

The California Healthy Nail Salon Collaborative (CHNSC) seeks to create a map that moves the nail salon industry towards the key elements of H RTP: quality jobs with a ladder for development, worker equity, worker voice, and environmental sustainability. The California nail salon industry faces unique and complex challenges for its workforce, including both workers and owners. As a low wage industry composed of mostly immigrant and refugee Vietnamese women, workers earn an average of \$25,860/year, are exposed to environmental toxins in the products that they use daily, and regularly encounter labor violations including wage theft or misclassification.

CHNSC's project objectives include researching the current state of the nail salon sector, establishing strategic H RTP partnerships, and designing a nail salon H RTP training evaluation plan. This project will also help to examine how a H RTP model could be deployed for this industry that is not unionized, dominated by small businesses and without large companies or chains. CHNSC has developed strong employer and worker leadership and relationships over the past 18 years and can mobilize to bring employers and workers to the table to deeply inform the research and approach.

TARGET POPULATION

This project will serve Vietnamese manicurists in Southern California and the San Francisco Bay Area.

KEY PARTNERS

- Nail Salon Workers
- Nail Salon Employers
- UCLA Labor Center

PROJECT HIGHLIGHTS

- A report outlining lessons learned and where to start drafting and ultimately publish findings.
 - Focus group findings that better outline employer motivations to engage in high-road practices and activities.
 - Memorandum of Understanding with UCLA Labor Center and other stakeholders.
 - Final curricula and general training plan, describing how training will be implemented, how our target populations will be trained, and goals and metrics to be achieved.
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