



## Overview

**Facility Description:** CarePartners is a comprehensive post-acute health provider. The CarePartners campus in Asheville, North Carolina has approximately 1000 employees. Their organization includes an 80-bed rehabilitation hospital, hospice and palliative care, outpatient therapy, home health, private duty, and adult day services.

**Recycling Program:** The CarePartners recycling program is uniquely successful not only because it diverts a large portion of their waste stream, but also because the program involves all levels of management and staff in the collection of the recyclables. They recycle mixed paper, cardboard, bottles and cans, food waste, electronics and cell phones.

## Keys to Success

**Support from Employees and Senior Leadership:** CarePartners has realized that the most crucial part of their success has been the support and participation from people throughout the organization, including senior leadership.

**Employee Recognition:** In order to maintain the momentum of the recycling program, CarePartners takes time to thank those who participate in the program on a regular basis. They also routinely recognize the volunteer "Green Keepers," who are the ones who roll the recycling containers in and out each week, as well as the food and nutrition staff, who have been so willing to change their traditional process and set aside food waste for recycling. For example, each member of the food and nutrition staff was given a T-shirt and an Ingles gift card after the food waste collection program was successfully implemented.

**Employee Training:** Employees are given training on paper waste reduction tactics when they use copiers and scanners. Employees are informed and reminded about the recycling program at orientation and special events, as well as through quizzes, surveys, intranet messages, and employee newsletters.

**Environmentally Preferable Purchasing:** The cafeteria now uses dishes and biodegradable containers. Styrofoam is being phased out. These biodegradable containers facilitate the food waste recycling program since they can be collected along with the food waste and composted.

*Continued on reverse.*

### **Type of Facility:**

*Nonprofit healthcare organization*

### **Recycling Since:**

*2008*

### **Recycles:**

*mixed paper, cardboard,  
bottles and cans, food waste,  
electronics & cell phones*

### **Monthly Recycling Stats:**

*1600 pounds of paper  
120 pounds of bottles and cans  
800 pounds of cardboard  
8000 pounds of compostables*

### **Cost of Recycling Services versus Disposal:**

*The added annual cost of recycling was  
offset by the savings in  
reduction of trash disposal costs after  
food waste collection was implemented.*



## Implementation

**Staff Involvement:** When CarePartners began to examine their opportunities for recycling in January of 2008, they recruited 50 employee “Green Keepers” and designed a new “GreenPartners” logo for their environmental program. All employees are responsible for carrying recyclables to the central collection areas, not just custodial staff. This allows all levels of staff to feel engaged in the program. “Green Keepers” take the central containers to the curb for weekly pickup by the recycling service provider.

**Operations:** CarePartners implemented a campus-wide collection program for mixed paper and drink containers, which are collected through 270 desk-side bins, 30 16-gallon containers in busy areas, 22 large rollouts for weekly pick up, and outdoor cardboard containers. Materials are collected dual-stream; bottles and cans are collected in separate bins from mixed paper.

**Collection:** Local recycling company, Curbside Management, is the recycling service provider for bottles and cans. Danny’s Dumpsters hauls food waste to a local composting facility. Computers and electronics are taken by staff to an electronics recycler. Cell phones are recycled via mail service.



## Recycling Program Results

**Waste Reduction:** CarePartners has been so effective in their recycling efforts that they have been able to reduce the collection of their five solid waste containers from three times per week to twice per week. Internally, office trash collection by housekeeping staff has been reduced from daily to weekly.

**Savings:** The reduction in waste service cost was realized when the food waste recycling program was implemented. This has led to a savings of approximately \$3,600 in their annual campus disposal and maintenance costs. This savings allowed CarePartners to offset the cost of their comprehensive recycling efforts.

## Contact Information

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## Waste Reduction Partners

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