



## *The Future Workforce in Minnesota Starts with **HAP***

### **WHO WE ARE**

HAP (Hmong American Partnership) is an innovative, entrepreneurial, and accountable community-based nonprofit with a mission to empower the community to embrace the strengths of its cultures while achieving our potential. Initially established to support Hmong refugees to Minnesota, the agency has grown into a nationally recognized expert in culturally affirming engagement programs serving over 25,000 persons a year. HAP is the largest Hmong-founded nonprofit in the United States.

The winner of the prestigious 2019 Bush Prize in Community Innovation, HAP is led by and for people of color from immigrant and refugee communities. Its racial equity approach includes working alongside the community by using a multicultural, multi-generational model that supports cultural learning and positive integration while honoring cultural diversity and heritage. Over 80% of HAP Board, Leadership Team, and Staff identify as Hmong, Southeast Asian, or immigrant and refugee, reflecting the lived experiences of these communities.

### **LEGISLATIVE REQUEST**

HAP seeks the State's investment in a direct appropriation that will build a stronger Minnesota economy through a variety of workforce development activities that target the Southeast Asian and immigrant and refugee communities.

- *Direct Appropriation Southeast Asian:  
Requests of \$1,000,000 in FY24 and \$1,000,000 in FY25*

Direct services include but are not limited to job training, career and employment readiness, workforce and financial coaching, and wraparound social services. HAP works with over 100 employer partners each year to place individuals in jobs.

### **HAP Leadership Team:**

**May yer Thao, President & CEO,**

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### TRUSTED PARTNER OF PUBLIC FUNDS

HAP is a top tier Workforce Development Agency. In a three-year period, **89%** of HAP's clients obtained a job.

### IMPACT IN THE COMMUNITY - Cindy's Story

\*Cindy first heard about HAP's job training through her Auntie, who saw HAP's job training post on Facebook. She reached out to HAP and attended a Training Information Session to learn more about the Certified Nursing Assistant (CNA) training. A HAP case manager was assigned to her, and they worked on establishing an Individual Employment Plan (IEP) to ensure her success. During this time, she set a goal to get certified and move on to employment in the healthcare industry. Caring for people is one of her biggest passions!

Cindy received support services that helped alleviate barriers and keep her on track. HAP provided a monthly gas card, supported her purchase of hospital scrubs and appropriate footwear, and a watch which was required for her campus clinical. While attending the CNA training full-time, Mondays through Thursdays, Cindy also worked part-time at Target as a Customer Service Representative, earning \$17 an hour, and working 32 hours per week. After her graduation, Cindy was offered a Nursing Assistant position in the Medical Surgery department with M Health Fairview St. John's hospital, a long-term employer partner of HAP. She is currently working part-time, 64 hours every two weeks, and is making \$18.21 an hour. We're proud to share her story.

*\*The client would like to share her story under a pseudonym.*

### HAP 2022 AT A GLANCE

