Our Vision…
Our vision is to be the authority on animal welfare auditing.

Our Purpose/Mission…
PAACO promotes animal welfare through auditor training and audit certification.

Executive Director Comments
Collette Kaster, Executive Director

Time flies as they say. I’ve now been at PAACO for almost a year and a half, and it’s been a whirlwind! I want to start off by recognizing and thanking Mike Simpson for all he did during our transition! He and Becky worked tirelessly to make it as smooth as possible.

As most of you know we moved the office from Redfield, IA to Kearney, MO and as part of that process have been transitioning to electronic data as much as possible. Marjorie Jones, our Administrative Assistant, has spent countless hours learning and refining the process of audit certification, recertification and payments. Many of you have had contact with Marjorie over the year and know how great she is!

Below is a partial list of some of the changes that have happened at PAACO since the last newsletter. Many of the changes have aided in tripling the number of trainings PAACO hosts annually.

- Offered initial online training, Swine 201. Both Beef Feedlot 201 and Basic Poultry Biology and Welfare will be up and running by October 1.
- Conducted a series of internal auditor trainings. These are available for companies who desire to train a significant number of auditors using their own facilities. As part of this we also have added an auditor classification, Certified Internal Auditor. This certification is specific to only that company and meant to be a first step toward full certification.
- Updated the website with training, online registration and recertification.
- New website look and flow.
- Hired Dakota Thomas as Training Coordinator to develop content, online training, and the website as well as to help with course instruction.

Calendar

SEPT. 6-8 – Beef Feedlot Training, Lethbridge, Alberta, Canada (limited enrollment)
SEPT. 21-22 – Swine Training, Brookings, SD
OCT. 16-17 – Meat Plant Training, Fremont, NE
NOV. 1-2 – Poultry Training, Guelph, Ontario, Canada
DEC. 12-13 – PAACO Board of Directors Meeting, Kansas City, MO

DAIRY WELFARE AUDITOR TRAINING - IN FINAL STAGES OF DEVELOPMENT
As everyone knows, animal welfare is constantly growing and evolving. PAACO works to continuously stay relevant and meet the needs of training, while increasing recognition as a brand and what it represents. We have worked hard this year to update many aspects of the organization to adapt to all auditors. We encourage your feedback and truly strive to listen. Please let us know if you would like to see something new or different.

Here are some of the updates we have made:

NEW TRAININGS: PAACO will be adding two new trainings this fall: Dairy Welfare Audit and Feedlot Welfare Audit. The new feedlot auditor training will initially be based on the Canadian Cattle Feeder’s Association materials and will be kicked off in September in Lethbridge, Alberta, Canada. The development team included a multinational group of packers nutrition's, and feedlot veterinarians. As with all the PAACO training, it will be a combination of hands on and classroom curriculum. The second training under development is that of Dairy Welfare Auditor training. It will go through a pilot test in late August and then a training with a group of Foundation Auditors in October. This training will be based on a variety of audit instruments and guidelines.

ONLINE REGISTRATION: It is now easier (on attendees and PAACO staff!) and more secure to register for trainings. All trainings are now listed on the website with the ability to register online. Registering for trainings online now, allows each user to have a dashboard where their training information and certifications in one location. We are also working towards the ability to allow auditors to recertify online, too.

CONTINUING EDUCATION: We have started to keep a list of Continuing Education (CE) opportunities on the website to help spread the word. Auditors can check the website for upcoming events that qualify for their required CE to recertify. The list of CE events is not all inclusive, but those listed are approved. If you have an event, please contact us to put it on the website. In addition to outside events, our 201 online trainings can count for part of the annual CE requirements.

NEW FORMS: This year we worked to create more uniform, easier to understand forms. We updated the Recertification form allowing auditors to easily list out their continued education events and the hours attended. More recently, shadow audit forms were edited. We went through and made some minor changes to the front two pages, making them consistent across all species for the shadow audit information and auditor characteristics. Through the revision, we condensed the species-specific audit portion down to one page, making it easier to carry with and fill out during the audit. For poultry auditors, you will also notice we divided out the different aspects (broiler-breeder, broiler, turkey, layer) to better suit the specific audit requirements. On the website, all documents are now in a fillable PDF format, allowing you to easily type in comments. If you prefer to print out and write, we ask that you scan them to email as we have gone electronic with all of our new auditor files.

WEBSITE REDESIGN: PAACO is currently working with the web designers to redesign the website. We are excited to make the website more user-friendly and eye appealing. With this, we ask you to bear with us as we go through the construction of the redesign. There might be a short period of time the website is down, but you are always welcome to contact us with any issues or questions.
2017 Trainings

In the calendar of events, you will see several trainings for 2017. Depending on the size of our class and training room, we do open the class to previously certified auditors to take the lecture portion for refresher and CE credits. The best thing to do is e-mail PAACO if you’re interested in this.

**Meat Plant**
This spring, NAMI revised their animal handling guidelines, resulting in the auditor training material being updated to reflect the new changes in the guidelines. In mid-May, PAACO hosted a successful meat plant training in Canada. A U.S. training will be held in Nebraska October 16-17, registration is open on the PAACO website.

**Poultry**
This year’s poultry training was held in Arkansas again, with the cooperation of the University of Arkansas. We will also be hosting a Canadian poultry training November 1-2, 2017. The registration for the Canadian training is currently open. To register for the training, under the training tab on the PAACO website, there is a “Poultry Training Details” button. The link is the last one listed on the details page. Looking ahead, the 2018 poultry training will be held in North Carolina. The Poultry 201 training will be ready and used as prerequisite for the Canadian training.

**Swine**
Last year, with the help of an outside curriculum development team, we created a swine welfare training. Since the creating of the swine training, PAACO has hosted 5 trainings and trained around 75 people. The next training will be September 21-22, in Brookings, South Dakota at South Dakota State University’s new swine facility. The course registration is open online.

**Dairy**
As mentioned earlier, we are in the final stages of rolling out a Dairy Welfare Auditor training. Once the audit is finalized, we will begin planning a training. We will be completing a pilot training in Tennessee in late August and a final pilot training later this fall, spots for this training will be allocated for a group of foundational trainers. Our goal is to host the first training for people seeking certification within the first quarter of 2018.

**Certified Audits**
Since the last newsletter, PAACO has approved a couple of new audit instruments. In addition to the Validus dairy tool, we have added the Dairy Well which was created by Dean Foods to “provide a path and a goalpost to the dairy industry in providing for the welfare of dairy cattle.”

The second instrument is the AnimalKind™ audit, developed by the BC SPCA as a social enterprise service that “aims to advance the humane treatment of wild animals and rodents in pest control situation.”

By checking PAACO’s website, you can see the audits that are certified. These audit tools are re-reviewed annually to maintain current welfare standards and criteria and the PAACO certification.
Training Coordinator - Dakota Thomas

PAACO welcomed Dakota Thomas as the new Training Coordinator in April.

A native of southwest Wisconsin, she was active on her family's cow/calf and crop operation. Growing up, Dakota was involved with 4-H, FFA and the National Junior Simmental Association. Dakota and her family also showed and marketed their cattle across the country.

Her passion for livestock lead her to South Dakota State University where she graduated with a bachelor's degree in Agricultural Communications and minors in Advertising, Animal Science, Journalism and Marketing. At SDSU, Dakota was a member of the livestock judging team and served two years as the Executive Chair of the Jackrabbit Memorial Jackpot Show.

While in school, Dakota worked at Wienk Charolais, a purebred Charolais ranch. After graduation, she started full-time at Wienk Charolais. At the ranch, Dakota was responsible for the cattle records and registrations, as well as assisting with the operation's marketing efforts and daily care of the cattle. She also started a small photography business, specializing in on-ranch/farm candid and livestock show photography.

Dakota comes to us with a wealth of cattle knowledge which will be utilized as she heads up the new Beef Feedlot and Dairy trainings. She will be involved with all things training from expanding our online 201 courses to developing content and setting up onsite trainings. Dakota's agricultural communications background will be useful as we redesign the website and increase our communication efforts as PAACO continues to grow.

"I am excited to join PAACO and work with animal welfare across multiple livestock species," Thomas said. “The need for animal auditors has never been greater and PAACO serves to fill that need through audit and auditor certification. I look forward to using my cattle background and communication education to assist PAACO in the trainings and creation of online content.”
I can’t believe it is already August! Time flies when you’re having fun and even faster when you get to work with a group like the PACCO.

It has been just over a year since Collette Kaster has taken the helm, and since then we seem to have shifted into overdrive. Credit is due to our group of passionate volunteers that make up the PAACO board, a smooth transition thanks to former Executive Director, Mike Simpson, generous support from donors and the nimble, forward thinking and hyper-multitasking management ability of our new Executive Director, Collette. We have covered a lot of ground this year and have even more slated for the coming months.

When I first joined PAACO, I admit I didn’t really know much about it. I knew they trained animal welfare auditors, but that was about it. On my orientation call with Mike, he quickly clarified my new responsibility, simply put, “We make audits and auditors better!” Seemed simple enough at the time! Much to my surprise and enjoyment, I spent the next 6 years learning about species outside of my specific area of expertise, asking questions like: what makes a good audit? What makes something auditable? How do we train people to audit an outcome with consistency?

From pigs to poultry to nuisance wildlife management, I have the PAACO to thank for pushing me to think critically about a broad range of species and how we can help improve the welfare of animals in and outside of production systems with thoughtful, science driven and meaningful audits and well-trained auditors. My service with the PAACO has been a welcomed and worthwhile challenge that I am very proud of.

My challenge to you is this:
- If you are not familiar with PAACO visit our website and find out more.
- If you work for a company that required audits for animal welfare, ask, is the audit PAACO certified? Are the auditors trained and certified by PAACO?
- If you are involved anywhere along the animal protein supply chain, how can you help PAACO improve the welfare of animals? Training and education sponsorships?

There are certainly many ways that you can help!

As of this newsletter, here are some stats you may be surprised by:

- **Meat Plant (9 countries)**
  - Certified auditors – 288
  - In training/shadowing – 42

- **Poultry (10 countries)**
  - Certified auditors – 443
  - In training/shadowing – 92

- **Swine (U.S. & Canada)**
  - Certified auditors – 26
  - In training/shadowing – 49
Online Registration Process

We are excited for our inclusive database system that allows for registration, uploading resumes and payment. With changes and new technology there is always a learning curve. Understanding online registration can be tricky at first, but we have laid out the steps to help you master the process in no time!

1) To register for training, each person who is going will need to create a login in on the Login tab. You are not able to register more than one person at a time, it must be done one-by-one. Each auditor has a dashboard that is created when they create a login that is linked to the registration, training and certification – this is why it is critical that the person who is attending the training must have a login and register for the training with the login email associated with themselves.

2) When they create a login, they will (almost immediately) receive a validation email. If they do not receive it, have them check their JUNK mail. In the instances that the validation email does not come to either the inbox or JUNK mail, send us an email.

3) Once their email/login is validated, they can register for training on the Training tab. Under the red Onsite Training, the open trainings will be listed for them to click and register. Attendees will need to fill out the form and attach their resume. Resumes are required!

4) After they submit their registration, we will approve them on the backside. This is why it is important to make sure resumes are included – we look to make sure they meet the education/experience requirements.

5) Once we approve them for training, they will receive an email to pay. Please follow the email prompt to pay. If the company is sending more than one person and would like to pay for them all together, reach out to us and we can invoice the company. If you are needing an invoice prior to paying, let us know. Attendees must be PAID prior to training. If you are a company who has sponsored the training and will be receiving a complimentary training spot, we need to know who your training designee is. Besides letting PAACO know, the designee at this point is register for training and does not need to pay or follow the email prompt.

For trainings that are live and have registration open have Training Brochures containing details regarding the training, including hotel and travel options. Brochures are found on the Training tab. On the top of the page there is smaller lettering that lists the trainings (i.e. Meat Plant Training Details, Poultry Training Details), click on which training you are registering for and the brochure will be listed. Specific training brochures are only posted when the training registration is open.

A couple of helpful hints – each trainee has to create their login and individually register for training. You are not able to register more than one person at a time. Also, the email used when creating a login is where all information regarding training, certification, recertification and such is sent to – that is why it is important each person has their own login in.

If you have questions or issues with the registration process, please let us know – we would be happy to assist you!