

# Section One: Overview

## 1.1 Consortium Overview

### **Geographic Area of Service**

While Hmong American Partnership (HAP) has a statewide presence serving the Hmong and Southeast Asian Communities, HAP Academy OIC serves adult learners primarily in Ramsey, Hennepin, Anoka, Dakota, and Washington Counties, with services concentrated in the Twin Cities metropolitan area, including Saint Paul and Minneapolis. Programming is delivered at two HAP facilities that are accessible by public transportation. Most ABE and education programming is offered at 240 Plato Blvd with easy access to downtown St Paul and the wider geographic area via Highways 52, I-35E, and I-94. Commercial Driver's License Class B courses and associated literacy coursework are offered at 150 W Sycamore St in St. Paul (HAP Transportation Headquarters).

While the consortium does not operate within Tribal Nation boundaries, we serve American Indian learners and collaborate with community partners that support Native and Indigenous populations residing within the service area. In particular, HAP has a longstanding collaboration with American Indian OIC (Takoda). HAP Academy OIC Student Advisors often refer students to Takoda for IT career training courses when our courses are full and provide support services to students while they are enrolled. Following course completion, our student advisors and Job Developer support these students in gaining employment in their respective fields.

### **Target Population for ABE Services:**

HAP Academy OIC serves adults and youth ages 17 and older who face significant barriers to education and employment. Target populations include:

- Adults with low levels of literacy or numeracy.
- Adults interested in completing short-term training to enter the labor market in Allied Health, Business, Transportation, or Information Technology fields.
- Adult English Language Learners (ELLs), including recent immigrants and refugees - especially those seeking employment in Long-Term Care. English Language Learners with low literacy levels are referred to local ABE providers who excel at serving these students. Currently, we refer most low-level English Language Learners to Neighborhood House or Harmony Learning Center.
- Individuals impacted by poverty, limited formal education, trauma, or interrupted schooling.
- Adult Learners balancing education with work, family, and caregiving responsibilities.

The geographic area served includes a high concentration of Hmong, Karen, Karenni, and other Southeast Asian American communities, as well as African, Latinx, and immigrant populations. Many learners speak languages other than English at home and require culturally and linguistically responsive instruction and support.

### **Description of ABE Students Typically Served**

HAP Academy OIC typically serves 600+ adult learners across ABE and workforce-aligned education programs. Student demographics generally include:

- A high percentage of new Americans, some of whom are English language learners (though typically with higher levels of English language attainment).
- First-generation learners and individuals with limited exposure to U.S. education systems.
- Adults with entry-level employment goals in healthcare, manufacturing, transportation, information technology, business, and other high-skilled, high-wage, in-demand sectors.

Common student goals include:

- Improving English language proficiency to transition into postsecondary education or occupational training.
- Increasing reading, writing, and math skills to transition into postsecondary education or occupational training.
- Attaining a GED®/HiSET® or adult diploma.
- Gaining industry-recognized credentials and securing employment that leads to family-sustaining wages.

### **Staffing Structure**

HAP Academy OIC employs a combination of full-time and part-time staff to deliver ABE services and student support, including:

- Full-time leadership and administration (Director, Chief Academic Officer)
- ABE instructors and industry-specific faculty (One full-time Adult Basic Education Instructor and seven part-time Faculty in the fields of Allied Health, Business, Information Technology, and Transportation)

- Student advisors/case managers who provide student support services, goal setting, attendance support, and referrals
- Career Readiness and Career Development staff prepare students for college and career readiness and support students with gaining employment in the field of their choice.
- Assessment and data staff supporting assessment proctoring, progress tracking, grant outcome tracking, and state reporting.
- Support staff assisting with front-desk operations, scheduling, and learner navigation

This staffing model allows the consortium to maintain instructional quality while providing the wraparound supports necessary for adult learners to persist and succeed.

### **ABE Programming Sites**

ABE services are delivered primarily at:

- HAP Academy OIC – Plato Location (Saint Paul)  
Most short-term industry-specific training and Adult Basic Education coursework is completed at 240 Plato Blvd. Additional programming may be offered through partner sites and community-based locations as the consortium expands, ensuring access for learners across the service area. Sites are selected to reduce transportation barriers and support learner persistence.

- HAP Transportation - Sycamore Location (Saint Paul)

All Commercial Drivers License class B Courses and associated ABE supports are offered at HAP transportation (150W Sycamore, St Paul)

## **1.2 Student Outcomes and Skill Gains**

HAP Academy OIC has demonstrated success in supporting adult learners in improving foundational skills and transitioning into education and employment pathways. Outcomes achieved by students include:

- **Educational Level Gains and ABE outcomes (ELGs):**

Between July 1, 2024, and June 30, 2025, HAP Academy OIC served 38 students with direct ABE instruction, and between July 1st, 2025, and May 01, 2026, we served 34 students.



ACADEMY OIC Educational Level Gains 07/1/2024-04/30/2026

Total Students Served w/ABE instructional hours	72
Students reaching 40 hours	56
Percent Reaching 40 hours w/ post-test	77.8%
Measurable Skills Gains and % of total students	44/72 Students and 61% of total students
Measurable skills gain and % of students completing 40+ hours of instruction	44/56 students and 78.5%

Out of students who completed 40 hours of ABE, 78.5% of enrolled learners in 2024-2025 and 76.6% of students in 2025-2026 demonstrated measurable skill gains in reading, math, and/or English language acquisition during their participation.

- **Industry-Recognized Credential Attainment:** HAP Academy OIC supports students successfully in obtaining industry-recognized credentials, including Certified Nursing Assistant, Certified Phlebotomy Technician, Commercial Driver's License, Accounting, Microsoft Office, and CompTIA credentials. Between 07/01/2025 and 06/30/2025, students earned 209 industry-recognized certifications through HAP Academy OIC’s customized job training programs; some students obtained multiple certifications.

In the table below, you can see specific information about students attaining these credentials.



ACADEMY OIC Credential Attainment (05/01/2025-04/30/2026)

IT/Technology: CompTIA (Tech +, A+, S+, N+ and Pentest+)	66
Phlebotomy: NHA CPT	43
CNA	122
CDL: MN Class B Commercial Driver’s	13

License	
Accounting: QuickBooks Certification	11
Microsoft Office	1

In 2026, HAP Academy OIC continued with the core IT, CNA, and Phlebotomy programming, while supporting more students in obtaining their CDL Class B, as well as expanding business courses through offering a Social Media Marketing Certification Course, Entrepreneurship Essentials, and Business Plan Writing.

- **Postsecondary Transitions:** Learners transition to postsecondary education, including healthcare training programs and Information Technology programs. HAP Academy OIC has Articulated College Credit agreements with Metro State University to support learners who plan to ladder their careers through college degree attainment.

HAP Academy OIC supported 23 students with transitions to higher education in 2025.

- **Employment Outcomes:** Participants obtain employment or advance in existing employment following skill development and credential attainment. HAP Academy OIC supported 22 students in transitioning into employment during the 2025 school year. Collecting accurate data on this number poses a significant challenge, as students who complete their job training do not always remain in contact with staff regarding their employment status or notify staff when they attain employment

In addition to quantitative outcomes, the HAP Academy OIC emphasizes student persistence, goal completion, and transitions supported by culturally responsive instruction and comprehensive student support services. Data is tracked through state-approved assessment tools and internal systems to ensure continuous improvement and compliance with Minnesota ABE accountability requirements.