Present and Future Challenges in Turkey
Breeder/Hatchery Production

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Breeder / Hatchery Manager present and future challenges

- Successful Managers, Supervisors, Companies are those capable of executing the following basics on a consistent and daily basis.

Staffing
Food Safety
Egg Quality
Poult Quality
Cost/Perf.

Distractions - When do I find time for the animals???

Its more important now than ever!!

Employee Engagement – hiring and retention

- Staffing and turnover – industry wide issue and getting worse
- Employee expectations- can we meet?
- Employee work-life balance
- Work ethic is different
- What will staffing look like in 3 to 5 years?

You may ask - does this make a difference?
NO
Safety Culture

➢ Are we providing an environment in which people feel safe and want to work in?
➢ Are we putting employee safety first then walking the talk with our training, actions and tools?
➢ Do our employees feel they have an adequate share of safety input?
➢ Is safety the first word out of our mouth during the hiring process?

Bio-Security

➢ Develop a solid program that can be easily communicated
➢ Take the time to help people understand the expectations - explain the Whys – explain the penalties
➢ Provide the necessary tools eg. clean showers, cloths, footwear and proper PPE
➢ A bio-security plan is only as good as its execution by the people

Protect the flock by keeping everything under roof

Fence your perimeters

5 strand electric fence example

Animal Welfare

➢ Employee buy-in and a zero tolerance mindset must be achieved
➢ Culture change, continuous focus every day—Train, Re-Train then Trust but VERIFY
➢ Meet the animal’s needs
➢ Plan for the future - what will the animal’s needs be in five or ten years
Can we say we are comfortable working in our animal’s environment?
-Katie Is-

I hear I get to ride in a big truck next
Hatching and delivery... so important as genetics improve

Meet the animal’s needs during transport

Even though I have feathers I’m not just a big Chicken
I need Help!!

Food Safety
➢ Consumer expectations- remember we are consumers too
➢ No short cuts allowed / No trophies for second place with Salmonella
➢ Employee / Producer buy-in critical to success of any control system
➢ No weak links in the supply chain – it takes a village
➢ Poor program execution plagues for months or years

Turkey Breeder / Hatchery Industry Economic / Performance Trends
Future Innovation Needed

➢ Competition for labor - a major challenge now and will get worse – how do we turn the tide?
➢ Manage toward reduced labor needs in artificial insemination, egg collection, egg and poult processing and gender differentiation.

Make the A.I. process as ergonomic as possible with better shoulder and elbow support

Make the A.I. process less strenuous

Provide more user / bird friendly methods

Slide reduces lifting. Stainless steel provides very cleanable surface
Some Future Innovation Strategies

➢ Inovo fertilization
➢ Inovo feeding
➢ Gender differentiation
➢ On farm hatching
➢ Egg conveyance from barns to egg sanitation house

Improved hatchability and post-hatch performance in turkey poult receiving a dextrin-iodinated casein solution in egg.


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Method of fertilizing an avian egg in the shell
US 6573067 B2

ABSTRACT

The present invention relates to the field of avian egg fertilization. In particular, the present invention provides a method of fertilizing an egg in a shell. The invention also provides a method of fertilizing an egg in a shell, whereby a live chick is hatched. The invention also provides developmentally early stage (developed avian eggs).

There is always a way- we just have to be more innovative!!

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The fruits of our labor- I'm sure they are thinking

Eat More Chikin

In Breeder/Hatchery there are no Easy Buttons

Questions ????