Using Peer Mentoring to Enhance Learning

The Massachusetts Toxics Use Reduction Institute

Portland, ME
August 28, 2018
• Who TURI is
• Traditional training methods
• Peer mentoring
Massachusetts Toxics Use Reduction Act (TURA)

Helps Massachusetts companies and communities *reduce the use of toxic chemicals* while *promoting competitive advantage* of Massachusetts businesses.
What Companies Must Do

• Publicly report annually on amount of toxics used

• Conduct toxics use reduction planning every two years
  – Assess options in good faith

• Pay an annual fee
Core Principles of Toxics Use Reduction

- Reduce toxics at the source (use-based analysis)
- Focus on inherent hazard of chemicals used
- Identify suite of opportunities to eliminate or reduce hazard
- Implement affordable and effective opportunities

Source Reduction
- Recycling
- Treatment
- Disposal
Snapshot of the Program

• Top Three Industries
  – Chemical Manufacturing
  – Fabricated Metal Product Mfg
  – Computer an Electronic Product Mfg
The Toxics Use Reduction Planning Cycle

- Pre-Plan
- Characterize Process
- Identify TUR Options
- Screen & Evaluate TUR Options
- Documentation of Actions and Analyses
- Decide What, How, When to Implement
- Review and Certify Plan
- Implement Plan
- Measure Success

Responsibilities of a TUR Planner
TUR Training

• TUR Planners are professionals with current knowledge of opportunities and techniques, dedicated to continual improvement
  – Certification authority to assure good faith planning effort
• Methods:
  – Continuing education conferences
  – Webinars
  – On-site demonstrations of TUR Implementation
  – Peer Mentoring Workgroups
• Go to turi.org/continuingeducation
TURI’s Traditional Training Methods

Continuing education conferences
- Activities-based training preferable
- Diverse content available
- Company-specific examples ground the theory
- Many (most?) attend because they need the credits
- Keeping it interesting can be challenging for volunteer presenters

Webinars
- More convenient
- Global speakers available
- Time independent (recorded)
- Hard to ensure understanding of material presented
- Easy to multi-task and miss the content

Demonstrations on site
- Highly demanding for host
- Smaller audience
- Tours are engaging
- Great pictures of TUR in action possible
- Host provides answers to specific and informed questions
TURI’s Peer Mentoring Method

1. Identify an issue and a host company
2. Companies join the host in a pre-competitive space
3. Participants take responsibility for leading discussions and sharing ideas
4. TURI facilitates and brings additional information, tools and external experts
We’ve been doing this since 2000

Environmental Management Systems

- Hosted by
  - Photofabrication Engineering
  - Nypro
  - M/A-COM
  - Sippican
  - Intellicoat
  - Solutia
  - Millipore
  - Teradyne
  - Gentex Optics

Chemicals Management

- Hosted by Siemens – focus on Safer Chemicals
- In talks with Dow-Dupont – focus on Global Supply Chain
## Benefits of Peer-to-Peer Learning

1. Members work together to find innovative ways to address challenges.
2. Share tools and tips – and can improve on those.
3. More rapid development of systems knowing what has and hasn’t worked for others.
4. Group members focus on staying well ahead of regulatory and customer driven demands.
5. TURI keeps the focus on toxics use reduction, but otherwise takes a back seat.
"It’s been great to learn how other firms with similar value chains tackle different challenges, to pick up new ideas, and to validate or reconsider approaches we’ve decided to take. In addition, TURI has provided invaluable information about industry and regulatory developments that help us stay ahead of the curve as we plan sustainability and product stewardship initiatives."

Andrew Pastor, Global Product Stewardship Specialist at Waters Corporation

"Sustainability is integral to the way that we do business and the way we build products. This workgroup has been very helpful in improving our chemicals of concern management by leveraging the best practices of our peers. In addition, we were able to help advance industry’s overall efforts of proactive chemicals management by sharing the things we do well."

Kevin Johnson, Director of Environment, Health and Safety at Siemens