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**Executive Director:** Collette Kaster, MS
**Training Coordinator:** Dakota Thomas
**Office Manager:** Marjorie Jones
**Training Specialist:** Jennifer Woods, MS
**Training Specialist:** Lora Wright, MS

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**2019 Training Schedule**

**AUGUST**

6-8 - Poultry Welfare Auditor Training, Raleigh, North Carolina

**SEPTEMBER**

25-26 - Beef Feedlot Welfare Auditor Training, Amarillo, Texas

**OCTOBER**

7-9 - Poultry Welfare Auditor Training, Guelph, Ontario, Canada
9-11 - Dairy Training Welfare Auditor, Escalon, California
15-16 - Meat Plant Welfare Auditor Training, Fremont, Nebraska
23-24 - Swine Welfare Auditor Training, Brookings, South Dakota

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**Sustaining Partners**

Thank you to our 2019 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.
Kaster Accepts Dual CEO & Executive Director Position

On Thursday, June 6 the American Meat Science Association (AMSA) announced the appointment of Collette Schultz Kaster as its new Chief Executive Officer. In addition to her new role with AMSA, Kaster will continue to lead PAACO as its Executive Director. To enable this dual role, PAACO has added several highly experienced Training Specialists to meet the growing needs for animal auditor training, certification, and audit certification across all sectors of the livestock industry.

Kaster brings to her new AMSA role more than 25 years of technical experience in areas of animal welfare, meat quality, food safety, and quality assurance, as well as executive roles developing and leading successful teams in the meat industry. She has served as the executive director for PAACO during the past three years, and overseen significant growth in its training events and content for animal welfare auditing, including the addition of four new welfare auditor certification areas: dairy, on-farm swine, beef feedlot and broiler.

The PAACO Board of Directors and AMSA Board of Directors have agreed that her leadership skills and experience will benefit both organizations. PAACO will continue to be directed from the same location near Kansas City.

Dr. Angela Basinger, Merck Animal Welfare Lead, and PAACO Chairperson, said, “Collette’s extensive industry knowledge combined with her formidable experience managing successful teams and businesses will contribute to the success and growth of both PAACO and AMSA. PAACO will continue to expand its domestic and international reach to further advance animal welfare through auditor training and audit certification.”

Kaster will begin as AMSA CEO on July 1.

With the growth of PAACO and Collette’s additional responsibilities at AMSA, PAACO has added two highly experienced Training Specialists: Jennifer Woods, MS and Lora Wright, MS. Both are certified in multiple areas and will organize and lead PAACO training events; as well as continuously improving training curriculums to reflect our learning objectives and the incorporation of multiple audit tools and measures. Marjorie will be adding more administrative management responsibilities to her role, and Dakota will continue to lead several training areas along with the communications initiatives for PAACO. Jennifer and Lora will continue to run each of their highly respected consulting businesses as well.

2019 Remaining Trainings: The Details You Need to Know

DAIRY WELFARE AUDITOR TRAINING
PAACO is hosting one more dairy training in 2019. It will be held October 8-10 in Escalon, CA. We do limit this training to 10 attendees, registration is open on the PAACO website.

POULTRY WELFARE AUDITOR TRAINING
We are expecting another big turnout for our August 6-8 Poultry Training in Raleigh, NC. Registration is open, and filling quickly. Be sure to register soon; registration will close July 26, 2019. PAACO and the Poultry Industry Council (PIC) will be hosting a Canadian Poultry Welfare Auditor Training on October 7-9 in Guelph, Ontario, Canada. A link for the registration can be found on the PAACO website.

BEEF FEEDLOT WELFARE AUDITOR TRAINING
Dates are set for PAACO’s first US Beef Feedlot Training - September 25-26 in Canyon, TX, at the West Texas A & M campus. We are currently revising the Beef Feedlot 201 prerequisite. The updated online course will be available mid-August. We anticipate this training to fill quickly, register today.

MEAT PLANT WELFARE AUDITOR TRAINING
The annual Nebraska Meat Plant training will be held October 14-15 in Fremont, NE. This training is held prior to the annual North American Meat Institute (NAMI) Conference that is held October 16-18 in Kansas City. Registration is open on the PAACO website.

SWINE WELFARE AUDITOR TRAINING
Our final 2019 training will be our second swine training of the year. We are headed to Brookings, SD, on October 23-24.

PAACO also offers company-specific trainings for all species. Reach out to us for more information.
PAACO Names New Training Specialists

Jennifer Woods, MS

Jennifer Woods is an animal care and welfare specialist based out of Blackie, Alberta, Canada, and Owner/Operator of J. Woods Livestok Services. Woods obtained her undergraduate degree in animal science from Colorado State University and her master's degree in Veterinary Preventative Medicine - Animal Welfare from Iowa State University. She has over 25 years experience with production livestock and has been collaborating with the livestock industry in all aspects of animal welfare and care since 1998. Her areas of expertise include euthanasia, animal handling and behavior, animal welfare auditing and assessing, livestock emergency response, transportation and facility design.

In 2007, Woods obtained her first PAACO certification in Red Meat and went on to obtain certification for other audit programs (Poultry, Hog Production, Feedlot and Dairy). She is a successful trainer for Red Meat, Poultry and Beef Feedlot. Woods has been directly involved in the development of the NAMI Transportation Audit, Canadian Beef Feedlot Audit and the audit for the Care and Handling of Horses at Slaughter and developed an assessment program for Rodeo, Chuckwagon Racing, Sport Horse events and Agricultural Exhibits. Along with audits, she has developed and delivers training programs in all aspects of humane slaughter including on farm.

Woods lives on a farm with her husband Shawn and her two children, Ellie and Lane. They run a flock of purebred Southdown sheep along with a few head of cattle and a horse. Woods' work has taken her throughout North America, across Europe, South America, Asia and down to Australia.

Lora Wright, MS

Lora Wright has a passion to enhance consumer trust in animal agriculture. Wright has more than 15 years of meat industry experience and a lifetime of production livestock knowledge. She is the owner/operator of 605 Solutions, LLC. Growing up in central Minnesota, she learned an appreciation for agriculture and hard work early in life, doing her part in a family farming operation. After earning her bachelor's degree in animal science from South Dakota State University, Wright went on to Colorado State University to earn a master's degree, in animal science where she focused her research on meat quality and retail meat case surveillance projects.

Wright holds PAACO certifications in Red Meat, Poultry and Beef Feedlot programs, and has been a trainer for both Red Meat and Beef Feedlot. Staying consistent with her desire to help consumers better understand the food system and having audit platforms that tell that story, Wright was part of the development of the Common Swine Industry Audit and Canadian Beef Feedlot Audit, both which are PAACO-approved audits. Other programs developed with Wright’s fingerprint includes Tyson FarmCheck® (beef, pork, chicken and turkey), Tyson Open Prairie Natural (beef and pork) and other USDA-approved export verification, quality system assessment and process verified programs. Moreover, Wright has collaborated with external stakeholders and customers on animal agriculture topics such as antibiotics, animal well-being, traceability and growth promotants in the beef, pork, poultry, prepared foods and leather industries.

Wright currently resides in rural Centerville, SD, where she and her husband, Casey, run a small beef cattle herd, sheep flock and hay ground. The Wright family also includes a herd of children: Cullen (12), Peyten (10), Tatum (8) and Griffin (5).
Big Changes Made to Programs

Starting in 2018, PAACO worked with a learning solution company, Vivayic. By working with these experts we gleaned knowledge to revise our training materials and mindset as we create new trainings in the future. Some of the updates are:

**Classroom Curriculum Update.** Vivayic worked with PAACO to create consistency among all training materials with a clean, crisp template. We have also gone through the materials to capture the core objectives and measures in the audit tool(s).

**Reflection of Multiple Audit Tools.** PAACO has previously taught training using the most prevalent audit tool for each area. However, as more tools are used throughout the industry, we have worked to reflect that in our training materials.

**New Certification Category**

Broiler Welfare Auditor Training is PAACO’s newest certification, in response to industry needs. Every year at our annual poultry training, over 75% of the attendees seek broiler certification. We typically have to limit companies to 2-3 registrants making it difficult for them to get everyone certified. Due to the high demand, PAACO Board of Directors approved a Broiler Welfare Auditor Training Curriculum and Certification type. This training covers only broilers and the auditor is strictly a PAACO Broiler Certified Auditor. Currently, PAACO has held two private company trainings using this broiler specific model. The number of companies seeking their own training is growing. If your company is interested in hosting a training, let us know.

Presentations have been updated to teach the core concepts of the measures used in all audits.

**Online Learning Creations.** Vivayic helped PAACO switch to a Learning Management System (LMS). This created a more interactive online learning platform. Together, we worked to streamline the material with the mindset of “what do auditors need to know to be the best auditor they can be”.

**Updated Exam Structure.** PAACO is in the process of revising the current exams to verify comprehension of training materials. The updated exams still follow the current format, but will have scenerios with pictures to mirror what the trainee could encounter.

**Continuing Education Database**

PAACO has created a searchable database of continuing education (CE) opportunities. This new database is on the website’s Updates page, on the Continuing Education Opportunities tab. The list contains events throughout the entire year. All opportunities listed are pre-approved by PAACO but the list is not all inclusive. Let Dakota know if you have an event to add. As a reminder, auditors need 12 hours of CE for recertification. Up to 4 of those hours can be auditing with another PAACO certified auditor. The remaining hours can be from a variety of sources: online courses, webinars, conferences, and company animal welfare meetings are a few options. CE hours are 1:1, one hour at a meeting counts for one hour of CE.

Spring Speaking Engagements

This spring Collette had the opportunity to visit two campuses to speak to students and faculty about animal welfare, auditing, and PAACO’s training programs.

She taught two classes at Northwest Missouri State for Roger Johnson, PhD, and two classes at Louisiana State University (LSU) for Ken McMillin, PhD. She also participated in the Forum on Animals in Agriculture which included Bernie Rollins, PhD, and David Baker, PhD, who is the primary caretaker of Mike the Tiger, the LSU mascot. They visited Mike and toured his enclosure. He is a rescue tiger and lives in a fantastic facility. Collette appreciated both opportunities for outreach, interaction and learning.

If you have a program or event you would like PAACO to speak or be represented at, we would love to hear from you.
Sanderson Farms, along with Eurofins Scientific hosted a Broiler Welfare Training in Laurel, MS this past March.

Collette traveled to Dodge City, KS in March to train at Cargill. This was an internal Meat Plant training, focusing on beef.

April kicked off our dairy trainings for the year. We had 11 trainees brave the cold and wind to join us in Evansville, WI.

The first Meat Plant training was held in Sioux City, IA in early May. The class was maxed out with 32 people from across the US and Canada.

Lora and Dakota ventured to Lethbridge, Alberta, Canada in May for the first Beef Feedlot training of the year. We had 14 trainees in attendance.

Due to the wonderful winter weather, our April Swine training was postponed until the end of May. We had nine attendees join us in Waseca, MN.

Seven attendees from across the US traveled to Philadelphia, TN in early June to attend the second Dairy Welfare training.

PECO Foods held a broiler specific training in Philadelphia, MS. Representatives from Boehringer Ingelheim (BI) and Wendy's were also in attendance.