education, providing Responsible Beverage Service and Sales (RBSS), Mental Health First Aid (MHFA), and 2 Much 2 Lose (2M2L) trainings to targeted populations across the entire state.

CSAP Strategies

- Information Dissemination
- Community Based Process
- **Education**
- **Environmental Systems Change**

RESPONSIBLE BEVERAGE SERVICE AND SALES

As gatekeepers in their communities, Oklahoma businesses—particularly those that sell or serve alcohol—play a vital role in preventing alcohol-related harm. The ODMHSAS, in partnership with ROCMND Area Youth Services, offered in-person Responsible Beverage Service and Sales (RBSS) training across the state to support this effort in Fiscal Year 2025 (FY 25). This training program is designed for owners, managers, and servers of establishments that sell or serve alcohol. It equips participants with essential knowledge and skills to help them operate responsibly and meet legal requirements related to alcohol service. Attendees learn to recognize signs of intoxication, understand the effects of alcohol on the body and behavior, properly check identification, and apply intervention techniques when dealing with intoxicated or underage customers.

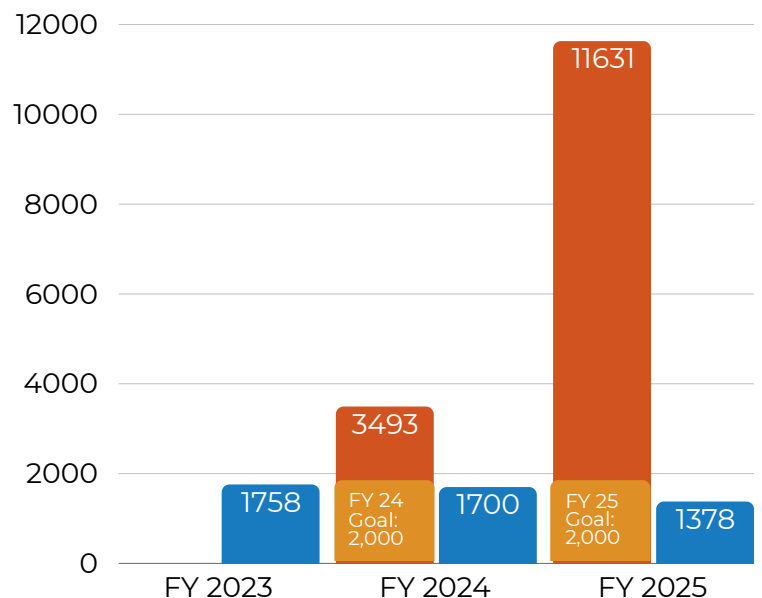
In FY24, ODMHSAS expanded access to the training by launching an on-demand version of the RBSS program. This addition significantly increased participation. **In FY25, the second year of on-demand availability, 13,009 individuals were trained—more than double the 5,193 trained in FY24, and a substantial increase from FY23, when the on-demand option was not yet available.**



13,009 total individuals were trained through RBSS

Trainings in FY 25 which is a sizeable increase from 5,193 trained in FY 24. ODMHSAS surpassed its FY 25 goal of 2,000 individuals trained in RBSS through the on-demand platform

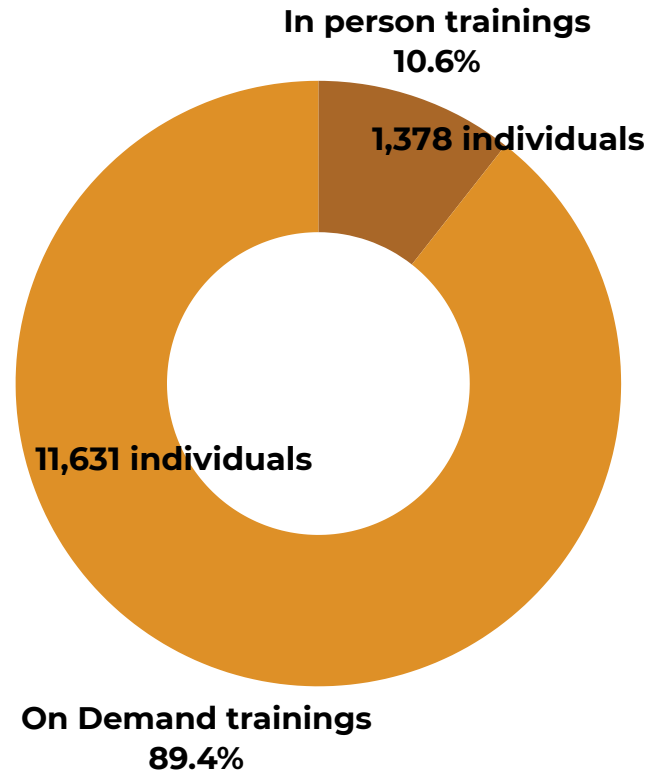
- Total Trained: On Demand
- Total Trained: In-Person



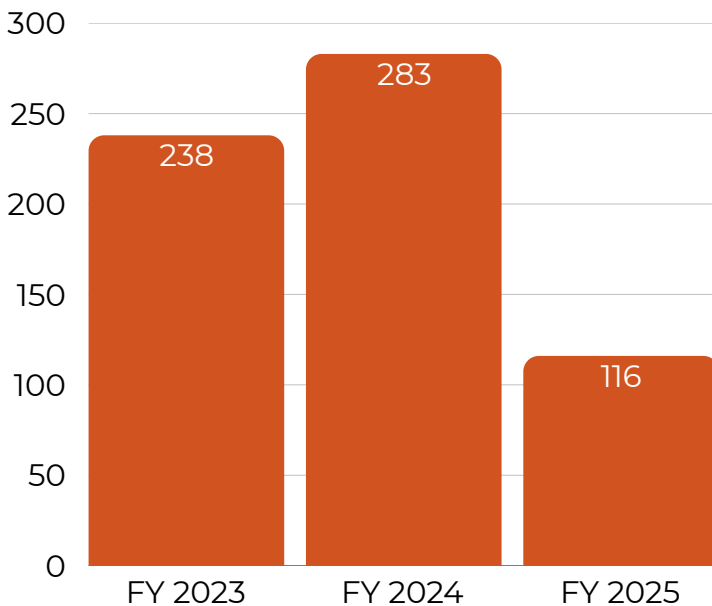
RESPONSIBLE BEVERAGE SERVICE AND SALES

By FY 25, over 89% of all trainings were completed through the on-demand format. While the number of in-person trainings decreased from 283 in FY 24 to 116 in FY 25, the total number of individuals reached and trained increased in FY 25, thanks to the growing popularity and accessibility of the on-demand RBSS training.

Percentage of individuals trained by In-person and On-Demand Trainings



Number of In-Person RBSS Trainings by Fiscal Year

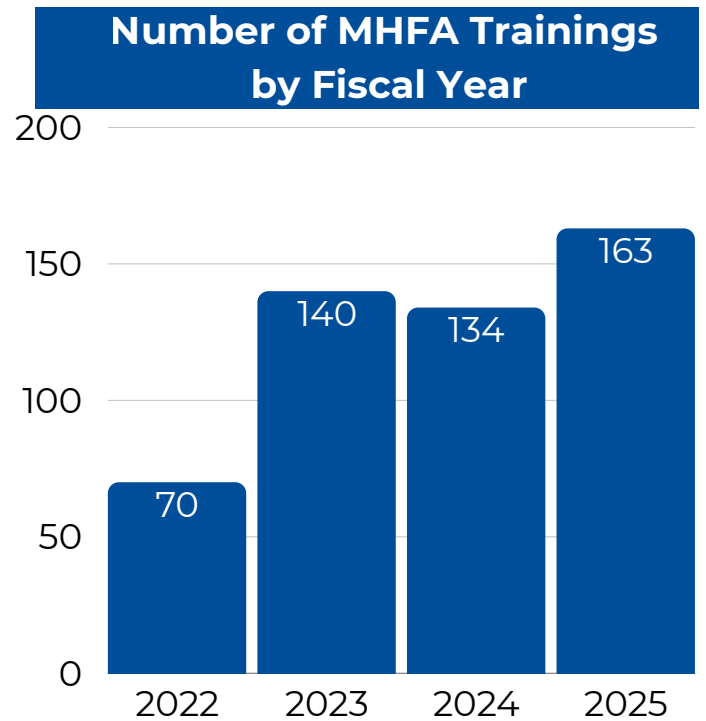
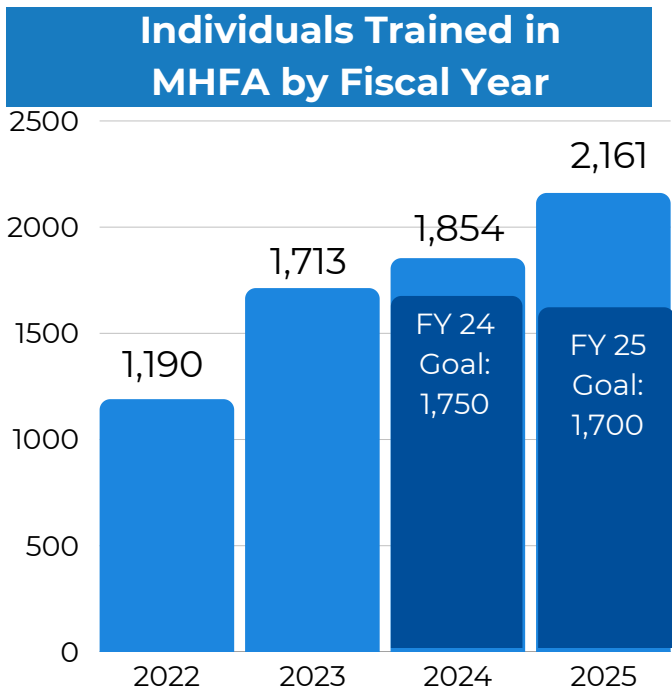


MENTAL HEALTH FIRST AID

Mental Health First Aid (MHFA) is an 8-hour course designed to teach individuals how to recognize the signs of mental health challenges and how to provide initial support to someone experiencing a mental health crisis or showing early signs of a mental health disorder.

ODMHSAS partners with the non-profit DCCCA to deliver MHFA trainings across the state. These trainings are offered both virtually and in person, and cover both the Adult and Youth MHFA curricula. DCCCA also tailors trainings to meet specific community needs when requested.

Since 2022, the number of individuals trained in MHFA has increased steadily each year, reflecting growing interest and demand for mental health education. **In Fiscal Year 2025, MHFA reached its highest level of impact to date, with 2,161 individuals trained statewide. This exceeded the FY 25 goal of 1,700.**





MENTAL HEALTH FIRST AID

In addition to delivering trainings, DCCCA provides comprehensive technical assistance (TA) to support the quality and sustainability of the Mental Health First Aid (MHFA) program in Oklahoma. TA services include instructor orientation, training observations, facilitation and administrative support, on-the-job coaching, coordination with Learning Management System (LMS) support, and screening and support for Training of Trainers (TOT) candidates. **In FY 25, DCCCA provided 113 hours of TA through 61 individual instances or interactions, helping to ensure consistency, instructor readiness, and overall program effectiveness across the state.**

To expand the reach and sustainability of Mental Health First Aid (MHFA) in workplaces, DCCCA develops Memorandums of Understanding (MOUs) with organizations across the state. These MOUs ensure that at least one staff member becomes certified as an MHFA instructor, with the expectation that they will then train additional employees within their organization. **During FY 25, DCCCA initiated 5 new MOUs and had a total of 13 active MOUs.**

2 MUCH 2 LOSE (2M2L)

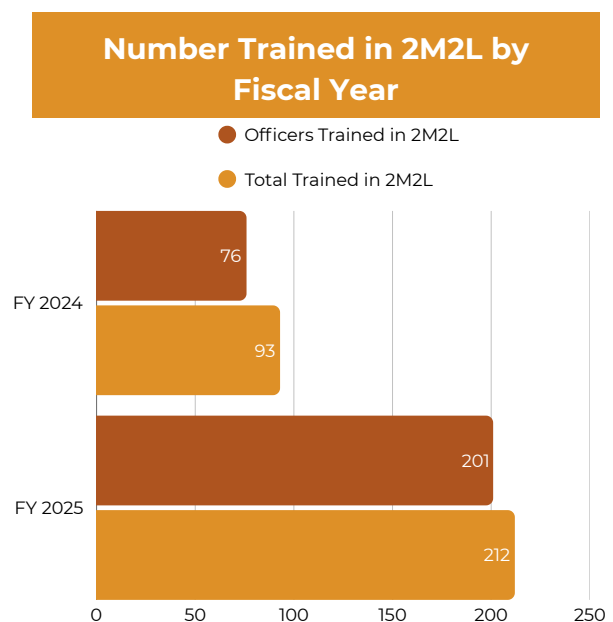
Too Much to Lose (2M2L) is a program designed to reduce underage drinking, risky adult drinking, and the potentially negative outcomes that often come with them—like accidents, injuries, and crime. The program focuses on changing community norms and systems to make alcohol less accessible to youth and to encourage safer choices overall. The ODMHSAS works with the Oklahoma ABLE Commission to deliver 2M2L trainings. These trainings are available in one-day or two-day sessions and are open to both law enforcement and community members who want to help make their communities safer and healthier.

Kay County Healthy Living Coalition (KCHLC) shared the following reflection on their participation in a statewide law enforcement training designed to enhance community prevention partnerships:

“On May 29, 2025, KCHLC participated in the 2M2L Law Enforcement Training hosted by the Oklahoma Department of Mental Health and Substance Abuse Services (ODMHSAS) and Oklahoma ABLE Commission. The training focused on Oklahoma Alcohol Laws/Ordinances, Social Host Law, Compliance Checks, and the role of local coalitions. KCHLC presented to the law enforcement officers on our current alcohol and drug prevention initiatives, including its partnership with the Ponca City Police Department to conduct biannual compliance checks. The training was highly informative and provided valuable opportunities to network with law enforcement agencies, share ideas, and strengthen collaboration between law enforcement and local coalitions to advance prevention efforts.”



There were **a total of 212 individuals trained** in 2M2L in FY 25 which is an increase from 93 trained in FY 24.



CONCLUSION

Throughout Fiscal Year 2025, ODMHSAS and its subrecipients have continued to strengthen prevention efforts aimed at reducing substance use and misuse across Oklahoma. A key area of growth has been within the Workplace-Based Prevention Services, where providers have expanded their reach and deepened their impact through strategic partnerships, enhanced training access, and the implementation of evidence-informed programming.

One of the most notable developments this year has been the continued expansion of the Responsible Beverage Service and Sales (RBSS) program through on-demand training. The availability of this flexible training option has significantly increased participation, allowing businesses across the state to engage in prevention more conveniently and consistently. By equipping alcohol retailers and servers with tools to identify and intervene in high-risk situations, the RBSS program is helping reduce negative alcohol-related outcomes across Oklahoma.

Additionally, Mental Health First Aid (MHFA) trainings have seen increased reach this year, providing more employees and organizational leaders with the skills to recognize and respond to signs of mental health or substance use challenges. This aligns with the broader goal of building safer, more supportive workplace environments.

The 2M2L (Too Much to Lose) program also expanded its reach in FY 2025. With curriculum revisions and increased implementation, this program continues to educate and empower adults and youth to prevent underage drinking and reduce youth access to alcohol. The strengthened partnerships and updated training materials have enhanced the program's relevance and effectiveness in community and workplace settings.

While meaningful progress has been made, data collection and outcome measurement remain a challenge, particularly given the nuanced nature of prevention science. However, the workplace sector offers unique opportunities for demographic data collection, which can help target high-risk populations and ensure training content is relevant and impactful. In FY 2025, OSU Center for Rural Health (OSU-CRH) worked closely with workplace providers to enhance evaluation efforts across RBSS, MHFA, and 2M2L programs. These collaborations have laid the foundation for improved outcome tracking and more robust reporting in future years. As these systems continue to evolve, the impact of prevention efforts in the workplace and beyond will become increasingly visible and measurable.