



NEWSLETTER

The official publication of the Professional Animal Auditor Certification Organization

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Hello 2020!

It's hard to believe the new year is here! We hope everyone had a wonderful holiday season and a Happy New Year. 2019 was a year of growth for PAACO. We continue to increase the number of certified auditors every month and are looking for ways to meet the demands of training and international inquires. To help with this, PAACO added three contract employees. We look forward to serving you in 2020 with ideas and new opportunities!

2020 PRELIMINARY TRAINING SCHEDULE

APRIL

15-16 - Swine Welfare Auditor Training, Ontario

28-30 - Dairy Welfare Auditor Training, Wisconsin

MAY

20-21 - Meat Plant Welfare Auditor Training, Iowa

JUNE

16-17 - Beef Feedlot Welfare Auditor Training, Michigan

JULY

28-30 - Poultry Welfare Auditor Training, Arkansas

SEPTEMBER

30-1 - Swine Welfare Auditor Training, South Dakota

OCTOBER

6-8 - Dairy Welfare Auditor Training, California

13-14 - Meat Plant Welfare Auditor Training, Nebraska

More information and registration for all trainings can be found on the PAACO website, under the Training/Registration tab. This schedule may be subject to change, please check the website for the most up-to-date information. More trainings may be added throughout the year.

Third Training Specialist Joins PAACO



Dr. Don McIntyre received his MS in Animal Science from Colorado State University in 1980 and his PhD in Physiology from North Carolina State in

1984. His experience has included R&D positions at Diamond V, Hybrid Turkeys and Oscar Meyer. He also worked as a live production manager for Louis Rich and Pilgrim's Pride, was president of British United Turkeys of America (BUTA) and Colorado Quality Research (CQR), and traveled in technical service for Hendrix Genetics and Adisseo North America.

McIntyre served on the Foundation Research Committee of the U.S. Poultry & Egg Association (USPEA), and is certified by the Professional Animal Auditor Certification Organization (PAACO) as an Animal Welfare Auditor and Trainer specializing in poultry. Also, he continues to serve as a reviewer for the Poultry Science Journal and

past president of the Southern Poultry Science Society. Don is currently president of the Poultry Science Association. He has served on the Board of Directors of the Poultry Science Association, USPEA, North Carolina Poultry Association, South Carolina Poultry Association, and National Turkey Federation. Dr. McIntyre's career includes more than 40 years devoted to the livestock and poultry industry.

Dr. McIntyre will join Lora Wright and Jennifer woods as the third contract employee for PAACO. McIntyre will help lead the poultry initiatives. Dr. McIntyre brings a wealth of knowledge with him and we are excited to have him join the PAACO team!

FUR COMMISSION USA CERTIFIES AUDIT TOOL

The Fur Commission USA Audit: Standard Guidelines for the Operation of Mink Farms in the United States recently received PAACO certification.

These guidelines were written to reflect the most recent scientific thought on animal care and welfare for mink farms across the United States.



To learn more or view the guidelines, visit the Fur Commission website - furcommission.com/guidelines/

PAACO BECOMES FOUNDING MEMBER OF US-RSPE AND IPWA

PAACO, along with thirty-four organizations from across the supply chain, joined as a founding member of the US-Roundtable for Sustainable Poultry & Eggs (US-RSPE) and the International Poultry Welfare Alliance (IPWA).

The U.S. Roundtable for Sustainable Poultry & Eggs (US-RSPE) and International Poultry Welfare Alliance (IPWA) both aspire to

advance, support and communicate continuous improvement in sustainability and animal welfare through leadership, innovation, multi-stakeholder engagement and collaboration. The groups will evaluate current and emerging concerns related to animal welfare and sustainability with the aim of advancing tangible outcomes through research, education and outreach initiatives.



FAQ: Frequently Asked Questions

You've asked and we're delivering! PAACO has started to formulate a list of frequently asked questions to have listed on the website. If you don't see an answer to your questions, let us know and we will be happy to help you out! This list will continue to grow and will be on the website for easy access.

I completed training and passed my test, now what?

Congratulations! Once you've completed training and passed the exam, you have one year from the training to complete your shadow audits. Shadow audits may be completed and submitted anytime during that year deadline. You can submit your shadow audits all at once or when you've completed them all.

Attendees are responsible for setting up their shadow audits. Certified auditors are not obligated to conduct. Please allow yourself plenty of time to set up and conduct your shadow audits. DO NOT wait until the month they are due!

When performing the shadow audits, the trainee can either observe the audit or perform the audit. PAACO recommends one of each. During a shadow audit you need to be with the certified PAACO auditor at all times. It is not a divide and conquer task.

Completed shadow audits should be emailed to Lora - lwright@animalauditor.org.

How many people can shadow as once?

Up to three (3) people can shadow at one time. It is up to the PAACO Certified Auditor how many they wish to shadow at once.

Can you conduct more than one shadow audit in a day?

Yes. If it is feasible to thoroughly conduct more than one audit in a day, you may do so.

I Was asked to perform a shadow audit, what do I do?

First, thank you for agreeing to perform a shadow audit. You and the person you'll evaluate need to plan the audit. Prior to the audit, you both need to agree as to the roles you'll have - is the trainee going to lead the audit with you assisting or are you going to perform the audit with the trainee shadowing you? Either way works, but make sure you have a plan prior to the audit. Once at the audit, you are evaluating that person and whether you believe they are ready to be a PAACO certified auditor.

What does each shadow need to cover and how many do I need to perform?

Each shadow audit is completed by filling out the Performance Review Report, or the shadow audit form. All the information needs to be completed.

- Meat Plant - 3 totally (ideally 2 species)
- Poultry - any of the 2 below
 - 1=Hatchery, Farm, Loadout, Processing (Broiler or Turkey)
 - Layer Farm
- On-Farm Swine - any 2 of below
 - 1=Sow Farm + Wean to Finish
 - 1+Sow Farm + Nursery + Grow Finish
- Beef Feedlot - 2
- Dairy - 2

How do I recertify?

Every year, auditor will need to recertify to maintain their certificate. Recertification can be done by online through your account or by filling the Recertification Form. Either way, you must list your 12 hours of Continuing Education and submit payment to recertify successfully.

The fastest way to recertify is through your account. To do so, log in and go to your account page. Once there, click the Certification tab and your certification(s) will be listed with the option to recertify. Follow the steps and submit payment to finish.

What counts as Continuing Education (CE)?

12 hours of Continuing Education (CE) CE requirements are as followed:

- 12 totally hours of contact time of relevant classes, seminars or meetings
- 4 hours can be auditing hours with a PAACO Certified Auditor or performing a shadow audit
- 8 hours of CE (online or in person)

There are many opportunities that count towards the 12 hours of required CE. Hours spent learning or discussing animal welfare or enhancing your auditing skills and abilities count towards CE. These opportunities can be in-person, online courses, webinars, trainings, etc. All hours must be approved by PAACO. All topics MUST include animal welfare or auditing for the hours to count.

Frequently Asked Questions continued

Is there a list of CE events?

There is a list of CE opportunities on the website. Events listed are all approved, but not all inclusive. If there is an opportunity that is not listed contact Dakota - dthomas@animalauditor.org.

I attended a class, conference, webinar, etc. How many hours of CE does it count for?

CE credits count as 1:1. If you attended an event that was 4 hours, you would list that event, description and count it as four hours. Remember, the topic needs to cover animal welfare or auditing for it to count. Some events, conferences for example, have sessions that cover animal welfare and then others that don't. The sessions that cover the relative topics count. Trade shows or topics not relating to animal welfare or auditing DO NOT count towards the 12 hours.

My online trainings aren't working. Why?

First, make sure you are using Chrome, Firefox, or Safari as your browser. Unfortunately, Microsoft Edge and Internet Explorer do not work with our system. Also, check your internet speed - a good, fast connection is a must. If you tried these tips and still having issues, let Dakota know. She'll be happy to help you troubleshoot.

I purchased one of PAACO online courses, now what?

Purchased online courses can be found on your account page. Click the My Account tab in the upper right corner. Once on the My Account page, click the My Online Trainings tab (fourth over) located below your picture. There you will be able to see any online trainings you have purchased. This is also where the scores of your online trainings will show.

Once a course is purchased (or a prerequisite), you have 180 days (6 months) to take and retake the course as many times as you'd like. Once the 180 days is up, you will be prompted to repay for the course.

I changed emails; do I create a new account?

NO! If you need your email updated, contact Dakota. Your training and certification information is tied to your email address. If you create a new profile you will not have access to that information and/or will not be notified or able to recertify. Instead of creating a new account, we will update your email for you. Once your email is updated, please login and update the rest of your information as needed.

I can't login.

Try resetting your password. If that doesn't work, contact Dakota to help troubleshoot.

PAACO Staff Contacts

Have a specific question and not sure who to reach out to? We've outline some of the areas of expertise for each staff to give you a starting point. No matter the question, any of the team would be happy to assist you or point you in the right direction!

Collette Kaster
ckaster@animalauditor.org

Audit certifications, business related topics, new opportunities or needs, sponsorship opportunities

Marjorie Jones -
marjorie@animalauditor.org

Certification and recertification status, invoices, payments, general PAACO questions

Dakota Thomas -
dthomas@animalauditor.org

Training related questions, qualifications, general PAACO questions, website related topics, online training, CE opportunities

Lora Wright -
lwright@animalauditor.org

Shadow audits, general PAACO questions, training process

Jennifer Woods -
jwoods@animalauditor.org

Canada specific questions or trainings, international opportunities

Don McIntyre -
dmcintyre@animalauditor.org

Poultry specific questions, sponsorship opportunities