

## Greetings from the team at PAACO!

So far 2020 has been unique and we are adjusting to doing things very differently than in the past. I do hope this finds you and your families healthy and unaffected by the events. For those of you working on farms and in plants, we THANK YOU very much. Its stressful, hard work during the regular times and markets.

Not surprisingly, all training has been postponed until at least the end of June, and is subject to change and getting pushed even further back. We have included the updated dates or approximate times of the year and will update with each newsletter and on the website. We are using this time to enhance training, exams, scenarios and add online training. See page two for the new trainings we will be adding in the next few months.

The other activity that continues to grow is the certification of Animal Welfare Audits. Several companies are choosing to have theirs reviewed and certified by our comprehensive process, and we'll be announcing several others over the next six months. This rigorous process is unique, resulting in substantial improvements in animal welfare across large segments of many livestock and meat industries.

## 2020 TENTATIVE TRAINING SCHEDULE

### JUNE

29-July 1 - Dairy Welfare Auditor Training, Wisconsin

### JULY

14-16 - Poultry Welfare Auditor Training, Arkansas

Potential virtual training under development - details coming soon!

### AUGUST

TBD - Meat Plant Welfare Auditor Training, Alberta

### SEPTEMBER

29-30 - Swine Welfare Auditor Training, Manitoba

30-OCT. 1 - Swine Welfare Auditor Training, South Dakota

### OCTOBER

6-8 - Dairy Welfare Auditor Training, California

13-14 - Meat Plant Welfare Auditor Training, Nebraska

TBD - Beef Feedlot Welfare Auditor Training, Oklahoma

More information and registration for all trainings can be found on the PAACO website. 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.

## *New trainings being added throughout 2020:*

### *Online Training:*



#### *Advanced Layer Auditing*

Developed by Dr. Joy Mench will cover the auditing of laying hens operations, along with covering welfare programs and layer welfare auditing.



#### *Animal Behavior*

This course, created by Dr. Lily Edwards-Callaway and Dr. Kurt Vogel, will include multiple modules covering topics about livestock behavior, basic brain physiology, measuring animal welfare and human and animal interaction.



#### *Dairy Cattle Welfare 201*

Dr. Cassandra Tucker designed this training to provide an understanding of industry and production structure as well as a background of modern production methods and welfare programs and basic dairy welfare auditing.



#### *Advancing Auditing Techniques*

This training is under development by Dr. David Meisinger, long time PAACO and SQF Certified Auditor, to lead auditors through sampling, auditing techniques, and real-life scenarios. It will include role playing scenarios designed to help new and experienced auditors test themselves on all the challenges they may face.

### *Repeatability Training:*



#### *Dairy Auditor Repeatability*

Includes Body Condition Scoring (BCS), broken tail, hock injuries, hygiene, knee injuries, lameness, neck and other injuries, lying surfaces, and SOPs.



#### *Swine Auditor Repeatability*

Includes Body Condition Scoring (BCS), lameness, injury scoring, and euthanasia decision making. This training is in the final stages of review.



#### *Broiler Auditor Repeatability*

This training is under development but is slated to include paw, leg, and wing scoring; gait scoring, and eventually stunning.



#### *Beef Feedlot Auditor Repeatability*

This training is in the beginning stages of development but will include chute scoring, mud/tag, lameness, and facility scoring.

## AUDITOR RECOMMENDATIONS FOR COVID-19

As we navigate the unknowns over the next couple of months, PAACO would like to remind auditors of a couple of things.

- If you are conducting audits, it is extremely crucial that auditors are diplomatic and respectful. There are many challenges facing everyone in the industry. With packing plants closed or closing, there is additional pressure on livestock producers and farms; please be mindful of these stressors and how they might be impacting some logistics on the farms.
- The need for mass euthanasia is a very real possibility under discussion. Many of our member organizations are working on messaging and recommendations for mass euthanasia. Should the need arise to conduct such, auditors should not conduct audits on locations that are in

the process of an emergency mass euthanasia protocol.

- Personal safety is important. Please respect other's requests and follow guidelines and precautions. Remember to be conscious to your personal health; if you don't feel safe or are sick, convey your concerns. We must all work together to stay safe.

Prior to scheduling or conducting an audit, please make sure these circumstances have been addressed and be understanding of the current events that are occurring. Multiple check-ins prior to an audit may be needed, as situations are changing rapidly. Remember to be adaptable as schedules and visits may need to be revised. Communication between auditors and site personnel is vital to the success and safety for everyone involved.

## PAACO BOARD MEMBER SPOTLIGHT

David Hermes, DVM - Perdue Farms



*What is your background?*

I grew up in rural Ohio. Although I wasn't raised on a farm, there were farmers and veterinarians in my extended family. I knew I wanted to have a career in agriculture and thought veterinary medicine would be a good fit. I attended Ohio State where I received my Ag and DVM degrees. My original plan was to specialize in swine, so I did an externship at a North Carolina company that raised hogs and turkeys. Dr. Eric Gonder, their turkey vet, took me under his wing and never let me see a pig the whole time I was there. He recommended that I do the Avian Medicine Internship at NC State to get more poultry experience.

*Current role?*

After the internship at NC State, I took a job with Perdue Farms and have been there ever since. I work with both turkeys and broiler chickens. My job is to assist the Turkey and Broiler production teams and manage vaccination and biosecurity programs to prevent disease.

*How long involved with PAACO?*

I've been involved with PAACO since the mid 2000's.

*What do you love about teaching poultry welfare and reaching new auditors?*

I really enjoy teaching about auditing poultry facilities, especially to those people that are not directly involved in production. There is a constant need for this education throughout our food supply chain. I'm proud to work with the great folks in Agriculture and help them feed the world.

## 2019 UPDATES TO THE NATIONAL CHICKEN COUNCIL BROILER & BROILER BREEDER WELFARE GUIDELINES

The U.S. chicken industry has come together on a specific set of expectations that will ensure that the birds they raise are taken care of with the highest standards starting at hatch. Since healthy, top-quality animals are needed for food, proper treatment is not only an ethical obligation, but it just makes good

business sense.

To assist the people and the companies who produce and process chickens for food, the National Chicken Council developed the NCC Animal Welfare Guidelines and Audit Checklist which have been widely adopted within the chicken industry. These guidelines cover

every phase of the chicken's life and offers science-based recommendations for proper treatment.

Changes made to the NCC Animal Welfare Guidelines and Audit Checklist were primarily clarifications to assist auditors making assessments onsite. Those clarifications are summarized below.

Audit Section	Animal Observation	Records	Change	Broiler	Broiler Breeder
Hatchery Operations	X	X	Hatchery Operations section was omitted from the guidelines and audit checklist. Instead the primary breeder companies provide a certificate of compliance.		X
Growout Operations		X	Nutrition & Feeding - Verify the feed mill is registered with FDA and/or they have a documented GMP's for feed production.	X	X
Growout Operations		X	Comfort & Shelter - A written biosecurity program must be designed, established and implemented to minimize any negative impacts on bird welfare and protect flock health.	X	
Growout Operations		X	Health & Veterinary Care - Flocks must be inspected at least twice daily and all mortality must be removed at least once daily. Verify that mortality is recorded daily.	X	X
Growout Operations		X	Health Care & Monitoring - Birds that cannot access feed and water for normal growth and development must be humanely euthanized. Verify that culling is being performed by reviewing the mortality sheet.	X	
Catching & Transportation		X	A company must have a written plan for handling birds unfit for transport. Birds unfit for transport must be humanely euthanized.		X
Catching & Transportation	X		Auditors must observe a minimum of five and a maximum of 10 cages being loaded and record any instances of gross mishandling during the catching, handling and loading process.	X	
Catching & Transportation	X		Examine a minimum of five and a maximum of 10 trailer loads to ensure all birds are in a single layer.	X	
Catching & Transportation	X		Given that birds may move during transportation, transport modules are to be evaluated both at the farm to ensure they are in a single layer and right side up and at the processing plant to ensure that birds are in a single layer only.	X	
Processing Operations	X		Shackling & Stunning - This section should be repeated for each shackling line (or stunning / slaughter line) as applicable. This clarifies that 500 birds are to be evaluated on each shackling line.	X	
Processing Operations	X		Water-Bath Stunning - Observe 500 birds per line after water-bath stunning. Verify that the equipment is functioning properly, and birds are being rendered insensible.	X	
Processing Operations	X		Paw Scoring - Paw scoring should occur at the processing plant and that score is applied to the Growout Operations section.	X	

Visit the [NCC website](https://www.nccchicken.org) for more information and the complete checklists of the NCC Broiler and Broiler Breeder Welfare audit checklists. For questions related to the NCC Audit, please call the National Chicken Council at (202) 296-2622.

## NAMI DEVELOPED FREQUENTLY ASKED QUESTIONS PAGE

The North American Meat Institute (NAMI) updated their Recommended Animal Handling Guidelines and Audit Guide in September 2019. In addition to the updated guidelines, NAMI created a section on their website for Frequently Asked Questions. This is a great place to seek clarification on audit scenarios, sampling, and questions.

You can find the new FAQ page [here](#) or the updated guidelines [here](#).

If you have questions regarding these updates, please contact Dr. Tiffany Lee - [tlee@meatinstitute.org](mailto:tlee@meatinstitute.org).

## Sustaining Partners



Thank you to our Sustaining Partners. Through their generosity we are able to continue growing our online training offerings, increase onsite trainings, and update the training materials. Contact PAACO if your company would like to become a partner.

## CONTINUING EDUCATION OPPORTUNITIES

Once certified, PAACO auditors must perform 12 hours of Continuing Education (CE). Up to 4 hours can be from auditing with another PAACO certified auditor or by performing a shadow audit. The remaining 8 may come from in-person or online learning. PAACO has a list of approved, but not all inclusive, events on the [website](#). If you do not see an event listed, please reach out to [Dakota](#).

Due to many meetings being cancelled or postponed, PAACO has created a list of online trainings that will count for CE credits. Along with the CE listing on the website, all PAACO online courses can be taken for CE credits. Please see the next pages for the list of online opportunities. More events and online offerings can be found on the PAAC website.

## PAACO HOSTS FIRST TRAINING OF 2020

PAACO traveled to Mississippi and Arkansas to train over 150 auditors for PECO Foods. This company specific training focused on broiler welfare auditing. In attendance were auditors seeking full certification, internal certification, and completing continuing education hours. If you're interested in a company specific training, please reach out to Collette or Dakota for more information.



<b>Training Name</b>	<b>Description</b>	<b>Species/Area</b>	<b>Key Words (Topics)</b>	<b>Website</b>	<b>CE Credit Hours</b>	<b>Price</b>
Livestock Handler Certification for In-Plant Personnel	This program focuses on handlers understanding of how to handle animal at the harvest plant from unloading through the harvest process. It not only helps keep you in compliance but also improves meat quality and reduces loss.	Swine, Beef, Poultry, Dairy	Plant, in-plant, harvest, receiving, storage, employees, handling,	<a href="#">website link</a>	2	\$100
Farm and Load-Out Animal Handling Certification	This program focuses on handlers understanding of how to handle animal on the farm and throughout the load out process. It not only helps keep you in compliance but also improves meat quality while reducing losses.	Swine, Beef, Poultry, Dairy	farm, on-farm, loading, load-out	<a href="#">website link</a>	2	\$100
Captive Bolt Gun Training Part 1	These programs focus on the understanding of all types of captive bolt guns and how each works . The care, ,storage, and proper maintenance of these in part one and part two focuses on the proper use of the captive bolt guns. Species specific and teaches how to confirm death after each use. *This comes with a certification	Swine, Beef, Dairy	euthanasia, captive bolt, stunning	<a href="#">website link</a>	1	\$50
Proper Techniques for Humane Stunning with the Captive Bolt Gun Part 2	These programs focus on the understanding of all types of captive bolt guns and how each works . The care, ,storage, and proper maintenance of these in part one and part two focuses on the proper use of the captive bolt guns. Species specific and teaches how to confirm death after each use. *This comes with a certification	Swine, Beef, Poultry, Dairy	euthanasia, captive bolt, stunning	<a href="#">website link</a>	1	\$50
Electric Stunner Safety and Operation	This program trains employees on the proper use, safety, and humane operation of a stunner . Also covers cleaning and maintaining an electric stunner . Most types and models covered and is species specific.	Swine, Sheep, Goat	electric, stunning, harvest	<a href="#">website link</a>	1	\$50
Conducting a HACCP Analysis for Animal Wellness	This webinar discusses the process of utilizing a HACCP-like, systematic approach to identify and determine a strategy to control the key threats to animal wellness throughout the entire production system and to improve your animal welfare/animal wellness programs.	Pork, Beef, Poultry, Dairy, HACCP,	HACCP, Hazard Analysis, Systematic Approach, management plan, audit	<a href="#">website link</a>	1	\$0
Temple Grandin - Understanding Animal Behavior from the Animal's Perspective	Understanding Animal Behavior and Reducing Stress, 2nd Edition.	Dogs, Cats, Cattle	behavior, welfare, stress, Temple Grandin	<a href="#">website link</a>	1	\$0

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Professor Cathy Dwyer - Welfare of Farm Animals: Welfare Assessment and Ethical Dilemmas	Some things that happen on farms, how we look at it and what we think about it, what violations that might be seen, ethical dilemmas that are brought up in regards to farm animals	Pork, Beef, Dairy, Poultry, Sheep,	EU, European Union, UK, United Kingdom, Ethics, Assessment	<a href="#">website link</a>	1	\$0
Humane Handling of Livestock; Situation-Based Humane Handling Modules 1 & 2 - Facilitator and Participant Guides	FSIS provides basic humane handling of livestock training, which describes how inspection personnel should approach the activities of ensuring handling and slaughter of livestock are humane and in compliance with humane slaughter laws. This goes through thought process and systematic approach for the handling of animals .	Pork, Beef, Dairy, goat, sheep	USDA, FSIS, Non-compliance, Egregious Acts, situation-based training,	<a href="#">website link</a>	1	\$0
Developing a Robust Systematic Approach to Humane Handling	Developing a Robust Systematic Approach to Humane Handling	Multiple	Robust Systematic Approach, RSA,	<a href="#">website link</a>	1	\$0
Animal Behaviour and Welfare	On-demand version of course from University of Edinburgh: Week 1-Introduction to Course, Week 2- What is Animal Welfare and Why Does it Matter? Week 3-What We Can Measure We Can Manage, Week 4- The Truth About Cats and Dogs, Week 5- Down on the Farm, Week 6- Lions, Tigers, and Bears, Oh My!, Week 7- Welfare Conundrums	Pork, Beef,	English, Italian, Spanish, French	<a href="#">website link</a>	10	\$0
Chicken Behavior and Welfare	On-Demand Course by University of Edinburgh: Week 1- Getting Started and Introduction to Animal Behaviour: Domestication, Behaviour Development and Learning, The Senses, Week 2- Behaviour Patterns of Chickens Part 1, Week 3-Behaviour Patterns of Chickens Part 2, Week 4- What is chicken welfare? Defining "Welfare", ethical obligations, and welfare standards, Week 5-Effects of Housing, Transport and slaughter on bird welfare	Chicken	chicken, poultry, behavior, welfare, ethics, slaughter, housing, transport	<a href="#">website link</a>	10	\$0
Different Kinds of Minds - Visual Thinking and Animal Behavior	Describes Visual ways of processing experience. Describes how Autism led her to become the designer of more humane livestock handling facilities leading to calmer animals and better meat quality.	Multiple	autism, handling, meat quality, humane, Temple Grandin	<a href="#">website link</a>	1	\$0
Webinar: Dairy animal welfare – what you need to know	Erika Oakes and Kathryn Davis from Dairy Australia’s Animal Health & Fertility program discuss the changing requirements of our customers, consumers and the wider community and highlight some practices that will be covered by incoming legislation.	Dairy	Australia, Dairy, Legislation, laws,	<a href="#">website link</a>	1	\$0
General Cattle Handling	This video is about General Cattle Handling practices and the impact it can have on beef cattle production.	Bovine	handling, behavior, Temple Grandin	<a href="#">website link</a>	0.5	\$0

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General Cattle Handling	Temple Grandin, an animal welfare expert and designer of livestock facilities, lectured at Kennedy Hall Feb. 24 during her last visit to campus as a Rhodes Class of '56 Professor. Grandin, who has autism, has spent her career figuring out what frightens pigs and cattle.	Swine, Bovine	Temple Grandin, behavior	<a href="#">website link</a>	1	\$0
2015-11-09 Dr. David Fraser - Securing animal welfare and building public trust	Could Animal Production Become a Profession?	Multiple	animal welfare, public perception	<a href="#">website link</a>	1	\$0
How much does the welfare of people affect the welfare of animals	Animal well-being doesn't live in a vacuum! It begins and ends with people doing the right thing. Too often, the caretaker is taken out of the equation in animal well-being discussions, but it is the most critical component. Webinar presented by Robert Hagevoort from New Mexico State University on October 14, 2019.	Multiple	welfare, wellbeing, Hoards Dairyman, Dairy,	<a href="#">website link</a>	1	\$0
CAST Animal Welfare presentation by Candace Croney, April 2018	"Scientific, Ethical, and Economic Aspects of Farm Animal Welfare" Presenter: Candace Croney, Purdue University. This report examines the many conflicting values and norms in our society related to the use of animals lead to increasing disagreements about what constitutes a "good life" for the animals in our care.	Multiple	Ethics, welfare, values,	<a href="#">website link</a>	1	\$0
Play behaviour, positive emotions and the assessment of animal welfare - Jeff Rushen	Dr. Jeff Rushen , Adjunct Professor in the Animal Welfare Program at the University of British Columbia	Dairy	play, behavior, welfare	<a href="#">website link</a>	0.5	\$0
Hormones, stress and ANIMAL WELFARE	There are numerous endocrine (hormonal) responses during stress and these are often complex. This complexity makes the study of endocrine stress responses challenging and the challenges are intensified when attempts are made to use measures of hormones to assess the welfare of animals because there are so many endocrine systems activated during stress and because there are countless stimuli that trigger these systems. Professor Alan Tilbrook	Multiple	Hormones, Science, Cortisol, Endocrine, Physiological	<a href="#">website link</a>	0.5	\$0
Dr. Ed Pajor - Animal Welfare: the new social ethic	Dr. Ed Pajor spoke at the Alberta Lamb Producers 'Meet the Board' in January 2016 about the importance of animal welfare for maintaining consumer confidence.	Sheep	consumers, public, welfare, ethics	<a href="#">website link</a>	1	\$0
Animal Welfare and Profitable Farming	LIVE EVENT Animal Welfare and Profitable Farming with Dr. George Stilwell, University of Lisbon	Multiple	welfare, profits,	<a href="#">website link</a>	1	\$0

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Animal welfare considerations for backyard poultry flocks	As more people become interested in backyard flocks, it is important to consider the welfare of the birds in your flock. This webinar will discuss some of the concerns related to backyard poultry flocks.	Poultry	poultry, chicken, home, backyard, welfare	<a href="#">website link</a>	1	\$0
David Fraser on the Definition of Animal Welfare	This presentation is by Dr. David Fraser, University of British Columbia, from Washington State University's Farm Animal Welfare Symposium, September 15, 2012, and defines animal welfare and its measurement.	Multiple	animal welfare, public perception, definition	<a href="#">website link</a>	0.5	\$0
Improving Animal Welfare and Communication with the Public	Temple Grandin Professor of Animal Sciences, Colorado State University; author of several books including "Livestock Handling and Transport" and "Thinking in Pictures" Temple Grandin thinks in pictures, and those pictures help her help animals and their handlers by keeping animals calm and less stressed in situations that could be quite stressful for them.	Multiple	Temple Grandin, behavior, public, stress, handling	<a href="#">website link</a>	1	\$0
Webinar: On Farm Euthanasia of Sheep with Jennifer Woods	Based on Code of Practice requirements, this webinar will provide information to help maintain animal welfare and handler safety during on-farm euthanasia, including: • Why an animal should be euthanized • Timeliness of euthanasia • Who should euthanize an animal • How to euthanize an animal • What should be done with the carcass of an animal after euthanasia.	Sheep	euthanasia, captive bolt, stunning	<a href="#">website link</a>	1	\$0
Lameness in Cattle (Farm Animals) 1 - Veterinary Medicine, White Board Tutorial	Lameness in farm animals is a big issue which has its huge impact on production and profits and also it has ethical point related to animal welfare.	Beef, Dairy	lameness, scoring, vet, health	<a href="#">website link</a>	0.5	\$0
A Conversation About Animal Welfare	Dr. Angela Green, Assistant Professor, from the Department of Agricultural and Biological Engineering at the University of Illinois discusses animal welfare.	Multiple	animal welfare,	<a href="#">website link</a>	0.5	\$0
Temple Grandin Keynote at 2012 VT Grazing Conference: Animal Welfare Auditing	At the 2012 Vermont Grazing and Livestock Conference, Dr. Temple Grandin of Colorado State University gave her keynote presentation on How to Set Up and Implement Animal Welfare Auditing Systems.	Multiple	Temple Grandin, audit, auditing	<a href="#">website link</a>	0.5	\$0
"Chickens on camera: automated assessment of welfare using optical flow" By Professor Marian Dawkins	The system works by using cameras to monitor the movement of whole flocks and then analysing the statistical properties of this movement to give information about not only welfare but also key human health issues such as Campylobacter.	Poultry	chicken, poultry, assessment, assess, behavior, welfare, management, analysis	<a href="#">website link</a>	1	\$0

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Panel - Animal Welfare Standards from the Processors & Retailers	Animal Welfare Standards from the Processors & Retailers - Ms. Sarah Wilbourn, Director, Animal Welfare, United Egg Producers; Mr. Jose Rojas, Vice President, Farm Operations, Hormel Inc.; Mr. Mike Brown, Director, Dairy Supply Chain, Kroger Foods; Ms. Christine Summers, Product Safety & Quality Assurance, Costco	Multiple	Round Table, Panel, Discussion, production, obstacles, problems	<a href="#">website link</a>	1	\$0
Wisconsin Idea Seminar - Balancing Animal Welfare with Economic Realities. Nigel Cook. 2017.11.07	Presentation on economic realities regarding animal welfare and humane handling	Dairy	economics, economic, problems, balance, balancing, welfare	<a href="#">website link</a>	1	\$0
DACQA - Animal Health	The Dairy Animal Care and Quality Assurance - Animal Health package is meant to assist dairy producers in implementing good animal health practices on their dairy operation. This is accomplished through focusing on the animal health specific modules of the Dairy Animal Care and Quality Assurance - Comprehensive package. DAQCA training equips dairy producers with the tools needed to practice quality animal care and food production.	Dairy	DACQA, Dairy, care, operations, health	<a href="#">website link</a>	2	\$0
DACQA - Comprehensive	The Dairy Animal Care and Quality Assurance – Comprehensive package is designed to assist dairy producers in producing quality dairy and beef products by providing information on topics such as nutritional management, marketing and transportation, animal handling, treatment protocols and proper record-keeping.	Dairy	DACQA, Dairy, care, operations, health, nutrition, handling, records, record-keeping, transport	<a href="#">website link</a>	3	\$0
DACQA - Non-Ambulatory Cattle Management Training	The care and handling of a non-ambulatory (downer) animal is an important issue that faces the Dairy industry on a daily basis. It is important for all cattle handlers to understand the proper ways to care for these compromised animals. This package includes three different training modules: The Care and Handling of Non-Ambulatory Dairy Cattle, Human Euthanasia of Dairy Cattle and Carcass Disposal. Each of these modules help prepare the caretaker for the decisions that must be made when dealing with a non-ambulatory animal.	Dairy	DACQA, Dairy, care, operations, health, euthanasia, compromised animal, non-ambulatory	<a href="#">website link</a>	0.5	\$0
Dr. Noffsinger's Animal Handling Training	Dr. Tom Noffsinger explains routine handling techniques that can help create a more stress free environment for cattle. Topics covered include tagging newborns, preparing for weaning, receiving cattle, processing, and more. 14 modules	Bovine	Handling, cattle stockmanship, bud box, handling, processing,	<a href="#">website link</a>	14	\$450 for all modules of \$50 each module

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PQA: Pork Quality Assurance	Training focused on-farm for producers and employees working with swine	Swine	PQA, farm, on-farm, handling, welfare, production	<a href="#">website link</a>	2	\$0
TQA: Transport Quality Assurance	Training focused on loading, transport, and unloading of swine for truck drivers, load crews, plant personnel	Swine	TQA, transport, transportation, loading, unloading	<a href="#">website link</a>	2	\$0
Who Are These Auditors Coming on My Farm? - PORK Academy	Who Are These Auditors Coming on My Farm? - PORK Academy - Collette Kaster, PAACO, from the 2017 World Pork Expo, June 7 - 9, 2017, Des Moines, IA, USA.	Swine	audit, auditors, CSIA	<a href="#">website link</a>	1	\$0
To Stun or Not to Stun: Why Shouldn't The Consumer Know and Choose?	Presentation focused on stunning and public perception	Beef, Sheep, Poultry	euthanasia, captive bolt, stunning, consumer, public perception	<a href="#">website link</a>	0.5	\$0
NMPAN Webinar: Best Practices for Kosher & Halal Slaughter in USDA Inspected Slaughterhouses	Focus on the topic of religious animal slaughter, to better understand what exactly is Kosher and Halal animal slaughter, how it can be done under USDA inspection, and what are the best practices to assure humane kill under these religious tenets.	Beef	kosher, halal, religious, slaughter, harvest	<a href="#">website link</a>	1	\$0
Talking Animal Agriculture Webinar with Michele Payn Webinar	Michele will help you build understanding around hot topics such as housing, hormones and antibiotics. She gives you tips to create an action plan for you to go beyond the choir to more proactively talk about the many issues facing animal agriculture.	Multiple	Public perception, action plan, discussion, housing, hormones, antibiotics	<a href="#">website link</a>	1	\$0
Webinar: Breeding for Sheep Welfare with Dr. David Scobie	Selection for specific traits can help improve animal welfare, decrease labour costs and increase disease resistance. In this webinar, Dr. David Scobie discusses his experiences in researching and breeding sheep towards this goal	Sheep	breeding, welfare, disease, health, genetics	<a href="#">website link</a>	1	\$0
Webinar: Humane Handling for Sheep with Jennifer Woods	In this webinar Jennifer reviews the Code requirements in regards to sheep handling and provide you with insight into sheep behaviour and handling techniques to ensure you meeting the Codes.	Sheep	handling, behavior	<a href="#">website link</a>	1	\$0
Webinar: Ideas to Reduce Labour and Improve Ewe Welfare at Lambing Time with Philip Berg	In this webinar, Philip Berg will discuss ways to reduce labor at lambing time so sheep producers can spend more time monitoring newborn lambs.	Sheep	welfare, newborn, lambing	<a href="#">website link</a>	1	\$0
Practical feedlot seminar: Feedlot design and management	Dr Paul Cusack (Australian Livestock Production Services) talks feedlot design and management at a practical feedlot seminar hosted by Riverina Local Land Services on 31 July 2018.	Sheep, Cattle	feedlot, nutrition, welfare, design, management	<a href="#">website link</a>	1	\$0

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Animal Welfare Training for the Broiler Industry-Hatchery	Assist broiler growing companies in complying with AW guidelines. They are designed to include industry approved standards which meet those recommended by the National Chicken Council. The AW Audit Tool that is used in conjunction with these guidelines is reflected in the learning objectives of each training and certification module.	Poultry	Chicken, Poultry, Broiler, operations, hatchery, FACTA, Spanish	<a href="#">website link</a>	1	\$28
Animal Welfare Training for the Broiler Industry- Manager	Assist broiler growing companies in complying with AW guidelines. They are designed to include industry approved standards which meet those recommended by the National Chicken Council. The AW Audit Tool that is used in conjunction with these guidelines is reflected in the learning objectives of each training and certification module.	Poultry	Chicken, Poultry, Broiler, operations, manager, management, FACTA, Spanish	<a href="#">website link</a>	2	\$43
Animal Welfare Training for the Broiler Industry- On-Farm	Assist broiler growing companies in complying with AW guidelines. They are designed to include industry approved standards which meet those recommended by the National Chicken Council. The AW Audit Tool that is used in conjunction with these guidelines is reflected in the learning objectives of each training and certification module.	Poultry	Chicken, Poultry, Broiler, operations, farm, on-farm, FACTA, Spanish	<a href="#">website link</a>	1	\$28
Animal Welfare Training for the Broiler Industry- Plant Operations	Assist broiler growing companies in complying with AW guidelines. They are designed to include industry approved standards which meet those recommended by the National Chicken Council. The AW Audit Tool that is used in conjunction with these guidelines is reflected in the learning objectives of each training and certification module.	Poultry	Chicken, Poultry, Broiler, operations, plant, in-plant, Spanish	<a href="#">website link</a>	1	\$28
Animal Welfare Training for the Layer Industry	Assist layer companies in complying with AW guidelines. They are designed to include industry approved standards which meet those recommended by the United Egg Producers (UEP). The AW Audit Tool that is used in conjunction with these guidelines is reflected in the learning objectives of each training and certification module. FACTA AW Training for the Layer Industry programs cover the breadth of all egg producing operations (caged and cage free)	Poultry	Chicken, Poultry, Layer, FACTA, operations, egg, cage free, caged	<a href="#">website link</a>	1	\$28
Animal Welfare Training for the Pork Industry - Employee	Assist pork farm operations in complying with industry AW guidelines. FACTA AW Training for the Pork Industry programs include training for production staff and management and cover the breadth of all pork operations:	Swine	Pork, Pigs, Swine, FACTA, operations	<a href="#">website link</a>	1	\$28

<b>Training Name</b>	<b>Description</b>	<b>Species/Area</b>	<b>Key Words (Topics)</b>	<b>Website</b>	<b>CE Credit Hours</b>	<b>Price</b>
Animal Welfare Training for the Pork Industry - Manager	Assist pork farm operations in complying with industry AW guidelines. FACTA AW Training for the Pork Industry programs include training for production staff and management and cover the breadth of all pork operations:	Swine	Pork, Pigs, Swine, FACTA, operations, manager, management	<a href="#">website link</a>	2	\$43
Animal Welfare Training for the Turkey Industry - Hatchery	Assist turkey growing companies in complying with AW guidelines. They are designed to include FACTA approved standards which meet those recommended by the National Turkey Federation. The AW Audit Tool that is used in conjunction with these guidelines is reflected in the learning objectives of each training and certification module. FACTA AW Training for the Turkey Industry programs cover the breadth of all Turkey growing operations.	Turkey	Turkey, poultry, FACTA, operations, hatchery	<a href="#">website link</a>	1	\$28
Animal Welfare Training for the Turkey Industry - Manager	Assist turkey growing companies in complying with AW guidelines. They are designed to include FACTA approved standards which meet those recommended by the National Turkey Federation. The AW Audit Tool that is used in conjunction with these guidelines is reflected in the learning objectives of each training and certification module. FACTA AW Training for the Turkey Industry programs cover the breadth of all Turkey growing operations.	Turkey	Turkey, poultry, FACTA, operations, manager, management	<a href="#">website link</a>	2	\$43
Animal Welfare Training for the Turkey Industry - On-Farm	Assist turkey growing companies in complying with AW guidelines. They are designed to include FACTA approved standards which meet those recommended by the National Turkey Federation. The AW Audit Tool that is used in conjunction with these guidelines is reflected in the learning objectives of each training and certification module. FACTA AW Training for the Turkey Industry programs cover the breadth of all Turkey growing operations.	Turkey	Turkey, poultry, FACTA, operations, farm, on-farm	<a href="#">website link</a>	1	\$28
Animal Welfare Training for the Turkey Industry - Plant	Assist turkey growing companies in complying with AW guidelines. They are designed to include FACTA approved standards which meet those recommended by the National Turkey Federation. The AW Audit Tool that is used in conjunction with these guidelines is reflected in the learning objectives of each training and certification module. FACTA AW Training for the Turkey Industry programs cover the breadth of all Turkey growing operations.	Turkey	Turkey, poultry, FACTA, operations, plant, in-plant	<a href="#">website link</a>	1	\$28

<b>Training Name</b>	<b>Description</b>	<b>Species/Area</b>	<b>Key Words (Topics)</b>	<b>Website</b>	<b>CE Credit Hours</b>	<b>Price</b>
Cattle Transport and Concerns for Bruising	Nationwide, well over \$30 million per year is lost to cattle bruising and damage done to the carcass leading up to and during transport. In this presentation, OSU Extension Beef Specialist Dr. Steve Boyles discusses ways to reduce these losses while covering the basics of Transportation Beef Quality Assurance.	Beef	bruising, bruises, meat quality, cattle, beef	<a href="#">website link</a>	0.5	\$0
Responder and Farmer Wellbeing Before, During and After an Animal Health Emergency	Responder and Farmer Wellbeing Before, During and After an Animal Health Emergency	Multiple	emergency, animal health, FAD, foreign animal disease, wellbeing, welfare, human	<a href="#">website link</a>	1	\$0
Canadian livestock Transport (CLT) Cattle/Sheep	A standardized course offering certification that is recognized throughout Canada and United States. The program is led by an industry initiative to address the need for increased accountability and improved handling practices in livestock transport.	Cattle, Sheep	CLT, Canada, transportation,	<a href="#">website link</a>	3	\$200 CDN or all 4 \$525 CDN
Canadian livestock Transport (CLT) Hog	A standardized course offering certification that is recognized throughout Canada and United States. The program is led by an industry initiative to address the need for increased accountability and improved handling practices in livestock transport.	Hog	CLT, Canada, transportation,	<a href="#">website link</a>	3	\$200 CDN or all 4 \$525 CDN
Canadian livestock Transport (CLT) Poultry	A standardized course offering certification that is recognized throughout Canada and United States. The program is led by an industry initiative to address the need for increased accountability and improved handling practices in livestock transport.	Poultry	CLT, Canada, transportation,	<a href="#">website link</a>	3	\$200 CDN or all 4 \$525 CDN
Aquaculture Animal Welfare	Three experts from around the globe (Norway, Australia, U.S) discuss the current status of aquaculture animal welfare.	Aquaculture	aquaculture, animal welfare	<a href="#">website link</a>	1	\$0
Cattle Care 365	Merck Cattle Care 365	Bovine	animal welfare, merck	<a href="#">website link</a>	2	\$0
Dairy Care 365	Merck Dairy Care 365	Dairy	animal welfare, merck	<a href="#">website link</a>	2	\$0
Aqua Care 365	Merck Aqua Care 365	Aquaculture	animal welfare, merck	<a href="#">website link</a>	2	\$0
WEBINAR - Fish Welfare and Aquaculture	Updates on the latest scientific evidence related to aquatic species' intelligence. Learn about fish welfare issues in aquaculture and fisheries and ways to improve. Webinare by Mr Billo Heinzpeter Studer ( Founder and President of fair-fish – www.fair-fish.net ) and Mr Paolo Bray ( Founder and Director of Friend of the Sea – www.friendofthesea.org )	Aquaculture	animal welfare, intelligence, fisheries	<a href="#">website link</a>	1	\$0

<b>Training Name</b>	<b>Description</b>	<b>Species/Area</b>	<b>Key Words (Topics)</b>	<b>Website</b>	<b>CE Credit Hours</b>	<b>Price</b>
LIVE EVENT:Dr. Becca Frank- Positive welfare for fish: rationale and ways forward	Dr. Becca Franks speaks about work related to fish welfare, discussing how positive welfare fits in with the present fish welfare literature and identifying promising areas for future investigation including research in naturalistic settings and leveraging citizen science opportunities.	Aquaculture	animal welfare, research, fish	<a href="#">website link</a>	1	\$0
Fish Welfare Presentation	Presentation to 3rd year veterinary students at Murdoch University, Western Australia. Dr. Loh The Fish Vet	Aquaculture	animal welfare, fish, vet, veterinarian	<a href="#">website link</a>	1	\$0
Do fish feel pain and why does it matter?	Fish, with their lack of facial expressions or recognisable communication, are often overlooked when it comes to welfare. Annually, millions of fish are caught on barbed hooks, or left to die by suffocation on the decks of fishing boats – should we be concerned about this?	Aquaculture	fish, behavior, welfare, pain, ethics	<a href="#">website link</a>	1	\$0
Dr. Molly Parker - Poultry Welfare Issues for Turkey Producers	Poultry Welfare Issues for Turkey Producers - Dr. Molly Parker, Food Safety & Animal Care and Well Being, Butterball, LLC, from the 2017 NIAA Annual Conference, U.S. Animal Agriculture's Future Role In World Food Production - Obstacles & Opportunities, April 4 - 6, Columbus, OH, USA.	Turkey	poultry, turkey, welfare,	<a href="#">website link</a>	0.5	\$0
Dr. Phil Stayer - How We Grow Chickens at Sanderson Farms	How We Grow Chickens at Sanderson Farms - Dr. Phil Stayer, Sanderson Farms, from the 2017 NIAA Annual Conference, U.S. Animal Agriculture's Future Role In World Food Production - Obstacles & Opportunities, April 4 - 6, Columbus, OH, USA.	Poultry	poultry, chickens, production	<a href="#">website link</a>	0.5	\$0
Mr. Matt Jones - The Role of 3rd Party On-Farm Audits	The Role of 3rd Party On-Farm Audits - Mr. Matt Jones, Vice President of Auditing, Validus Services, from the 2017 NIAA Annual Conference, U.S. Animal Agriculture's Future Role In World Food Production - Obstacles & Opportunities, April 4 - 6, Columbus, OH, USA.	Multiple	auditing, audit, auditors, 3rd party, farm	<a href="#">website link</a>	0.5	\$0
Ms. Linda Chezem - Legal Perspective, What to Expect, and How to Handle the Activists	Legal Perspective, What to Expect, and How to Handle the Activists - Ms. Linda Chezem, Of Counsel, Foley, Peden, and Wisco & Judge (ret.) Indiana Court of Appeals, from the 2017 NIAA Annual Conference, ""U.S. Animal Agriculture's Future Role In World Food Production - Obstacles & Opportunities"" , April 4 - 6, Columbus, OH, USA.	Multiple	activists, animal rights, legal, law	<a href="#">website link</a>	0.5	\$0

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Dr. Janet Helms - Animal Welfare Standards: Good for animals. Good for farmers.	Animal Welfare Standards: Good for animals. Good for farmers. - Dr. Janet Helms, National Director, American Humane, from the 2017 NIAA Annual Conference, ""U.S. Animal Agriculture's Future Role In World Food Production - Obstacles & Opportunities"", April 4 - 6, Columbus, OH, USA.	Multiple	animal welfare, farmers, producers, benefits	<a href="#">website link</a>	1	\$0
Panel - Animal Welfare Standards from the Research, Government, and Trade Groups	Animal Welfare Standards from the Research, Government, and Trade Groups - Dr. Tony Forshey, State Veterinarian, Ohio Department of Agriculture; Mr. Mike Bumgarner, President & CEO, United Producers Association; Dr. Candace Croney, Director, Center for Animal Welfare Science, Purdue University; Dr. David Glauer, State Veterinarian Ohio (ret.); Mr. Bryan Black, Past President of the National Pork Producers Council and Member of Ohio Livestock Care Standards, from the 2017 NIAA Annual Conference, ""U.S. Animal Agriculture's Future Role In World Food Production - Obstacles & Opportunities"", April 4 - 6, Columbus, OH, USA.	Multiple	animal welfare, research, trade, panel	<a href="#">website link</a>	1	\$0
Ms. Chelsea Good - Overview & Comparison of State Farm Animal Welfare Legislation	Overview & Comparison of State Farm Animal Welfare Legislation - Ms. Chelsea Good, J.D., Livestock Marketing Association, from the 2017 NIAA Annual Conference, ""U.S. Animal Agriculture's Future Role In World Food Production - Obstacles & Opportunities"", April 4 - 6, Columbus, OH, USA.	Multiple	animal welfare, state, legislation	<a href="#">website link</a>	0.5	\$0
Safeguarding Animal Welfare	Shows overview of Irish animal welfare and production of Holstein calves for export	Bovine	animal welfare, Ireland, Europe, cows, export	<a href="#">website link</a>	0.5	\$0
Dr. Matt Ritter - Safe and Effective Animal Movement	Animal Well Being Decisions for Modern Pork Production, Part I Safe and Effective Animal Movement - Dr. Matt Ritter, Elanco Animal Health, from the 2012 Iowa Pork Congress, January 24 - 26, Des Moines, IA, USA.	Swine	pigs, transportation, welfare	<a href="#">website link</a>	0.5	\$0

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CO2 Safety and Operation	This training guide helps prevent accidents and failures when working with Co2. Working with Co2 can very dangerous and costly mistakes can be made easily by untrained employees. Use this to train new and experienced operators.	Pork, Beef, Poultry, Dairy	CO2, gas, Butina, stunning	<a href="#">website link</a>	1	\$
Livestock Manager Certification for Harvest Plant leaders and trainers	Focuses include: 1. Animal care, welfare, & evaluation 2. System evaluation/ Hazard analysis 3. Robust Program Creation 4. Manager/Trainer preparedness 5. Laws and regulations 6. Internal auditing 7. Troubleshooting 8. Emergency response training	Pork, Beef, Poultry, Dairy	manager, management, RSA, robust systematic approach, animal welfare, regulations,	<a href="#">website link</a>	10 hours	\$
Cow-Calf Certification	For those who breed and sell weaned calves. These courses teach methods for raising your cattle in accordance with BQA fundamentals. Topics involve cattle health, stockmanship, marketing, emergency planning, and meat quality.	Beef	BQA, beef, care, storage, handling, Spanish	<a href="#">website link</a>	3	\$0
Stocker/Backgrounder Certification	For those who raise and sell feeder cattle. These courses teach methods for raising your cattle in accordance with BQA fundamentals. Topics involve cattle health, stockmanship, marketing, emergency planning, and meat quality.	Beef	BQA, beef, care, storage, handling, Spanish	<a href="#">website link</a>	3	\$0
Feedyard Certification	For those who feed and sell fed cattle. These courses teach methods for raising your cattle in accordance with BQA fundamentals. Topics involve cattle health, stockmanship, marketing, emergency planning, and meat quality.	Beef	BQA, beef, care, storage, handling, feedyard, Spanish	<a href="#">website link</a>	3	\$0
BQA Transportation Certification for the Professional Driver	These courses teach proper methods for hauling cattle including biosecurity, fitness for transport, trip planning & loading, and emergency management. There are two courses offered: Emphasis on commerical, semi trailers	Beef	BQA, beef, care, transport, handling, Spanish	<a href="#">website link</a>	3	\$0
BQA Transportation Certification for the Farmer and Rancher	These courses teach proper methods for hauling cattle including biosecurity, fitness for transport, trip planning & loading, and emergency management. There are two courses offered: Empasis on gooseneck trailers	Beef	BQA, beef, care, transport, handling, Spanish	<a href="#">website link</a>	3	\$0