

A. COVER PAGE

Project Title: A feasibility study to develop a multilevel occupational health intervention program for nail salon employees and owners	
Grant Number: 5R21OH011740-02	Project/Grant Period: 09/30/2020 - 09/29/2022
Reporting Period: 09/30/2021 - 09/29/2022	Requested Budget Period: 09/30/2021 - 09/29/2022
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Program Director/Principal Investigator Information: TRAN B HUYNH , PHD BS MPH Phone Number: 612-669-8234 Email: tbh38@drexel.edu	Recipient Organization: DREXEL UNIVERSITY 3020 Market Street, Suite 510 Office of Research & Innovation PHILADELPHIA, PA 191043735 DUNS: 002604817 UEI: XF3XM9642N96 EIN: 1231352630A1 RECIPIENT ID:
Change of Contact PD/PI: NA	
Administrative Official: GIA BOERSEMA 1505 Race Street 10th floor Philadelphia, PA 19107 Phone number: 215-895-6342 Email: duresearch@drexel.edu	Signing Official: MATTHEW JOHN DUGAN 1505 Race St. 10th Floor Philadelphia, PA 19102 Phone number: 2158956202 Email: mjd494@drexel.edu
Human Subjects: NA	Vertebrate Animals: NA
hESC: No	Inventions/Patents: No

B. ACCOMPLISHMENTS

B.1 WHAT ARE THE MAJOR GOALS OF THE PROJECT?

The major goals of the project as approved by the agency were 1) to develop a healthy nail salon toolkit for owners to assess their salon environment and 2) to implement a pilot intervention study with 12 nail salons to assess the feasibility of conducting a larger intervention trial.

“Aim 1: Develop a theory-based healthy salon toolkit for owners to assess the salon environment. The toolkit will contain a set of self-assessment checklists and technical manual to help owners assess their current salon environment with respect to chemical safety, infection control, and ergonomics. The toolkit will also inform salon owners and nail technicians of best practices for risk reduction in those areas and workers’ rights.”

This aim was completed with modifications based on feedback from the participants and Vietlead trainer (our community partner). We developed the bilingual self-assessment checklists (Vietnamese and English) for salon owners with the intention that salon owners would do the salon environment assessment themselves and returned the completed checklists to the research team for analysis. However, upon testing the checklists with a few salons, we got feedback from both the owners and Vietlead staff that the checklists were too time-consuming and difficult for the owners to assess the salon environment themselves given that many owners had very limited prior knowledge of occupational health and safety (OHS). In addition, many Vietnamese women owners in our study worked very long hours and wore multiple hats (in the capacity of salon owner, manager and technician) and also had to take care of their family and young children after work. Our community partner suggested that it would be better that the research team conduct the salon environmental assessment ourselves and send the results of our observations along with recommendations for each specific point that the owner should work on to improve the salon. This way, the assessment would be more accurate, the owners would have a better idea of what to do, and it would reduce the burden on the owners. In the end, we revised and combined the checklists into one big walkthrough survey the covered the same topics: chemical safety, infection control, and ergonomics. We trained a Vietnamese research assistant to conduct the walkthrough survey. Based on the results of the survey, the research team developed a customized report with recommended best practices for each salon.

“Aim 2: Assess the feasibility of implementing a pilot multilevel intervention program for Vietnamese nail salons in the Philadelphia metro area. Twelve nail salons will be assigned to receive the toolkit (the self-assessment checklists + technical assistance + video training + follow-up coaching). Pre-intervention/baseline measures for employees and owners will be collected 2 months prior to implementing the intervention and will include an assessment of knowledge and current practices, health surveys (e.g., respiratory, skin symptoms, reproductive health, musculoskeletal symptoms), collection of urine end of shift, and personal air monitoring. In addition, a baseline assessment of the salon’s environment (e.g., salon characteristics, availability of current products, training records and indoor air quality) will also be collected. Identical data collection procedures will be administered at 3 months post-intervention. Semi-structured interviews will be conducted with salon owners and employees to discuss their perceptions of intervention components and content, intentions to use, actual use, and barriers to use of intervention materials in the salon since intervention implementation. For the feasibility assessment, we will focus on 4 areas: process, resources, management, and outcomes. Process evaluation examines recruitment capacity (e.g., participant rate, refusal rate, reasons for decline), data collection process (e.g., retention and follow-up rates, adherence rate, burden on participants), acceptability and usability of the intervention materials and delivery mechanism. We will also systematically evaluate our internal resources and management capacity (e.g., physical space, staff, institutional support, data storage capacity) for a larger study. Finally, we will examine the study’s potential impact with respect to both the employees and the workplace. For workers, this includes the potential for changes in knowledge and attitudes, changes in behaviors such as evidence of PPE use, and a reduction in reported health symptoms and chemical exposures. Potential impacts on the workplace (due to changes in the owner’s behaviors) include the availability of safer alternative products and a reduction in ambient chemicals.”

We were able to implement the pilot intervention study with 12 salons within the two-year timeframe as planned. A total of 44 participants enrolled in our study. Between January – March 2022, we delivered the two-hour training covering chemical safety, infection control, ergonomics, and worker rights topics in Vietnamese and English to 41 participants from 12 consented

salons (not all participants eventually agreed to attend the training after the baseline data collection). We also delivered 11 recommendation reports in Vietnamese (using results from our observations of the salon environments) to 11 salons owners (one salon dropped out of the study) and conducted 11 consultation sessions to explain the reports to the owners. We were able to collect baseline and post-intervention data (knowledge, current practices, and health survey, personal and area air quality measurements) as planned. Because the post-intervention data were collected very near the end of the study May - June 2022, the results of the quantitative data are being analyzed for a manuscript (manuscript in preparation). During this study period, we also conducted individual interviews with a small number of participants to better understand the potential challenges implementing the recommended work practices (process evaluation). The results were summarized and documented in a paper that was accepted and will be published in the Journal of Health Promotion Practice (in press).

In addition to the planned activities, we added two major activities. The first activity was organizing an in-person community event on August 21st, 2022 to thank our participants and present preliminary results back to our participants. More than 40 people including the participants and their family, and Vietlead staff and volunteers attended the event. We took on planning this community event in order to nurture the relationships we have developed with our community partners and participants over the two-year period. The other activity was initiating a policy project documenting stakeholders' perspectives on the feasibility of implementing a Healthy Nail Salon Recognition Program in Philadelphia to incentive salons to adopt and maintain healthy salons for their employees and customers. The paper summarizing our findings was accepted and will be published in the Annals of Work Exposures and Health January 2023 (in press).

B.1.a Have the major goals changed since the initial competing award or previous report?

No

B.2 WHAT WAS ACCOMPLISHED UNDER THESE GOALS?

File Uploaded : R21 Accomplishments.pdf

B.3 COMPETITIVE REVISIONS/ADMINISTRATIVE SUPPLEMENTS

For this reporting period, is there one or more Revision/Supplement associated with this award for which reporting is required?

No

B.4 WHAT OPPORTUNITIES FOR TRAINING AND PROFESSIONAL DEVELOPMENT HAS THE PROJECT PROVIDED?

File Uploaded : R21 Training opportunities.pdf

B.5 HOW HAVE THE RESULTS BEEN DISSEMINATED TO COMMUNITIES OF INTEREST?

Dissemination to the Vietnamese nail salon community

Because our research project was grounded in CBPR principles, we have been communicating the results to Vietlead staff and nail salon owner and worker participants as we moved through different phases of the project. For example, we met with Vietlead staff person weekly and updated her on the progress of the project and any new findings we learned. She then reported the project updates to the larger Vietlead team.

We disseminated results of our salon environment observations and recommended best practices to participating salon owners via the reports and consultation sessions we provided to each owner. We presented our preliminary summary results of notable health symptoms from the survey and aggregate air quality data at the community event to make sure that our

participants and Vietlead staff were informed of the preliminary research results as we concluded the study. In total, we produced 11 recommendation reports, provided 11 consultation sessions, produced 11 air quality reports to the salons, and one presentation.

We also presented our work at the Research Convening for Advancing Worker Health and Safety in the Nail and Hair Salon Communities hosted by the California Healthy Nail Salon Collaborative June 2022. The audience was a mix of researchers, non-profit organizations, and nail salon workers and owners.

Since more results will be formally published, we plan to write short briefs reporting the main findings once the manuscripts are officially published. The briefs will be translated into Vietnamese and disseminated to various social media channels that Vietnamese nail salon workers and owners used.

Dissemination to the academic community

So far, we have submitted two manuscripts for publication for the larger scientific community and the public. There are two planned manuscripts in preparation.

1. Nguyen T.D., Nguyen C., Pintor, J., Huynh, T.B. Stakeholders' perspectives on the feasibility of adopting a Healthy Nail Salon Recognition Program in Philadelphia: A qualitative study. Accepted in *Annals of Work Exposures and Health* (in press).
2. Huynh T.B., Nguyen T.D., Vu N., Carroll-Scott A., Wong C., Freeland C., Parvanta C. Perceived benefits and barriers to implementing occupational health recommendations among immigrant-owned nail salons in the Greater Philadelphia region. Accepted at the *Journal of Health Promotion Practice*.

We have presented our work at a national conference and a school-wide research day.

1. MERGH (Migration, Ethnicity, Racism and Health Working Group) Seminar at Drexel University. "Updates on the Healthy Nail Salon Project and Policy Research". Presented by Tran Huynh, Duong (Tina) Nguyen and Emily Tran (from Vietlead), May 2022.
2. University of North Carolina - Chapel Hill T32/RSC Seminar. "Designing a multilevel intervention program for nail salon workers and owners". Presented by Tran Huynh, April 2022.
3. Women's Health Education Program Seminar, Drexel College of Medicine, Philadelphia, PA. "Community-based participatory approach to improving health for immigrant nail care workers". Presented by Tran Huynh, April 2022.
4. Department of Environmental Health Sciences, PUBH 6150. University of Minnesota, Minneapolis, MN. "Community-based occupational health intervention: A case study with Vietnamese nail care workers" Presented by Tran Huynh, March 2022.

B.6 WHAT DO YOU PLAN TO DO DURING THE NEXT REPORTING PERIOD TO ACCOMPLISH THE GOALS?

Not Applicable

Accomplishments

Aim 1: Develop a theory-based healthy salon toolkit for owners to assess the salon environment.

As mentioned in section B.1, we had to make some adjustments for this aim due to the feedback we received from the participants and Vietlead (community partner). As a result, we produced 11 customized occupational health and safety recommendation reports (based on our observations of the salon's environment) for 11 salons and conducted 11 consultation sessions with the salon owners to explain the reports.

Aim 2: Implement a pilot intervention study and assess feasibility

We used community-based participatory research (CBPR) approaches in all steps of this study from creating the training and survey tools, salon recruitment, intervention delivery, and outcome evaluation. We met with Vietlead team members every week and engaged them in all the decision-making processes. This reflected our community-centered collaboration and ensured community voices are heard and carry weight.

Recruitment: With the help of Vietlead, we were able to recruit our target number of nail salons for the study (12 Vietnamese salons in the Philadelphia area). We contacted 52 nail salons using a variety of strategies including calling existing Vietlead client base, in-person visits of salons, and cold calling. A total of 44 participants from 12 consented salons agreed to be in the study. The participation rate at the salon level was 23%. The average number of participants per salon was about 4.

Intervention development and delivery: The academic and Vietlead team co-developed 8 training modules covering chemical safety, infection control, ergonomics, and worker rights (4 in Vietnamese and 4 in English). An iterative process of reviewing the material in English and Vietnamese ensured the content and translations were technically accurate as well as culturally and linguistically appropriate. The academic team trained Vietlead trainer who then conducted the two-hour in-person training with the workers and owners at the salons. A few participants who did not speak Vietnamese received synchronous online training in English via Zoom platform. A total of 41 participants received the training. Each salon owner also received a report that detailed areas for improvement and recommended best practices. In addition, as part of our intervention program, we conducted monthly calls to check in with the owners to ask whether they needed additional support (each salon received 3 follow-up calls during the 3-month follow-up).

Data collection: We were able to collect health, behavioral and demographic data through a 45-min phone survey at baseline and 3 months after the intervention delivery. We conducted the survey in Vietnamese (n=40) and in English (n=4). Data was input and managed through REDCap System. In each nail salon, the personal air quality measurements were collected for two workers on two workdays at both baseline and 3-month follow-up using volatile organic compounds (VOC) passive air sampling badges (546 Organic Vapor Monitor) and Total VOC (TVOC) direct reading monitor (ION Science CUB Personal Mini). We also collected ambient

TVOC and CO₂ levels for the salons. We are still in the process analyzing the survey and personal air quality data to assess the potential effect of the intervention program on participants' knowledge, self-efficacy, and self-reported health symptoms as well personal chemical exposures. Our preliminary results suggest positive intervention effects in terms of increasing self-efficacy and reducing personal chemical exposures thus far. The results, however, must be interpreted with caution because of our small sample size and high variability in the data (manuscript in preparation).

In addition to the quantitative data, we also conducted interviews with a small group of participants to better understand and document potential challenges/barriers implementing OHS best practices. These barriers we found were: 1) limited availability of safer and more affordable products at their local nail suppliers and high cost of purchasing these products, 2) challenges communicating with customers about salon protocol, 3) lack of commitment from some owners, 4) organizational management practices (e.g., low wage, no time for training) affecting employees' motivation, and 5) lack of partnership with local government to support small business owners and their employees. The results of the process evaluation were summarized in a paper that was accepted for publication in the Journal of Health Promotion Practice (in press).

Community meeting: We organized a community gathering on Aug 21, 2022, to thank our participants and present the preliminary results. More than 40 community members (participants and their family and Vietlead staff and volunteers) attended the event. This event was particularly meaningful for the entire team and participants to express gratitude to one another. In addition to the presentation, we also provided each salon with a summary report of the air quality (12 air quality reports total). We conducted focus groups to document participants' hopes and dreams for the industry. The analysis of the focus groups and report writing are in progress.

Policy paper: The policy paper is an offshoot project because we wanted to eventually advocate for local policy change. Our research team conducted interviews with 31 local stakeholders (nail salon owners, workers, staff members in city government systems, public health experts, community leaders, community-based organizations (CBO), community health workers (CHW), cosmetology instructors, and nail supply store owners) to document their perspectives on the feasibility of implementing a Healthy Nail Salon Recognition Program (HNSRP) in Philadelphia in incentive salons. Key facilitating themes were perceived need and benefits of the program to improve working conditions, and willingness of stakeholders to leverage their organizational resources. Barriers included perceived high cost and time commitment from salon owners and employees, lack of funding and implementation leaders at the city government, community members' willingness to be visible and advocate for the program affected by the stigmas of being immigrant workers, fear of interacting with authorities, as well as the impact of COVID-19 pandemic. Our results suggest successful adoption of the HNSRP in Philadelphia will require outreach within the community to raise awareness of the benefits of the program and close partnership with CBO to facilitate mutual understanding between the authority and diverse nail salon communities. The manuscript was accepted and will be published in the Annals of Work Exposures and Health in January 2023 (in press).

Grants submitted: We submitted an R01 grant proposal to continue this work to NIOSH in February 2022 (unfunded) and then resubmitted it to NIH in October 2022.

Training opportunities

This grant has provided training and research experience to several underrepresented students and Vietnamese staff at Vietlead.

Vietnamese undergraduate students:

- Mai Anh Nguyen assisted with the survey data collection and translation while she was an undergraduate student at Temple University. After graduating from her undergraduate program and while waiting to start her medical school, she was hired by our community partner to help Vietlead staff with delivering the OHS intervention. I wrote her a letter of recommendation for her medical school application, praising her community work and dedication to the nail salon research project.
- Chau Nguyen was a nursing student at Drexel and an undergraduate research assistant (RA) for the project. She assisted with the data collection in several aspects of the project and was a co-author on our Healthy Nail Salon Recognition Program policy paper.

Graduate public health students

- Raveena Suman was a second year MPH student who helped us organize the community event, researched health effects of chemicals in nail products, and developed fact sheets that were included in the preliminary results reports that we sent back to salons after the community events. Her involvement on the project helped her fulfill the applied practical experience requirement of her MPH program.
- Duong (Tina) Nguyen was a Vietnamese graduate student majoring in health management and policy. She was an RA for some months and then was hired as our full-time project manager for the duration of the grant because of her excellent work as an RA. Tina was an excellent bilingual research coordinator, and I would not have been able to complete this project without her. She led all the qualitative data analysis and was first author on the policy paper (in press). She is second author on several of our forthcoming manuscripts due her significant contribution to the project. Tina has presented her work at a national conference (the 2021 Annual Conference on the Science of Dissemination and Implementation in Health) and at the school's 2022 Urban Health Collaborative Research Day. The grant also paid for her to attend a short course in Bayesian Data Analysis summer 2022 to inspire her to learn more about quantitative research methods. Because of her research experience, she landed a full-time job working for another research group at a local university after the project ended. She also applied for a PhD program to pursue more research training.
- Sarah Myers is currently a second-year MPH student. She is analyzing the focus group data collected from the Aug 21st community event to fulfill her MPH thesis. Her thesis will focus on social safety nets for nail salon workers.

In addition to training opportunities for our students, this project also provided a lot of research training to our Vietlead staff due to community participatory research nature of this work. For example, Nga Vu is Vietlead bilingual health team manager, and our chief OHS trainer who interfaced with our participants the most. She was involved in all aspects of the research

including IRB approval, development of the training modules, survey, dissemination of results, etc.. She is a co-author on all of our current and forth coming manuscripts given her significant contributon to the project. Vietlead health intern, Chanina Wong, critically reviewed the manuscript and was a co-author on one of our papers. Other Vietlead staff also learned about the research and grant writing in different ways. For example, Vietlead health team logistics manager, Emily Nguyen, and executive director, Nancy Nguyen, were significantly involved in the writing and submission of the R01 grant proposal. Many Vietlead other staff members and volunteers helped out at the community event.

C. PRODUCTS

C.1 PUBLICATIONS

Are there publications or manuscripts accepted for publication in a journal or other publication (e.g., book, one-time publication, monograph) during the reporting period resulting directly from this award?

No

C.2 WEBSITE(S) OR OTHER INTERNET SITE(S)

Category	Explanation
Other	<p>https://www.healthysalonsproject.org/</p> <p>This is a bilingual website that was developed to provide information to the public about the study, share educational resources, and disseminate the study results when they become available.</p>

C.3 TECHNOLOGIES OR TECHNIQUES

NOTHING TO REPORT

C.4 INVENTIONS, PATENT APPLICATIONS, AND/OR LICENSES

Have inventions, patent applications and/or licenses resulted from the award during the reporting period? No

If yes, has this information been previously provided to the PHS or to the official responsible for patent matters at the grantee organization? No

C.5 OTHER PRODUCTS AND RESOURCE SHARING

Category	Explanation
Audio or video	2 bilingual educational videos about labor rights (1 video in Vietnamese, 1 in English), available on website.
Data or Databases	Qualitative data such as individual interviews and focus groups transcripts and audios. These data are not available for sharing due to sensitive nature of the data. The data may be destroyed once all the analysis have been completed and published. Quantitative data such as survey and air quality data may be available to outside research teams if a data sharing agreement is in place. The data may be destroyed once all the analysis have been completed and published.
Educational aids or curricula	<ul style="list-style-type: none"> - 2 infographics about chemical safety (1 in English, 1 in Vietnamese), available on the website. - 8 training modules (4 in English, 4 in Vietnamese), available for sharing upon request.
Instruments or equipment	Equipment: 3 Cub Ion TVOC Monitors, 1 TSI Qtrak Indoor Air

	Quality Monitor, available for sharing upon request (when they are not being used).
Research Material	Walkthrough survey, available for sharing upon request; Pre/Post survey about demographics, knowledge, work practices, and health symptoms, available for sharing upon request.

D. PARTICIPANTS

D.1 WHAT INDIVIDUALS HAVE WORKED ON THE PROJECT?

Commons ID	S/K	Name	Degree(s)	Role	Cal	Aca	Sum	Foreign Org	Country	SS
TRANBHUYNH	Y	Huynh, Tran B	BS,MPH,PHD	PD/PI	0.0	1.6	0.8			NA
IBURSTYN	Y	Burstyn, Igor	PHD	Co- Investigator	0.0	0.3	0.0			NA
AMYCARROLLSCOTT	Y	Carroll-Scott, Amy	BA,PHD,MPH	Co- Investigator	0.4	0.0	0.0			NA
LUCYROBINSON	Y	Robinson, Lucy	Ph.D.	Co- Investigator	0.6	0.0	0.0			NA
	Y	Nguyen, Duong T	MPH	Project Coordinator	10.2	0.0	0.0			NA

Glossary of acronyms:

S/K - Senior/Key

Cal - Person Months (Calendar)

Aca - Person Months (Academic)

Sum - Person Months (Summer)

Foreign Org - Foreign Organization Affiliation

SS - Supplement Support

RS - Reentry Supplement

DS - Diversity Supplement

OT - Other

NA - Not Applicable

D.2 PERSONNEL UPDATES

D.2.a Level of Effort

Not Applicable

D.2.b New Senior/Key Personnel

Not Applicable

D.2.c Changes in Other Support

Not Applicable

D.2.d New Other Significant Contributors

Not Applicable

D.2.e Multi-PI (MPI) Leadership Plan

Not Applicable

E. IMPACT

E.1 WHAT IS THE IMPACT ON THE DEVELOPMENT OF HUMAN RESOURCES?

Not Applicable

E.2 WHAT IS THE IMPACT ON PHYSICAL, INSTITUTIONAL, OR INFORMATION RESOURCES THAT FORM INFRASTRUCTURE?

NOTHING TO REPORT

E.3 WHAT IS THE IMPACT ON TECHNOLOGY TRANSFER?

Not Applicable

E.4 WHAT DOLLAR AMOUNT OF THE AWARD'S BUDGET IS BEING SPENT IN FOREIGN COUNTRY(IES)?

NOTHING TO REPORT

G. SPECIAL REPORTING REQUIREMENTS SPECIAL REPORTING REQUIREMENTS

G.1 SPECIAL NOTICE OF AWARD TERMS AND FUNDING OPPORTUNITIES ANNOUNCEMENT REPORTING REQUIREMENTS

NOTHING TO REPORT

G.2 RESPONSIBLE CONDUCT OF RESEARCH

Not Applicable

G.3 MENTOR'S REPORT OR SPONSOR COMMENTS

Not Applicable

G.4 HUMAN SUBJECTS

G.4.a Does the project involve human subjects?

Not Applicable

G.4.b Inclusion Enrollment Data

File(s) uploaded:
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G.4.c ClinicalTrials.gov

Does this project include one or more applicable clinical trials that must be registered in ClinicalTrials.gov under FDAAA?

G.5 HUMAN SUBJECTS EDUCATION REQUIREMENT

NOT APPLICABLE

G.6 HUMAN EMBRYONIC STEM CELLS (HESCS)

Does this project involve human embryonic stem cells (only hESC lines listed as approved in the NIH Registry may be used in NIH funded research)?

No

G.7 VERTEBRATE ANIMALS

Not Applicable

G.8 PROJECT/PERFORMANCE SITES

Not Applicable

G.9 FOREIGN COMPONENT

No foreign component

G.10 ESTIMATED UNOBLIGATED BALANCE

Not Applicable

G.11 PROGRAM INCOME

Not Applicable

G.12 F&A COSTS

Not Applicable

Cumulative Inclusion Enrollment Report

This report format should NOT be used for collecting data from study participants.

Study Title:

Comments:

Racial Categories	Ethnic Categories									Total
	Not Hispanic or Latino			Hispanic or Latino			Unknown/Not Reported Ethnicity			
	Female	Male	Unknown/ Not Reported	Female	Male	Unknown/ Not Reported	Female	Male	Unknown/ Not Reported	
American Indian/ Alaska Native										
Asian										
Native Hawaiian or Other Pacific Islander										
Black or African American										
White										
More Than One Race										
Unknown or Not Reported										
Total										

I. OUTCOMES

I.1 What were the outcomes of the award?

Background

Immigrant nail salon workers is an overlooked and vulnerable worker population. Nail salon workers experienced numerous work-related bad health outcomes from chemical exposures, and bodily pains from repetitive tasks and uncomfortable work positions. They are also at risk of infections from handling sharp tools or respiratory illnesses such as COVID-19 and flu. Interventions to reduce work-related illnesses for these workers have been limited.

Methods

Grounded in community-based participatory research (CBPR), we partnered with Vietlead, a local community-based organization (CBO), to co-develop an intervention program. We recruited Vietnamese nail salons from the Philadelphia area to participate in the study. The purpose of the pilot study were 1) to determine how difficult it would be to recruit salons to participate in the study and 2) gained experience delivering the worker safety and health intervention and collecting data before and after the intervention to inform the larger study.

Findings

We reached out to 52 nail salons and got 12 salons consented to be in the study. Eleven salons completed the whole process and one dropped out after the training due to change in ownership. A total of 44 salon workers and owners participated in the study. We learned that without existing relationship with Vietlead, it would be extremely difficult to convince immigrant salon workers and owners to participate in the study, underscoring the need to work closely with existing ethnic CBOs serving immigrant worker communities for outreach. Preliminary results indicated that the intervention may improve participants' confidence in performing safe work practices and reduce chemical exposures at follow-up. However, the results should be interpreted with caution because the study had a very small sample size. When we talked to the participants, we also learned about many barriers salon workers and owners faced trying to adopt and maintain safe work practices. The barriers included 1) limited availability of safer and more affordable products at their local nail suppliers and high cost of purchasing these products, 2) challenges communicating with customers about salon protocol, 3) lack of commitment from some owners, 4) organizational management practices (e.g., low wage, no time for training) affecting employees' motivation, and 5) lack of partnership with local government to support small business owners and their employees. Our results highlight the need to address systemic barriers to make it easier for immigrant nail salon owners and employees adopt and maintain safe practices to protect their health at work.