

1 Challenging the norm: what is the perfect time to start inseminating dairy heifers?

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5 **ABSTRACT**

6 Raising replacement heifers is a major cost for dairy farms, with the timing of insemination
7 influencing reproductive biology, growth, and economics. While earlier insemination may lower
8 raising costs, it risks compromising future productivity. Conversely, delaying insemination might
9 cause missed opportunities for cost savings. This narrative review challenges the traditional reliance
10 on age at first calving (AFC) as a benchmark, exploring its limitations and assessing literature on
11 optimal AFC and timing of first insemination. It highlights the hidden potential of focusing on growth
12 monitoring from post-weaning to puberty and from puberty to calving. Shifting the focus from age to
13 body weight and size allows for more tailored, herd- and heifer-specific reproductive management.
14 This approach can optimize breeding eligibility, enabling earlier insemination, in some cases, to
15 reduce costs without compromising long-term performance, or delaying breeding, when needed, to
16 allow slower-developing heifers to reach their full potential. By incorporating both age and body size
17 metrics, dairy operations can refine their heifer reproductive strategies to improve efficiency,
18 productivity, and economics.

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20 Keywords: body weight, first breeding, age at first calving

21 INTRODUCTION

22 In the United States and Canada, the cost of raising a replacement heifer is estimated at USD
23 \$2,500^{1,2} and CAD \$4,822³ per heifer, respectively, from birth to freshening. Inseminating heifers earlier
24 can shorten the raising period and reduce associated costs, enabling them to start their productive life and
25 reach breakeven sooner; but breeding too early may compromise their future productivity. On the other
26 hand, delaying insemination increases age at first calving (AFC), delaying return on investment, and
27 increasing heifer raising costs, potentially without additional benefits. The goal for dairy producers,
28 veterinarians, and consultants is to develop a comprehensive heifer raising strategy that minimizes costs
29 while maximizing lifetime performance. The objective of this narrative review is to highlight
30 opportunities in heifer management, aimed at improving efficiency and maximizing profitability in
31 raising dairy replacement heifers in programs tailored to each herd. The following sections reflect on
32 current benchmarks used in heifer reproduction management (namely, AFC) and identify opportunities to
33 improve heifer eligibility criteria for first breeding by challenging established norms.

34

35 1. AGE AT FIRST CALVING

36 The average AFC in North America has been steadily decreasing over time. In 1997, only 2.7%
37 of U.S. farms had an average AFC of ≤ 24 mo⁴. However, from 2006 to 2015, the average AFC in the
38 United States decreased by 2.4 mo⁵. In Canada, ~50% of dairy farms have an average AFC of ≤ 24
39 mo^{6,7}. Several factors influence the timing of a heifer's first calving, including previous health events,
40 growth (ADG), reproductive management strategy (e.g., eligibility for first insemination, and
41 reproductive efficiency (e.g., pregnancy rates)). While AFC is a straightforward metric, its use requires
42 awareness of nuances it might not capture.

43

44 1.1 Benefits and limitations of using AFC as a benchmark

45 One key limitation of AFC is survival bias as it may present an incomplete picture of the overall
46 heifer raising program. Average AFC only reflects data from heifers that successfully carried

47 their first pregnancy to term, excluding animals that left the herd before that (e.g., culled due to disease,
48 failure to conceive, and abortions⁸). For example, in a survey including 19 British farms, it was reported
49 that ~11% of the calves were born dead or died within the first month of age and ~9% of the heifers left
50 the between weaning to first calving⁸. In the US, Masello et al. (2021) reported a post-puberty culling
51 (sold and dead) of ~5.5% in a randomized controlled trial of 1,000 nulliparous heifers from two
52 commercial farms⁹. Focusing solely on calved heifers may overlook opportunities to improve pre- and
53 post-pubertal health, growth, and reproductive performance.

54 Age at first calving, as an average, does not fully represent the distribution of data within a herd.
55 For example, when Holstein heifers were managed under similar conditions and all eligible to be bred for
56 the first time between 12 and 13 mo of age, their AFC ranged widely (from 22 to 36 mo; median: 26¹⁰).
57 This distribution is particularly pronounced due to variability in age at puberty onset, pre and post
58 weaning health disorders (e.g., bovine respiratory disease (BRD) or diarrhea), growth rates, or suboptimal
59 pregnancies per AI are experienced. Therefore, relying solely on AFC as a benchmark can lead to the
60 oversight of significant variations both within and between herds.

61 Despite these limitations, AFC is a practical tool for assessing the financial implications of heifer
62 management performance. By adjusting the AFC, producers can directly estimate changes in total raising
63 costs by adding or subtracting days on feed before calving. For example, Hutchison et al. (2017) using
64 an estimated cost of USD \$2.50 per heifer per day, concluded that reducing the AFC by one month could
65 save producers ~USD \$75 per heifer⁵. This value could rise to ~USD \$130 if using the greater value
66 previously reported¹ (USD \$2.04 to \$4.32 per heifer per day). In Canada, a median cost of CAD \$6.55 per
67 heifer per day was estimated (~CAD \$200 per heifer when reducing AFC by one month)³. These figures
68 highlight the economic importance of optimizing AFC. Yet, it is crucial to note that age alone does
69 indicate body size, composition, or development—important factors for reproductive success, transition
70 issues (e.g., stillbirths, dystocia), and future performance.

71

72 **1.2. Optimizing AFC**

73 Traditionally, an age of between 23 and 24.5 mo for AFC has been recommended, aimed at
74 maximizing profitability by balancing feed costs with first lactation milk yield¹⁰⁻¹². These
75 recommendations were based on dated economic models that may not accurately reflect current heifer
76 growth rates, genetics, nor feed cost and milk prices. For example, Mourits and colleagues¹¹ used a
77 prepubertal growth of 1.5 lb (0.7 kg) /d, a predefined standard production of 6,800 kg of milk in first
78 lactation, and an average mature BW (MBW) of 1,415 lb (642 kg). This contrasts with more recent data
79 where ADG from 5 to 10 mo was 2.0 ± 0.2 lb/d (0.91 ± 0.11 kg/d)¹³ and a >10,000 L production in first
80 lactation seen as an average for top Canadian producers^{14,15}.

81 Research on AFC has evaluated the data through many approaches (continuous or categorical) and
82 considering different performance outcomes (e.g., first lactation milk yield vs. lifetime production). In a
83 Holstein heifer study, including three farms in California (n = 1,905), the authors categorized AFC into
84 three groups (<23, 23-25, and >25 mo) and observed that heifers with an AFC < 23 mo produced less milk
85 (2.2 lb/d; 1 kg/d) during their first lactation than older calving heifers¹⁰. Furthermore, the incidence of
86 stillbirth was reduced in AFC > 25 mo than earlier calving groups [AFC < 23 mo: 16%; 23-35 mo: 20%,
87 and >25 mo: 14%].

88 More recently, different authors have assessed the associations between AFC and lifetime milk
89 production^{5,8,13}. Wathes and colleagues found that although AFC of 24 to 25 mo optimized first lactation
90 performance, an AFC of 22 to 23 mo was associated with greater for lifetime milk produced and
91 longevity⁸. Similarly, Krpálková and colleagues¹³ described that although heifers with AFC < 23 mo
92 produced less milk in the first 100 DIM in first lactation (-0.9 to -2.9 lb/d; -0.4 to 1.3 kg/d), their lifetime
93 production was comparable to those calving later (AFC < 23 mo: 21,735 lb (9,859 kg) vs. AFC 23-25 mo:
94 21,739 lb (9,861 kg) per lactation). Using records from more than 14 million US cows, it was concluded
95 that an AFC of 21 to 22 mo maximizes lifetime production (+1124 to 1393 lb; +510 and 632 kg of milk,
96 respectively, than AFC at 24 mo) without an impact on stillbirth incidence⁵. It is speculated that lower
97 AFC (<23 mo) is related to better reproductive performance: heifers able to breed earlier are likely to
98 breed earlier as cows and more likely stay in the herd longer^{5,8}. Interestingly, in Jersey heifers, an even

99 lower AFC (< 21 mo) was not detrimental for lifetime performance⁵, due to a more rapid maturity of
100 smaller breeds compared to Holstein¹⁶. Overall, reducing AFC from 25 to 21 mo could result in up to
101 18% savings in rearing costs, provided heifers achieve adequate body size at calving¹⁷. In the studies
102 mentioned, body weight (BW) at calving was not reported, making it challenging to separate the effects of
103 age and BW at calving.

104

105 **2. AGE, BODY WEIGHT, AND OTHER CONFOUNDERS**

106 Most published studies on the ideal timing for first breeding and first calving are observational in
107 nature^{8,10,13} and the lack of randomization inherently introduces bias, as heifers with different AFC may
108 have inherent pre calving characteristics that could confound the assessed outcomes¹⁸. For example, early-
109 life disease, like BRD, is associated with lower BW after calving (Q1 [BW: 1,129±1.8 lb (512±0.8 kg)]:
110 35% BRD before first calving vs. <26% BRD in remaining quartiles)¹⁹. Furthermore, the long duration of
111 these observational studies (e.g., spanning from birth or first insemination to the end of the first lactation
112 or life performance) poses additional challenges. Factors including changes in management, culling (and
113 reasons for culling) as well as other losses to follow-up can introduce further biases and confounding
114 variables.

115 A common confounder in studies on the timing of calving is the variation in BW and age. Clark
116 and Touchberry stated that although both factors are associated with milk production, changes in BW
117 have a greater magnitude of effect than age²⁰. Specifically, when age was constant, each 100 lb (45 kg)
118 increase in BW at calving was associated with 134 lb (61 kg) increase of milk and 7.8 lb (3.5 kg) of fat
119 during the first lactation. Conversely, maintaining BW constant while increasing AFC by one month only
120 added 46 lb (21 kg) of milk and 1.2 lb (0.5 kg) of fat²⁰. Hoffman and colleagues also examined this
121 question and reported that heifers who calved at an earlier age, but the same BW had reduced lactational
122 performance²¹. More recent data suggest that AFC has minimal impact on first lactation milk yield,
123 provided heifers are at least 22 months old at calving²². In contrast, BW played a significant role. For
124 every 154 lb (70 kg) increase in BW at calving, first lactation milk yield could increase by 1,000 kg²².

125 Nonetheless, greater BW can pose long-term challenges, as heavier calving heifers are more likely to
126 leave the herd prematurely²³.

127 Han and colleagues assessed absolute BW (quintiles; Q1: 477±24 kg; Q5:624±kg) after calving
128 and proportion of MBW at first calving in 2,300 Holstein heifers and observed that heavier heifers (either
129 absolute BW or proportion of MBW) tended to yield more milk (e.g., 10,034 vs. 9,683 kg) in their first
130 lactation than lighter heifers²³. However, BW after calving was not associated with milk yield in the first
131 24 months of production after calving. In fact, heavier heifers lost greater body weight in early lactation
132 [2.7 to 3.6% loss in Q2-Q5; while Q1 gained weight, +1.7%] and experienced greater culling risk
133 (primiparous heifers in Q 2, 3, 4, and 5 were 14, 22, 18, and 49% more likely to be leave the herd at any
134 given time than Q1, respectively). The authors concluded that a targeted 73 to 77% MBW at calving is
135 optimal for maximized performance (a lower proportion than the recommended before; 82-85% MBW
136 after calving^{24,25}).

137 Similarly, Lauber and Frickedemonstrated that heifers calving lighter (lowest quartile; 1128± 1,7
138 lb; 512 ± 0.8 kg BW) produced 11 lb/d (5 kg/d) less milk in early lactation compared to heaviest
139 primiparous cows (heaviest quartile; 1388 ±1.8 lb; 630 ± 0.8 kg)¹⁹. Additionally, this study assessed
140 reproductive parameters and demonstrated that the lighter quartile corresponded to the earlier calving
141 heifers (lowest AFC)¹⁹. A greater pregnancy rate as nulliparous of lighter calving heifer, explains the
142 earlier AFC¹⁹. This study did not report lifetime performance.

143 Because growth and BW are variable, they are more flexible indicators to use when tailoring
144 management practices, creating cohorts of animals and avoiding the one size fits all age approach.

145

146 3. OPTIMAL TIMING FOR FIRST BREEDING AND ONSET OF PUBERTY

147 Determining the ideal time to inseminate a heifer for the first time requires balancing
148 reproductive biology, growth, performance, and economic considerations. General recommendations of
149 optimal timing are based on BW, more specifically that heifers reach at least 55-60% of their MBW by
150 the time of first breeding and 82-85% post-calving for optimal milk production in first lactation^{24,25}. One

151 of the largest challenges to use these metrics is to define MBW in each herd, or even more challenging,
152 the predicted MBW of each individual heifer²⁶, making age a commonmarker to set the eligibility for first
153 breeding.

154 Duplessis and colleagues, based on the recommended 55% MBW at breeding²⁵, reported a
155 median age of 13.3 months for optimal first breeding age in HO heifers but with abroad range (10.3 to
156 18.3 mo)²⁷. The lack of efficient tools for monitoring individual growth and determining herd MBW
157 means that producers often rely on average age, rather than BW, to decide when heifers are eligible for
158 first breeding.

159 Using age to set eligibility for first insemination can lead to underestimating BW and delaying
160 insemination, thereby increasing AFC and missing opportunities to breed heifers that are ready²⁷. For
161 example, Cue and colleagues explained due to the inability of producers to accurately estimate BW,
162 theyprefer to wait 2 to 3 months longer for first breeding to guarantee heifers will have an appropriate
163 body size at calving²⁸. However, the opposite can also occur.Previous reports have shown that more than
164 50% of the heifers calving for the first time were below 85% MBW^{19,23,29}. The need to assess and monitor
165 ADG and target BW at calving is evident and crucial to improve overall performance of future lactating
166 cows.

167 Recent data from Canada (a report on 41 Quebec herds)accentuate the variability in MBW within
168 and between herds³⁰. The authors detected differences exceeding 375 lb (170 kg) between the lightest and
169 heaviest herds³⁰. Heifers in the lightest herds would reach the 55% MBW at around 820 lb (372 kg), while
170 those in the heaviest herds would reach it at approximately 1,052 lb (477 kg)³⁰. Considering the
171 variability inMBW and growth rates across herds, it is essential to monitor heifer development closely and
172 adjust the ideal timing for first breeding and calving based on the specific growth patterns of the
173 population.

174 Ultimately, when to start inseminating heifers depends on the onset of puberty.Body weight has
175 been described by many as the main trigger³¹ and Mourits and colleagues stated that heifers are expected
176 to achieve puberty at 43% of MBW¹¹. Although not including MBW data, Bruinje and

177 colleagues described the average onset of puberty at 8.3 mo (ranging between 5.9 to 12.2 mo) for Holstein
178 heifers and for every 22 lb (10 kg) increase in BW at 6 mo of age, puberty onset decreased by 13
179 days³². However, in a randomized controlled trial (RCT) of feeding whole milk vs. milk replacer to Israeli
180 Holstein heifers where BW was consistent between animals at puberty, nutritional management, and not
181 BW, was considered the trigger for puberty (8.8 to 9.5 months of age)³³. Regardless of the exact trigger, it is
182 recommended to wait at least one month after the onset of puberty before inseminating heifers for the first
183 time³⁴. However, waiting only one month would lead to an AFC of <21 mo. Considering Hutchinson and
184 Duplessis's work regarding optimal AFC (21-22 mo) and breeding age (13 mo), waiting until at least the
185 3rd cycle would be preferred. It is important to highlight that these numbers do not consider the variation
186 existent between herds and a one size fits all approach leaves out the opportunity to maximize
187 performance and economics of each herd and within herd.

188

189 **3.1 SETTING FIRST INSEMINATION ELIGIBILITY: MINIMUM AGE OR WEIGHT?**

190 Most observational studies on heifer reproductive management assume the same first
191 insemination eligibility for all animals in the herd. Studied cohorts are then defined based on age or
192 weight observed at first calving. This can be justified by the given norm of inseminating all heifers at a
193 minimum age, without considering individual BW (absolute or proportion of MBW) at first breeding.
194 While AFC depends on the timing of conception, most published studies are not designed to address
195 questions from an earlier moment in heifer's life - the timing of first breeding. Literature has shown that
196 animals of the same age can vary significantly in size and maturity stages. This raises the question:
197 Should the norm be challenged by initiating breeding based on a set weight criterion rather than minimum
198 age?

199 A randomized field study conducted on 418 Jersey heifers from a single herd in California sought
200 to challenge the traditional first insemination eligibility criteria, comparing a minimum age requirement
201 (control: 12 months of age) to a minimum absolute BW (480 lb)³⁵. The minimum BW was set based on
202 previous exploratory analysis using retrospective farm data that demonstrated heifers bred at <480 lb (217

203 kg; lowest quartile) produced 4 lb/d (1.8 kg/d) less milk during the first four tests after calving³⁵. The set
204 minimum BW corresponded to ~ 50% of MBW assessed as a group average of 3rd+ lactation cows in the
205 herd. The authors hypothesized that allowing each heifer to reach the minimum BW before breeding,
206 regardless of age, would avoid the negative effects of breeding underweight heifers on milk yield³⁵. At
207 allocation, heifers were blocked by a preexistent variable collected at the end of the weaning period for
208 farm management purposes. This is consistent of two categories (“light” and “heavy”; based on thoracic
209 ultrasound, weight, and height; dsort management tool; Feedlot Health and Management Services). The
210 majority were classified as “heavy”(64% of the heifers), and presumably healthier. The interaction
211 between these categories and treatment groups was significant in most models, so results were stratified
212 accordingly. While first lactation data are not yet available, the authors observed differences in
213 reproductive efficiency between treatment groups in the non-lactating phase. Among the heifers bred
214 based on minimum BW (n=217), 32% were inseminated before reaching 12 months, the minimum age
215 criterion for the control group. The odds of being bred(heat detection), pregnancy at first AI, and overall
216 pregnancy rates were comparable between groups, indicating that the proportion of heifers that conceived
217 was similar regardless of the strategy used. However, in “heavier” group, heifers bred based on BW had a
218 median age to pregnancy reduced by 23 d compared to the control group (HR=1.5 [1.1-1.9]; median time
219 to pregnancy: CON= 393 days, 13.1 mo, TRT = 370 days, 12.3 mo)³⁵. This strategy of breeding based on
220 minimum BW is particularly interesting given it may offer dual benefits. Not only can some heifers be
221 bred earlier than the current set minimum age, but those that require more time to reach the minimum BW
222 can do so, allowing them to develop a larger body size before their first insemination. One of the
223 obstacles encountered during the implementation of this trial was the intensity of labour necessary to
224 weigh every individual animal every 4 weeks. When translating this to an on-farm practice, its
225 implementation may encounter some barriers.

226 Nonetheless, manipulating time to first breeding, heifer raising resources could be applied more
227 efficiently. Assuming a daily cost of USD \$2.00 per heifer at this facility, and that all heifers will carry
228 gestation to term, this reduction could translate into a cost savings of USD \$46 per “Heavy” Jersey heifer

229 due to the overall reduced days on feed before the start of lactation for the group. This simplified analysis
230 did not account for possible abortion and culling before calving as well as potential differences in first
231 lactation performance.

232

233 **TYING IT ALL TOGETHER AND CHALLENGING THE NORM**

234 Average AFC alone may not reflect the full picture. Factors like health events, loss of follow-up,
235 and confounders must be considered to understand their impact on lifetime heifer performance. While
236 recommendations based on a proportion of MBW are not new, they are often overlooked due to a lack of
237 tracking of growth and MBW. This can lead to suboptimal breeding timing, AFC and BW at calving.
238 Implementing farm-specific programs to monitor growth is essential for optimizing heifer reproductive
239 management and efficiency. The critical question is: how much can we reduce AFC and associated costs
240 without negatively impacting lifetime health and performance? Using health and growth curves for
241 breeding eligibility, rather than age alone, may unlock the answer.

242 By targeting reproductive and management strategies based on early life health and growth
243 patterns, it is possible to improve efficiency and profitability while addressing individual herd needs.
244 Considering genetics and management practices is crucial, making the ideal breeding timing specific to
245 each farm and cohorts of animals. Revising traditional age-based strategies and adopting a more
246 personalized approach could significantly enhance heifer management and overall herd performance.

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