

PEACE CORPS

FT 1965 CONGRESSIONAL PRESENTATION

FEBRUARY, 1964

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INTRODUCTION

Two years ago the Peace Corps' Congressional Presentation opened with a letter from a Volunteer describing the burden of want that he saw around him in a rural village of Chile.

"Like the campesinos themselves, we are just beginning," the letter concluded.

Seemingly an age has passed since that time. In recent months, when the Agency took on a special emotional significance for many people, both at home and abroad, there was an unmistakable sense that the Peace Corps had turned a corner.

The Volunteer in Chile and more than 700 other Volunteers, who were in the chorus that answered a memorable summons to the public spirit, have completed their service and returned to the United States. They had joined the Peace Corps when it was little more than an idea and they had done much to define it.

New generations of Volunteers have taken their place in a Peace Corps that now better understands what its goals and methods must be. More than 6,000 are serving abroad in 46 countries, in education, community action, cooperative movements, agricultural extension, health work, public administration, geology, surveying, engineering, and still other fields.

In countless ways the Peace Corps Volunteers have been a symbol of what is best in the United States. And they have been a source of strength and inspiration for the energetic host country official who seeks to be daring in his efforts toward progress. Now the first of them have apprenticed their new knowledge to their own country, on the campuses, in private industry and in government.

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The Peace Corps itself has been fortunate in recruiting many outstanding former Volunteers for staff positions in Washington, at training institutions and overseas. Their insights and experience have added measurably to the effectiveness of the entire agency.

Applications for the Peace Corps have continued to increase at a reassuring rate. These applications hit a peak in December--4,807--more than in any other month in Peace Corps history. With such mounting public interest and enthusiasm, the Agency feels confident in programming an input of 7,700 Volunteers this year to reach a year-end strength of 10,500, and in requesting an appropriation of \$115,000,000 for FY 1965 to support a planned total strength of 14,000 Volunteers by August 31, 1965.

This presentation to the Congress describes in detail some of the economies introduced by the Peace Corps which have significantly reduced the annual cost per Volunteer. Also offered are a brief history of one of the earliest Peace Corps projects, with its accomplishments, and a survey of some of the continuing efforts--and effects--on three continents.

I. PROJECT HISTORY: COLOMBIA

In October of 1961, the Latin American correspondent for the Washington Star reported that village officials in Colombia were eagerly awaiting the arrival of the first Peace Corps community development workers, who were then receiving their in-country training.

"We need them, we want them, we have fought for them," the reporter quoted one official as saying in a region where efforts were being made "to end a century of neglect."

The reporter added that the two social workers serving the 18,000 people of the area "want the North Americans to supplement their efforts, to supply needed vigor and manpower, and to teach...by example how to improve their life. Their nagging worry is that genteel North Americans may not be up to the job. The Colombians are afraid they will be overwhelmed by backwardness on all sides."

At home and abroad, these were the prevailing hopes and fears for the Peace Corps in the fall of 1961.

When the first group of Colombia Volunteers officially finished their work on June 24, 1963, at the end of a designated two years, there were 54 of an original 62 Volunteers remaining. Two had been killed in a plane crash, three were terminated for failure to adjust, two resigned from the Peace Corps in order to marry in the United States and one returned early for medical reasons.

The Colombia Volunteers could claim to have had a part in the completion of 44 rural schools, with another 55 schools under construction. They helped complete some 200 miles of rural roads. Twenty-seven aqueducts were built and 29 others started.

Four health centers were completed and 13 others started. In 33 different areas latrine programs were

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instituted and more than 1000 latrines installed. The Volunteers helped to establish 26 cooperatives. They built farm ponds and stocked them with fish. They helped build innumerable sports fields.

But the goal of the Volunteers went far beyond physical improvements. They were sent to Colombia to help the rural people there by stimulating them to undertake self-help projects. They were there to help the campesinos learn how to help themselves through community action and cooperation.

Time for Change

In 1958 Colombia had begun the long task of recovery from a 10-year civil war which left much of the countryside devastated and took the lives of from 100,000 to 300,000 people. The return to domestic peace gave Colombia the opportunity to institute new programs designed to promote necessary social change and economic improvement.

In this connection, the newly created Division of Accion Communal (Community Action) of the Ministry of Government was conceived as part of an all-out effort to alter the basic social and political characteristics of village life. Its goal was to create viable democratic institutions at the grass roots levels of the society, through which a self-determining, self-reliant citizenry could join in unified efforts at economic growth and nation-building.

Leaders of the movement realized that an effective national community development program had to become a central element of national policy and a well-financed arm of the nation's public administration machinery. It had to have a suitable cadre of qualified field workers and effective training programs.

The first legislative steps toward establishing such a program were made in 1958 but the emphasis was simply on the construction of physical improvements in rural communities through the use of volunteer peasant

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labor. In spite of decrees and various administrative changes there was still no bureaucratic machinery adequate to operate an effective national community development program by the time the Colombia I Volunteers arrived in September 1961.

Even before the Peace Corps Volunteers entered training in the United States, however, Accion Communal had begun training 50 Colombians to work with them. Each of the Colombian counterparts -- all of whom were high school graduates and 13 of whom had at least a year of university training -- was to work with Peace Corps Volunteers to help organize community action.

A Cross-Section of Skills

The Volunteers who went to Colombia were among the first to apply for Peace Corps service. They reported for training at Rutgers University on June 25, 1961, to begin an eight-week training program designed to prepare them technically, culturally and physically for their roles as assistants in community development projects of the Colombian Government.

Of the eighty who started training, sixty-two were chosen to go to Colombia. Those Volunteers who stepped off a plane in Bogota on September 7, 1961, ranged from a 20-year old Missouri farm boy to a 33-year old electrical engineer who had been born in Colombia. There were engineers, agronomists, an anthropologist, a bulldozer mechanic, a truck driver, a former social worker and several carpenters. Most were in their mid 20's.

After an initial orientation program at an agricultural experiment station outside Bogota the Volunteers were divided into two-man teams and assigned to some 30 rural municipalities throughout Colombia, with populations ranging from 100 to 5,000. With the arrival of more Volunteers about eight months later, the two contingents were partially mixed together and the number of rural community development sites was expanded to 50.

Through contractual arrangements typical of many Peace Corps projects, the administering agency for the Peace Corps program was CARE, a private American voluntary organization with a rich background of experience in Colombia. The Volunteers were generally responsible to CARE and to the Peace Corps' Colombia Representative, but in their work they were directly responsible to Accion Communal.

Although the Colombian Government had made a strong start towards establishing a community development movement, the Volunteers found that the vital role to be played by supporting agencies was not always understood at every administrative level. The Peace Corps Volunteers and their Colombian co-workers came to realize that delays in obtaining outside assistance for a community project were not simply a matter of money but rather a problem of public administration and the education of public officials.

Community spirit and confidence were difficult to maintain, they found, when a promised delivery of cement for a school, or pipe for an aqueduct failed to appear for months. The solution often lay in promoting meetings between community leaders and government officials in the provincial capitals and sometimes in Bogota itself.

Effect of the Volunteers

Despite these and other difficulties, the community development movement grew in Colombia. The Volunteers became a rallying point for those who understood and believed in the movement. The presence of these young Americans working for the betterment of an impoverished people galvanized Colombian organizations and individuals in Bogota and other larger Colombian cities into action. In one instance a group of 30 Colombian businessmen banded together to discuss community development at regular weekly meetings. They formed a "professional bank" from which communities could recruit a volunteer doctor, lawyer or engineer to come and help them.

In the opinion of one observer who made a first-hand study of the situation, the Peace Corps Volunteers helped save the community development movement in Colombia. Richard W. Poston, a former Peace Corps consultant on community development and research professor at Southern Illinois University, said in a report of July 1962, that the Colombia Volunteers were a substantial influence in keeping the movement alive and "therefore provided additional time in which to firm up a program which is essential to the social, economic, and political development of Colombia."

Mr. Poston went on to note how the Volunteers had "won the personal respect, admiration, and friendship of the Colombian people." Today, he says, "literally thousands of people in Colombia respect Americans because of their personal freindship with a young American who is a Peace Corps Volunteer."

The vigor of the Colombian Government in seeking to recruit and train more of its own community development workers in mid-1962 bears out Mr. Poston's conclusion: Of far greater importance than the physical projects which the Volunteers helped complete was that "as a direct result of the work of the Peace Corps Volunteers the meaning of community development and its urgent importance to Colombian life is beginning to take definite form in the minds of many Colombians who previously did not have the slightest understanding of the concept."

The daily press in Colombia offers further evidence of this new awareness. Barely a day goes by now without a major newspaper article on Accion Communal or some project completed by community development efforts.

Delays and Disappointments

The Volunteers submitted periodic reports of their activities to the Peace Corps Representative in Bogota, Christopher Sheldon. Some of these reports reveal something of the insights and techniques which the Volunteers developed in the course of their efforts at community development, and the disappointments they encountered.

The "technique" could be summed up briefly as: patience, persistence, and flexibility. The close-out report of one team of Volunteers illustrates something of this approach.

"Because of the dire need for professional medical services we decided to get a health dispensary established. We had the promise from the Governor of Boyaca that he would name a nurse. About 10 days after arriving in the village we started plastering, painting and readying the old police office for the health dispensary. The priest put on his overalls and worked with us for the four days it took to get the place ready. We expected this action on our part to be an example to the people of our interest in their well-being, and also to get some of them to work with us. None volunteered to work. The close friends we had made of the Noguera and Baron families temporarily loaned enough used furniture to furnish the room. The process of getting a full-time nurse took approximately four months and included personal visits to public health officials, telegrams, letters and petitions. The middle of March, a competent nurse came to work.

"We became interested in completing the bridge leading into the village. This bridge had been under construction for five years and was needed for the economic growth of the community. Also the four kilometer branch road leading into the village was inadequate. Accompanied by a Senator, the priest, mayor, and local Accion Communal field worker, we talked with the Minister of Public Works and the Governor of Boyaca concerning the two problems. A month later, the bridge was completed and the road graded and widened.

"With the full cooperation of the priest and an official of the Federation of Coffee Growers, a midwifery course was organized over the period of about three months. CARE midwife kits were acquired through relatives and friends in the States, thereby bringing a personal touch to the program. Classes started March 5, 1962 and will end about May 1. There are two classes a week lasting three hours each. The program is very well planned by the Coffee Federation official and the nurse and a doctor have given special lectures. The students

are learning how to use a hypodermic, and better methods of childbirth care. Both experienced midwives and young women are taking the course. We hope to lower the tragic 40% infant mortality rate with this course."

Even when community development projects were going well, the pace of work was often agonizingly slow and there were constant interruptions. Here is another report from the files of the project:

"One of the veredas (villages) we are now working on is in a place which is an hour away by horseback from our town. There is no road -- only a clay trail through a narrow canyon which goes up a mountain and down the hills on the other side. There, on a hill, overlooking the sloping sides of the mountains separating it from the town, a school is being built by community action.

"The first day I went to the site where the walls are now going up, I saw a file of men, horses, and boys carrying roofing tiles up the trail for the school. Material for the walls came out of the clay in the region, and the rocks for the floor foundations came from a nearby stream.

"But there are still problems: A carpenter has to be sought out to help put up the roof and direct the installation of doors and windows: all hauled up through the trail, most of it on the backs of the vereda people; money has to be collected to purchase lumber for furniture, paint, and perhaps even some seeds for a vegetable garden.

"Other projects must be found to overlap the school project so that the full meaning of community action does not languish, and there are other problems which always crop up."

Signs of Progress

But in the midst of the trials of community development there were often the small triumphs that signalled progress. Here is the way one Volunteer described it:

"In our vereda we had organized a junta (village council), had held an election of officers, and everything started out fine. But the next time we went back to visit that vereda, the people had decided the man who had been elected junta president was not doing his job. So they held a special meeting and elected new officers.

"To my way of thinking, this achieved a lot more than building a bridge or latrine."

The Volunteers learned a new adage in community development: silence is worthless; talk is golden. At the same time they reaffirmed an old virtue: patience. Dennis Grubb explained it this way:

"The most discouraging thing is waiting for the engineer that has been promised you by a municipio official for a certain day. You may wait five days for him to arrive, but you have to wait so that you can show him what is needed.

"I have 17 projects in my village. Some days it takes half a day to get to one place and see how the work is going. When we go to a site and there is no one there, we know we have more work to do. We may have to help do some of the actual physical labor -- just so long as we do not make ourselves nothing but free labor while the community does nothing.

"We have to keep talking all the time, trying to stimulate everybody. We never stop. If we do, we get stagnated. We talk to the agronomist. We talk to the mejoradora (government home improvement worker). We talk to the landowners. We talk to the village manager. We talk to the people. We have to keep pushing and pushing. Our job is 90 per cent relating to people, and 10 per cent doing physical work."

A correspondent writing in U.S. News & World Report in December of 1962 testified to the effectiveness of the methods employed by Dennis Grubb and his partner:

"Entering Zipacon, you see a cooperative food store, opened just recently. Further down the road is the site of a low-cost housing development. On the other side of town is a new, one-room schoolhouse of brick. Freshly cut roads wind out in three directions to outlying parts of the village. Along one of these, the foundation is being laid for a small electric-power plant. And, in the center of town, an old building is being converted into a community recreation center.

"These projects -- and a dozen others in the works -- probably constitute the biggest burst of civic improvement that Zipacon has experienced in its 400 years of recorded history.

"This is no 'crash' program of U.S. aid. Several organizations, public and private, are playing parts. So are dozens of villagers, working in their spare time without pay. But the spark and drive for these changes stem, in large part, from Mr. Grubb and his teammate, presently Carl Stephens, of Lexington, Kentucky...

"One measure of how far the civic do-it-yourself movement has gone... is the number of villagers who show up each weekday morning for voluntary work details. In recent months, the turnout has numbered almost 30 per cent of the farm workers in the district, working on their 'off' days."

From one of the Volunteers' assorted projects, the correspondent wrote, came "the first civic-action committee in the area that is now entirely on its own. The Peace Corps is no longer needed to spur action or round-up work details. And that was one of its major goals."

Meanwhile, the reporter noted, Grubb and Stephens had been using odd moments to distribute leaflets announcing a free chest X-ray and vaccination program provided by a government medical team, and they had been showing a movie emphasizing the importance of protection against smallpox. As a result there was a record turnout when the doctors arrived.

"The people of Zipacon long since have accepted the Peace Corpsmen as fellow members of the community," the correspondent reported. "Children hail them in the streets. They are star players on the basketball team of the local athletic club. When the Governor of the Department of Cundinamarca appeared at a festival in Zipacon recently, village leaders asked Mr. Grubb to make the welcoming speech.

"Even the Communists in Bogota have been taking notice of the Peace Corps work in Zipacon and other villages. Not long ago, two Communists appeared at a village function and tried to stir up a protest against the United States.

" 'Let's talk about you Communists,' said Mr. Grubb. 'Just what have you done to help the people of Zipacon?' The Reds had no answer."

Phasing Out

The personal impact of the Colombia Volunteers is remarked again in the final report of another member of the group, written as he prepared to return to the United States:

"At the beginning of this report, I stated that significant progress has been made in Cogua since our arrival. Although the emphasis of my report by veredas was somewhat towards physical projects, I base my claim to progress on the change that has taken place in the people themselves. Our impact on Cogua is most noticeable in the emergence of enthusiastic and dedicated leaders. The change in these men from typical dependent campesinos to self-reliant energetic leaders is a phenomenon which makes any difficulties I might experience worth facing. Every vereda in which we are working has at least one such leader, some more skilled in community development and more enthusiastic than others. La Plazuela is blessed with a super-abundance of them and is busily creating more.

"La Plazuela is an example of what happens to a community which gets caught up in the spirit of community development. They are no longer dependent upon anyone, not even us. Whether Dr. Ucros (the local junta leader) attends or not, the junta meetings are carried on with efficiency and order. They use our help when we are available, but they are at the point in their development where they need a promotor (community development worker) very little. That, of course, is the goal we are working towards for the entire municipio.

"I will venture to predict that with an equal amount of progress in the next year and a half as has been experienced by the municipio in the past twenty months, all the veredal juntas will be as competent as that of La Plazuela. That would mean that the Volunteers and the promotor could be withdrawn with the assurance that their work in community development would be continued by an enthusiastic and well trained populace. Then I will consider my two years of work a complete success."

Appraisals and Advice

It would be misleading to suggest that every Peace Corps Volunteer ended his overseas service in such an optimistic mood. During the separation procedures each Volunteer was asked to fill out a questionnaire which dealt with various aspects of his work. Thirty-two of the fifty who completed the questionnaire felt that they had been successful in instituting meaningful community development programs in the areas where they were working.

More than a third of the Volunteers believed that community development activity would continue in their area without further Peace Corps help. Sixty-two per cent felt that their Colombian co-worker could continue a community development program at their site unassisted.

The Volunteers' single greatest concern was the need to promote understanding and support for community development at every level of government. They urged particularly that more foreign assistance funds be

channeled directly into concrete projects at the village level. Once again, in these questionnaires, there was echoed the frustration of Volunteers who saw the enthusiasm of a community trickle away because some promised load of pipe or building material failed to be delivered on time by a governmental department.

Learning a foreign language and becoming familiar with another culture were listed as important achievements by many Volunteers. For most of them, their experience in Colombia was genuinely worthwhile. In answer to the question, "Knowing what you know now, if you were asked to join the Peace Corps would you definitely join, perhaps join, or not join?" Only five Volunteers said they would definitely not join, nine said they would perhaps join, and 36 said they would definitely join.

Throughout the course of their overseas service the Volunteers were encouraged to comment freely on every aspect of their Peace Corps experience. Their criticisms of the training program were particularly helpful in improving the preparation of other Volunteers.

Many of the Volunteers agreed that language training was of paramount importance. They wanted more hours of Spanish. They wanted it taught by native speakers in classes with no more than 10 students each. This has now become standard for Peace Corps training.

Experience showed that most, if not all, the Colombia Volunteers became fairly fluent in Spanish within six months. By the end of their tours they scored well on standard proficiency tests used by the Foreign Service Institute of the Department of State. While their vocabularies might have dismayed a sophisticated urban listener, their command of the language served the Volunteers well in the countryside.

One Volunteer submitted a report on the Rutgers training which made a strong case for greater attention to first aid courses. His training, he said, had been "much too simple." Explaining that the nearest doctor was an hour and a half away, the Volunteer reported:

"During the time my fellow Volunteer and I have been here (two and a half months), we have treated the following cases, among others:

"1. Man with third degree burns on 10% of his body.

"2. Woman clubbed by her drunken husband with head wound 4 inches long and 3/4 of an inch deep, with loss of 2 pints of blood.

"3. Hysteria case where patient had to be restrained for two hours from harming herself.

"4. Five-day-old baby with jaundice.

"5. Twenty-two-day-old baby with bowel obstruction. Died while we sought transportation."

A New York Times account described the typical Colombia Volunteer nearing the end of his service as "touchy, independent... immensely proud of himself and his work... a passionate believer in community action.

"After 21 months of frustrations and the repeated miracle of small achievements, the prevailing atmosphere among the Volunteers is a continued sense of excitement," the article added.

One Volunteer summed up this sense of excitement: "They (the people of the village where he worked) are beginning quite small but their goals are big and their goals are for the immediate future... They still live in the same rundown shacks, not a single latrine has been built, they wear the same clothes and they look the same. But I declare they are not the same, they're different, they're completely new, completely changed."

New Attitudes, New Interests

How were the Volunteers themselves changed by their experiences? An exhaustive study by a research team from New York University provides some of the answers.

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Prior to joining the Peace Corps, 53 per cent of the indicated career choices of the Volunteers were in the fields of government or international affairs. At the close of service this figure was increased to 80 per cent and the biggest increase occurred among those who listed international affairs.

The Volunteers also showed a markedly greater enthusiasm for completing their undergraduate and graduate educations. Prior to Peace Corps service, the proportion of men who indicated this inclination was 67 per cent. Afterwards, the proportion increased to 86 per cent.

The study revealed other striking changes in attitudes among the Colombia Volunteers. They registered a remarkable new interest in politics and community affairs. Before joining the Peace Corps, only 10 per cent of them had been active in political affairs. After their experiences, however, somewhat more than half (56 per cent) said they expected to become active in politics in the United States.

Prior to their Peace Corps experience, 60 per cent of the Volunteers said that they had little or no knowledge of the role the United States played in aiding newly developing countries. However, by the end of their experience, almost three-quarters (71 per cent) felt that their knowledge of the field had been broadened significantly.

The Volunteer Comes Home

Most of the Colombia Volunteers who indicated an interest in continuing their educations at the time of their termination have returned to school. Of the entire group of 54, there are 18 doing undergraduate work and 13 are in graduate school. Six are receiving financial assistance in the form of scholarships, fellowships, assistantships or grants, and another six obtained outside employment to supplement their \$1,800 readjustment allowance. (After deductions for income tax, Social Security and possibly, insurance premiums, this usually amounts to between \$1,400 and \$1,500).

Sociology, political science, engineering and business administration drew half of those working towards a Bachelor's Degree. Economics, international relations, Latin American Studies, Russian Studies, anthropology and law are among the special fields which former Colombia Volunteers are following. They are studying in such institutions as the Universities of Texas, Washington, Oklahoma, Illinois, Minnesota, Michigan, Indiana, Georgia, Utah and Miami. Two former Volunteers are at Columbia University, and one each at Northwestern, Stanford, Michigan State, Purdue, Rutgers, and the University of London.

The Peace Corps was pleased to recruit 13 of these Volunteers for staff positions in the United States and overseas. One is now serving as an Associate Peace Corps Representative in Brazil and another is an Associate Representative in Ecuador. Three others hold staff positions in Colombia, the Dominican Republic and Honduras. Three members of the Colombia group are now at work helping to train new Volunteers at the Peace Corps' community development training center at the University of New Mexico. One works on Latin American programs in the Washington office. Another Volunteer was assigned to the Division of University, Private and International Cooperation to assist in the establishment of programs patterned on the Peace Corps in other countries.

CARE recruited one Colombia Peace Corpsman for its field staff in Liberia and another for its staff in the Philippines. One Volunteer returned to Colombia to work for an engineering firm. Another is working with the Carnegie Cross-Cultural Education Project among Cherokee Indians. Among these employed ex-Volunteers who work part time while attending school, one is a park manager for Dade County, Florida, one is a plant manager for a pre-cast concrete company, one works for General Motors and the fourth is a digital computer systems operator. Salaries range from \$12,625 to a low of \$71.63 a week for one ex-Volunteer temporarily employed as a truck driver. The average salary figure is \$6,500.

There were two Colombia Volunteers who asked that they be allowed to extend their tours of service in Colombia. One remained briefly and the other will stay on the job until June, 1964. Finally, there is one former Volunteer who has indicated that he plans to build a sailboat on the West Coast of South America and sail to San Francisco by way of Tahiti.

The Continuing Task

The first Volunteers in Colombia have been followed by 16 more Peace Corps groups consisting of more than 600 additional Volunteers. They include more community development workers for both rural villages and urban slums; they include health workers, credit cooperative workers (administered by the Cooperative League of the U.S.A.), educational television specialists and field workers, agricultural extension specialists (working in a FAO-supported program), university teachers, and physical education instructors (supervised by the American Association of Health, Physical Education and Recreation).

Much has been written of the Peace Corps in Colombia, but there has been no better summation than that appearing in a recent article by Ambassador Fulton Freeman, our envoy in Bogota, who once confessed to a certain initial "anxiety for its success."

"It can be said without exaggeration," the Ambassador wrote, "that no other U.S. Government program has so completely captured the imagination of the campesinos of Colombia as has the Peace Corps program... It is probably too early to arrive at a definitive evaluation of the...program... It cannot be gainsaid, however, that an important beginning has been made in the establishment of a national community development program in Colombia which may well have a profound effect on the pace and nature of Colombia's social and economic development..."

II. FROM CITIZEN TO VOLUNTEER

Peace Corps recruiting is a matter of informing the American public about eligibility and opportunities for service.

Although the Peace Corps is entering its third year, a surprising number of misconceptions about it persist. For example, as late as six months ago college students, who represent a prime source of Volunteers, still assumed that the Peace Corps wanted only farmers and mechanics; skilled workers thought a college degree was necessary; almost everyone believed fluency in a foreign language was required; few realized there was no upper age limit; and there was considerable concern over health and safety hazards involved in Peace Corps work.

In spite of ever-increasing coverage of the Peace Corps by press, radio and television, which has helped dispel some of these myths, there is still a need for an information program. "Team Recruiting" goes a long way to fill this need, particularly among college students. Groups composed of Washington staff members, many of whom are returned Volunteers, visit colleges and universities during the school year. They speak to students in classrooms and individually, distribute Peace Corps literature and administer the Peace Corps Placement Test. In addition, students who fill out a questionnaire and take the placement Test while the Peace Corps team is on campus have already, in effect, begun to undergo the selection process. Assessment specialists in Washington can immediately start evaluating each applicant's background. Thus a student applying through a Peace Corps "team" on his own campus will learn of his eligibility that much sooner, and if selected, can be placed -- according to the results of his test and other selection processes -- in a Peace Corps training program that accords with his particular abilities.

Backstopping these team efforts are hundreds of private citizens who voluntarily undertake to inform their communities about the Peace Corps.

The Peace Corps receives hundreds of "How can I help you?" letters each month. Some 40 Peace Corps Service Organizations are now active in as many major cities. These groups help out in college recruiting exercises; they accept speaking engagements at gatherings of professional organizations, Grange meetings, 4-H Club meetings, factories and union halls. They answer requests for information--at no cost to the Peace Corps. Over 400 returned Volunteers have offered to fill speaking engagements--at no cost to the Peace Corps. A total of 750 speeches about the Peace Corps were made in December alone--at no cost to the Peace Corps.

The impact of these combined informational efforts has been measurable. In the past four and one-half months there has been a 60 per cent increase in applications over the same period last year. (Between October 1, 1962, through mid-January 1963, the total was less than 9,500; between October 1, 1963, and mid-January 1964, it was 15,803).

A little better than one in four of those who apply, are invited for training, and about 60 per cent of those invited accept the invitation (an appreciable rise over the previous year's 43 per cent acceptance rate). The continuing selection process during training results in further reductions: four out of five trainees are chosen to go overseas. Thus, only one out of eight or nine of the original applicants actually becomes a Peace Corps Volunteer in an overseas post.

To what degree the Volunteer's potential is realized in his overseas job can depend to a large extent upon the kind of training he receives.

The basic ingredients of Peace Corps training are: a twelve week mixture of academic, technical and cross-cultural studies, plus daily physical fitness sessions.

The training programs are conducted on a contract basis by colleges, universities and private agencies such as The Experiment in International Living. Volunteers go through a 60-hour week, Mondays through Saturdays.

The original formula has proved a solid base on which to build; thus, there have been numerous innovations in this area over the past year.

Two of the more significant changes are (1) much heavier emphasis on language study, and (2) a trend toward more field work in training. These are a result of recommendations and experiences of Volunteers in the field, and lessons learned at the 72 institutions that have trained them.

The desirability of finding training sites in areas whose climate and culture are similar to those found in Peace Corps overseas work sites led to a series of successful experiments--in Hawaii, French-speaking Canada, New Mexico, Puerto Rico and New York City.

Under the auspices of the University of Hawaii, for instance, Peace Corps trainees going to the Far East "practice" community development work in a culture and climate similar to many parts of Asia. The trainees actually live with families in rural communities. This experience is coupled with standard training at the University. The University of New Mexico, and Camps Crozier and Radley in Puerto Rico, provide a similar orientation for Volunteers headed for rural areas of Latin America. The Volunteers do field work on Indian reservations, and live with families in Spanish-speaking rural communities. The University of New Mexico conducted a year-round community development program, handling over 800 trainees in several 12-week training sessions.

Trainees bound for social work in Colombian city slums were given on-the-job training in New York City's

Spanish Harlem. A group of agricultural extension workers were sent to rural, French-speaking Canada under the auspices of The Experiment for International Living in preparation for their Peace Corps assignments in French-speaking Guinea on the West Coast of Africa. Dartmouth College in New Hampshire conducted a 10-week "language immersion" French program for Volunteers going to French Africa, followed by a four-week teaching assignment at the French Lycee in New York. The Peace Corps' Camp Crozier in Puerto Rico will be the base for a pilot "In-House" training project, in which a 12-week training program is to be administered and taught largely by Peace Corps staff members. This innovation is expected to produce new insights into past, present and future training programs as conducted by universities and private agencies.

The Peace Corps staff is a reservoir of talent--lawyers, doctors, psychologists, former college administrators and professors, and many others who hold advanced degrees in education, history and language. Those with the necessary specialties will be conducting the "In-House" training.

Another pilot project is the "Senior Year Program." Its purpose is two-fold: first, to involve an experimental sampling of eligible college juniors in Peace Corps training at an earlier stage; and second, to increase language facility and overall effectiveness by extending the length of training time. Selected college juniors will enter training during the summer between their junior and senior years. They will complete half the required training, and during their senior year they will be encouraged to take, as part of their regular academic program, courses which apply to their Peace Corps work, primarily language and area studies. Upon graduation, they will complete the last half of training, and, if they qualify, go to their assignments overseas.

From Citizen to Volunteer -

Democracy in the person of a Peace Corps Volunteer can make an especially strong impression in the field of education. At the university level, 369 Peace Corps Volunteers are reaching the future leaders of some 14 countries. In an effort to increase this number substantially, particularly in Latin America, the Peace Corps plans several more University Education programs in 1964.

A unique Peace Corps training program was conducted at Cornell University in Ithaca, New York, from November to January. The program trained Peace Corps Volunteers in regular classes for which the trainees could receive credit towards their master's degrees. As Volunteers, they will teach in universities in Bolivia, Ecuador and Peru.

Another University Education program begins this spring at UCLA. It will train Peace Corps Volunteers for work in El Salvador, Costa Rica, Honduras, Panama and Guatemala. Additional programs for university teaching will start training this summer and fall. As of December 1963, 102 Volunteers were teaching at the university level in Latin America in 44 universities. By March 1964, there will be approximately 175. By the end of October 1964, there will be over 300.

As the variety and number of training programs increase to meet the growing needs of the 46 countries in which the Peace Corps now works, so does the level of training expertise. In addition to its impact on the Volunteer and his performance overseas, Peace Corps training has affected several areas of American life, most notably the academic community. Peace Corps training has had an important influence, for instance, on language teaching, not only in the area of methods, but in the number of languages taught. As a direct result of Peace Corps experience overseas, 37 languages are now taught in the training programs. Half of these had never been taught formally before in colleges and

universities in the United States -- for instance, Twi, Gujarati, Hiligaynon, Mende, Quechua, and Ilocano.

Peace Corps experience in Malaya sparked the production, by Northern Illinois University, of a new course in the Malayan language including a textbook and tape-recorded pronunciation exercises and guides.

In addition, over 30 returned Volunteers helped train new Volunteers in the fall training programs at colleges and universities, many of whom were able to put their new language expertise to use.

All in all, a constructive new partnership has grown out of Peace Corps-university cooperation. Area studies on many campuses have been given greatly increased emphasis. Faculty members enjoy the challenge of preparing new materials for groups that are going to apply immediately what they learn. They also report a noticeable stimulus to regular students from the presence of Peace Corps trainees, preparing for overseas service by training 10 hours a day, six days a week, and studying in their spare time. In short, faculty members feel that having a Peace Corps training project on campus makes education more meaningful for faculty and students alike.

III.

TWO YEARS OVERSEAS: RELEASING THE ENERGIES OF DEVELOPMENT

The efforts of a single Volunteer are greatly amplified where they are applied in the right place at the right time. Requests for Peace Corps projects are evaluated not only on the availability of Volunteers and the evident need, but also on the prospects of tapping a store of latent energy in the host people. Peace Corps Volunteers already assigned in the field seek out additional projects that satisfy both the needs and aspirations of the communities they work in. Their trials, successes and failures in the field have shaped the Peace Corps.

Today Volunteers are engaged primarily in four major areas of development work; education, community action, agricultural extension and public health. Development in these areas works its effects among people at the broadest level of society.

Community Action

Community action projects are energy-releasing projects by definition, and the Peace Corps now has 1,875 Volunteers working as community action organizers in 25 countries.

The pilot community action project was the Colombia program described elsewhere in this report. As a result of the success of the Colombia Volunteers, similar programs were requested and established in other countries of Latin America, where 82 per cent of all community action Volunteers are now serving. Certain aspects of Latin American culture were favorable to community action, and many nations of Latin America were at precisely the stage in their development when community action could be most easily and most effectively introduced. In Bolivia, for example, where

Two Years Overseas: Releasing the Energies of Development

the first Peace Corps project was concerned with public health and sanitation, enterprising Volunteers were able in their spare time to enlist a large number of citizens in the university town of Sucre in a cooperative community effort to renovate a local orphanage.

Additional Volunteers were requested to work in the program closest to the core of Bolivia's plans for a stable and prosperous future: the colonization of the Alto Beni.

For two years some 500 families, relocated from the country's unproductive and over-populated highlands, had been making little progress against the forest, bureaucracy, and lack of internal organization.

In 1962, a group of 20 Volunteers with experience in experimental agriculture, small animal husbandry, road construction, sanitary engineering, teaching, and social work were assigned to the Alto Beni. With the encouragement and guidance of these Peace Corps Volunteers the colonists of the Alto Beni have built roads, installed water systems, cleared land, experimented with new crops, and started their first schools.

Thirty more Volunteers are being requested for an extension of the Alto Beni colonization scheme, which is to be financed by the Inter-American Development Bank. Forty to fifty more are expected to be requested for proposed colonies in other sections of the country.

Outside Latin America, in Africa, the Far East and the Near East and South Asia, rural community action work is being attempted by a few test projects in each region. The spark is being applied in widely varying economic and cultural conditions. It is too early to be certain whether the same enthusiasm can be kindled as in Latin America.

Urban Community Action

The first urban community development project in Peru was a conscious experiment to see if the amplifying effect of Volunteers in rural communities could be transplanted to a city slum. A small group of 15 Volunteers was requested by the Peruvian Government to work in the city of Arequipa with the National Housing Administration on many different levels of a self-help housing construction project. They arrived in the wake of a political turnover which had put a freeze on the National Housing program.

The Volunteers began to work, for the most part, independently of any official agency.

Together, Peruvians and Volunteers embarked on projects of enormous variety: community centers and houses were built or repaired; plumbing, wiring, plastering, and roofing were done on houses financed by the residents themselves. Nursery schools were established, midwives were trained, classes were set up in a boys' reformatory, and the commercial production of peanut butter was even undertaken to help in the financing of a handicrafts co-operative.

The keynote to this proliferation of activity was community action. The Volunteers gave nothing, not even their help, unless they were assured of the equal support of the local population.

In Arequipa, the benefits the Peace Corps Volunteers helped bring to the slum communities earned them a silver medal from the city.

There are now 173 Peace Corps Volunteers assigned to community action in the local districts of Lima and Arequipa. Over 420 Volunteers are engaged in urban community action throughout Latin America.

School Teachers

Volunteer teachers in developing countries are releasing an endless flow of social energy. They are affecting the lives of hundreds of thousands of young people, chiefly at the secondary school level. A conservative estimate is that the more than 3,000 Peace Corps teachers in the field teach not less than 600,000 students during their 2-year span of service.

Nowhere is there a clearer illustration of the importance of a small number of Volunteers to a nation's education system than in Nyasaland, the poorest of the three territories that once made up the Federation of Rhodesia and Nyasaland.

In July of this year Nyasaland will become an independent African nation.

The need for expanded secondary education facilities there was evident and urgent. Top priority has been given to building schools and quarters for teachers. The additional teachers needed by the country have largely been supplied by the Peace Corps, and secondary school population has nearly doubled as a result.

In 1962 there were 128 teachers teaching secondary school classes in Nyasaland. The number will have been increased to 227 as of January 15, 1964 -- with Peace Corps Volunteers accounting for most of the increase. The number of secondary schools has increased from 19 to 26 over the same period and additional classrooms built. There are now 4,032 students enrolled in secondary schools in the country. In 1962 there were 2,190.

There is no doubt as to the responsibility that will be borne by this relative handful of high-school graduates in a country where the literacy rate is estimated to be 10 per cent. Here again, the effect of the Volunteer is further multiplied.

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The effect is of the same order in other countries where Peace Corps is sending teachers to new and expanding school systems.

In Nigeria, for example, 445 Volunteers comprise 25 per cent of all the graduate teachers in the country's extensive secondary school system. They are teaching 35 per cent of all the Nigerian students in secondary schools and teacher training institutions. In Ghana, 117 Volunteers are teaching a total of 20,000 secondary school students. The Volunteers comprise approximately 50 per cent of the degree-holding teachers in the Ghanaian secondary school system. In Sierra Leone the equivalent figure is 50 per cent; and in Ethiopia and West Cameroon 40 per cent. In Liberia 90 per cent of the primary and secondary school teachers holding college degrees are Volunteers.

Volunteers in many countries are instrumental in accelerating the rate at which teachers are being trained for expanding education systems. In Ethiopia Volunteers assigned to teacher training schools have doubled the faculty of such institutions and the enrollment has doubled. In addition, the Volunteers teach in summer English teaching workshops sponsored by Haile Selassie I University and attended by Ethiopian teachers from every province.

A total of 3,386 Volunteers are assigned to regular classroom teaching in the Peace Corps. Of these, 1,755 are in Africa, 866 in the Far East, 377 in the Near East and South Asia, and 388 in Latin America.

Vacation Projects

Summing up the contributions of the teachers solely in terms of the classroom assignment tells only half the story. They engage the rest of the community in self-improvement efforts as well.

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Out-of-class hours are filled with projects ranging from poetry clubs to road-building.

In some countries school vacation periods can total as much as four months during the year. Volunteers have organized complex cooperative projects involving other Volunteers, local people, and numerous host country agencies during these vacation periods. These contributions at first were considered a bonus by the host countries, which had been counting on Volunteers only as teachers. More recently, the host country agencies themselves have been led to plan extensive vacation projects making use of the energy and organizational talents of the Volunteers. Such projects include census-taking, inoculation campaigns, summer workshops in education and language, and community action projects. Many summer projects have grown into year-round activities.

Seven Peace Corps teachers stationed in Dessie, Ethiopia, planning a summer project, learned that the Selassie Leprosarium in Dessie needed a school for its 300 patients. A local teacher, a local maintenance crew, and some 20 patients were enlisted. In a month and a half they had built a school structure, tin over an eucalyptus frame, consisting of five standard-size classrooms and a half-sized classroom. Only the doors and windows remained to be installed and this the Volunteers did in a month by working after regular school hours. The Selassie Leprosarium now has a school for 150 students.

In Nigeria eight Volunteers and three Nigerian teachers from the Technical College in Ibadan ran a highly successful three-week camp for 65 fifth graders on a borrowed school compound in Ibadan. They enlisted a local women's organization as co-sponsor and organized an advisory committee of neighborhood parents and community leaders.

At the request of the Ministry of Community Development the Volunteers wrote a 33-page manual on the organization and operation of a day camp, and are

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now planning a resident vacation camp where teachers and community leaders can be taught day camp administration.

One of the most striking contributions made by a Volunteer working in his vacation time came in the wake of disaster. Struck by a cyclone last May, the town of Kumira in East Pakistan was completely leveled and 200 of its 10,000 inhabitants left dead. Response to the tragedy was immediate. Twenty-five Volunteers, many of whom canceled plans for their annual leave, converged on Kumira along with scores of students from the University of Dacca. They treated the injured, distributed food, cleared rubble, dug new wells and put up new homes. The Pakistani students and Volunteers then built a community cyclone shelter. Planned by a Volunteer engineer, it was designed to withstand tidal waves and winds up to 120 miles per hour.

The design proved workable and as a direct result the Pakistani Government immediately budgeted one million dollars for a program to build 100 similar cyclone shelters in the country's Chittagong district. Volunteer engineers and construction assistants will soon be working in the project.

Agriculture

The underdeveloped world is largely agricultural. Improvements in agriculture have the potential of directly affecting the lives of 80 to 90 per cent of the people in most underdeveloped countries.

Although there are only a little over 400 Peace Corps Volunteers assigned as agricultural extension workers throughout the world, a large percentage of all Peace Corps Volunteers work in farming communities and their projects usually deal with the problems of agriculture.

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In some projects the Volunteers teach modern farm management to farmers who have already abandoned traditional patterns and are well on their way into the 20th century. In the Cochabamba Valley of Bolivia, Volunteers work with the government milk plant to improve the health and production of the nation's only dairy herds. The Volunteers use modern methods of testing and inoculation and promote the acceptance of the latest dairy management techniques from forage raising to milking. Besides this work, which affects almost the entire commercial milk supply in the country, the Volunteers have organized 4-H type clubs among the farmers' children to plant the seed for further improvement in farm life in the valley.

Agricultural extension Volunteers have also been able to bring improvements to farming in areas untouched by modern methods. Indians in the highlands of Guatemala, on small pieces of poor land, are now raising broiler chickens with good results under the direction of agriculture extension Volunteers. On land where only corn has been raised for centuries the same Volunteers are running experiments in wheat raising. They have also promoted development of family gardens, and the first use of fertilizer by 70 farmers.

Elsewhere in Guatemala Volunteers have introduced methods that have doubled honey production in one area; started profitable egg production; secured acceptance of modern corn raising methods by four-fifths of the farmers in a primitive village of 110 families; promoted pasture improvement; and started a hog-raising program supported by stock donated by Grange members in Nebraska and Massachusetts.

In Niger, two Volunteers participated in the founding of a new kind of agricultural training institution, guided and financed by USAID. The Volunteers and 40 students started a Young Farmers Training Center on a site of undeveloped bush. They cleared land, dug wells, built buildings and planted and harvested crops in a single year. The successful results of the venture led

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to the planning of a second school to be built this Fall and several more to come in the future.

Throughout the world Peace Corps Volunteers are encouraging farmers to experiment with new crops, new methods of farming and of marketing. As in other areas of development, the key to success lies in triggering an organized and widespread effort with prospects of joining other streams of progress in the nation.

Substantial technical backing in this approach is provided by such American private organizations as Heifer Project and the National 4-H Foundation.

The broad field of cooperatives has proved to be a fertile area for Peace Corps Volunteers seeking ways to promote economic development on a significant scale. These undertakings are particularly appropriate because they tend to proliferate and because they serve as schools of practical democracy. Perhaps the most successful Volunteer efforts have been directed toward organizing small farmers into growing, marketing, and purchasing units.

Some examples:

A Volunteer-assisted cooperative for marketing fique (a sisal-like fibre) in Colombia has secured top market prices for the farmers' products and has recently established a village store.

Peace Corps Volunteers in Chile formed a vegetable growing and marketing cooperative which not only provided the farmers with greatly increased cash income, but introduced them to certified seeds, chemical fertilizers, weed killers and pest control sprays.

Villagers in Brazil now market pottery that was formerly produced only for local use. A Volunteer helped them improve their kilns and showed them the use of glazes as well as helping to organize the marketing co-op.

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In the Dominican Republic, chicken is becoming a more attainable luxury food thanks to poultry producers co-operatives employing modern chicken-raising methods taught by Volunteers. The efforts of a single Volunteer and his young farmers clubs have also made chicken a common item in the diet of many families in St. Lucia.

The Peace Corps' credit cooperative project in Peru has assisted 250 established organizations and has helped organize 200 more, chiefly to serve agricultural communities. In addition there are eight savings and loan institutions that have been assisted by Peace Corps Volunteers. Their assets now total over the equivalent of \$1 million.

Public Health

Public health is an area of activity to which the Peace Corps gravitated naturally as Volunteers encountered illness, poor sanitation and malnutrition among the people with whom they worked.

The will to undertake the struggles of self-improvement is too frequently sapped by sheer physical debility in the underdeveloped areas. Public health campaigns can salvage vast reservoirs of energy needed for development.

Over 500 Volunteers are assigned to Peace Corps public health groups. They include Volunteer doctors, nurses, nursing teachers, medical technicians and sanitation specialists.

One such specialized project is a medical team of 18 Volunteers in Togo, originally requested to staff a provincial hospital. The Volunteers have extended the project to a preventive health program for the northern region of the country. The replacement team to go abroad this Spring will staff the hospital and run 15 satellite clinics established under the program.

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However, nearly all Volunteers overseas become involved in health work at some time during their service, whether it is a matter of treating a snakebite or explaining the hazards of drinking contaminated water to a class. Volunteer school teachers often institute programs of medical examinations, inoculations and health training for their students.

In Gbarnga, Liberia, for example, Dave and Carol Smith in addition to teaching a heavy schedule of secondary school classes are conducting a full-scale health study among their 160 students. Dave, who teaches science, does stool, blood, and urine analysis on a systematic basis for all the students, while Carol keeps charts on what the students have eaten at meals each day, along with a record of their illnesses. Carol in addition conducts a nutrition and hygiene course. Together the Smiths enlisted the help of the school nurse, a local public health nurse, the school principal and an AID doctor in setting up a coordinated program to cut down the incidence of roundworm and schistosomiasis which widely afflict the students. Dave persuaded Firestone officials in Liberia to donate medicines, vaccines, malaria suppressants and iron and mineral tablets, and the Smiths then spent part of their summer vacation in 1963 writing a comprehensive report on their study. He spent the other half of his summer vacation breaking in a Liberian apprentice in X-ray technique at the Gbarnga hospital.

Two days a week Dave also puts in six hours at a nearby leper colony, where he regularly examines the 160 lepers and charts the progress of lesions and nerve involvement.

Community action projects in the Peace Corps are often designed to meet certain basic public health considerations: pure water supplies, latrine building campaigns, and village medical dispensaries.

The Peace Corps training program for all Volunteer groups now includes, along with instructions for maintaining personal health, an introduction to public health

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so that all Volunteers are better prepared to teach health and sanitation wherever they work. The United States Public Health Service doctors who serve as physicians for Peace Corps groups overseas also play an important role as technical advisors to the Volunteers who are engaged in public health activities.

* * *

Thus the relative handful of Peace Corps Volunteers scattered across the world constantly work to prime the sources of constructive energy. A single teacher awakens enthusiasm in hundreds of students; a single community development worker excites the efforts of an entire village. The agricultural worker and the health worker have a like effect.

By the end of August, 1965, a total of 14,000 Volunteers will be broadening this effect and helping it multiply throughout the underdeveloped world.

Appreciation and acceptance of the Peace Corps Volunteers in 46 countries has been expressed in a variety of ways ranging from gifts of fruit, testimonial dinners by village leaders, to receptions and official statements by heads of states. The Volunteers in Asia earned the signal honor of the Ramon Magsaysay Award, sometimes termed Asia's equivalent of the Nobel Prize. Peace Corps Director Sargent Shriver accepted the award on behalf of the Volunteers serving in 11 Asian nations. It was the first time the Award, established in 1958, to honor the late President of the Philippines, had been conferred on a non-Asian group.

IV. THE RETURNING VOLUNTEERS

Post-Peace Corps status of 545 Volunteers who returned in 1963:

CONTINUING EDUCATION	266
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Undergraduate.....	53
Non-degree programs.....	14
Teacher Certification.....	7
Graduate.....	192

(These Volunteers are attending 113 different colleges and universities. Among this group, 99 have assistantships, fellowships, or scholarships totaling \$214,000.)

EMPLOYED (non-teaching)	151
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Business and private industry.....	82
Federal Government.....	69

TEACHING	70
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College & university.....	5
Elementary & secondary.....	65

MARRIED WOMEN (not working)	26
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TRAVELING enroute to U. S.	26
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MILITARY SERVICE	<u>6</u>
	545

At a recent reunion of former Peace Corps Volunteers, one of them remarked, "My new work is stimulating, but there is something missing...Either I have changed or my home town has."

The observation was not uncommon. More than 700 Volunteers have completed their Peace Corps service and come home. From every indication, if nothing else has

changed, they have. The Volunteers have returned with an increased awareness of the United States and its unique position in the world. They have returned with a deeper appreciation of the problems of daily life in the developing nations, of what it means to strive anonymously in another culture and to search for what one Volunteer called "the balance between push and patience."

For some, the collision with often harsh realities abroad has meant a loss of optimism about these nations. For many others it has underscored a determination to "do something" toward building a better world.

Despite the frustration, the boredom and anxiety they may have encountered, a majority of the Volunteers view their service as two years of positive achievement. They have taken on a new set of values which rejects narrow materialism and parochial concerns. Many have experienced a profound maturing and gained a quiet self-assurance that astonishes even themselves.

A study of some 545 of the returning Volunteers reveals that 74% feel they have contributed in some measure to the economic, cultural or social development of their host countries. When asked, "Knowing what you do now, would you still join the Peace Corps?" 70% answered, "Yes," 10.5% said "No," 11% were undecided, and 8% omitted the question. Thus, of those who answered directly, 84% said "Yes," and 16% said "No."

Many came home determined to continue their technical or professional educations. Almost a third have shifted their long-range goals. Many decided on careers of public service -- in education, in government and international affairs.

In the study group of 545 Volunteers there are 266 who became students again, 192 of them in graduate schools. They are scattered in 113 colleges and universities; 99 have won assistantships, fellowships and scholarships with a net value of \$214,000.

Of the 41 fellowships in international development awarded by the Ford Foundation last year, 32 were won by former Peace Corps Volunteers. One of the winners,

Tom Scanlon, had majored in philosophy in college. After two years of working with the farmers of rural Chile, he abandoned his philosophical studies and is now preparing at Columbia University's School of International Relations for a career in Latin American economic development.

Burt Segall built roads in Tanganyika while a Volunteer. Today he is back in school studying hydraulic and sanitary engineering in anticipation of a return to one of the underdeveloped nations. His wife, Mary, also an ex-Volunteer, is working for a Master's Degree in nursing and plans to teach public health overseas.

Not all Volunteers had distinguished themselves academically before joining the Peace Corps. For one Volunteer at least, successful service with the Peace Corps has helped him surmount the hurdle of university admittance. "Your record with the Peace Corps seems to make you a good bet," wrote a university dean who made it clear that had it not been for the Volunteer's two-year experience in the Peace Corps he would have been rejected.

Private industry is also finding the returned Volunteer a "good bet" -- 82 have been hired by business firms apparently eager to draw on the knowledge and skills the Volunteer gathered in the Peace Corps.

Charles Combs, for instance, was a technician while a Volunteer in Malaya. He is now working for the General Electric Company in Louisville, Kentucky. Elin Youngdahl taught high school mathematics in Nigeria. She is now employed as a mathematician by the Raytheon Corporation in Massachusetts.

Bill Fox, a former cigar salesman who served in the audio-visual department of Chile's Institute of Rural Education, is now a sales representative in Latin America for an American food company.

A total of 70 of the group have chosen teaching as their profession, and some have sought and found special positions in which their Peace Corps backgrounds

could be put to particularly good use. For example, nine former Volunteers from the Philippines, Turkey and Pakistan are now teaching at Washington, D. C.'s Cardozo High School on funds made available by the President's Committee on Juvenile Delinquency. In addition they are working on a project to reorganize subject matter and teaching methods.

The Federal Government is drawing the third largest group of returned Volunteers, 69 in all. For the Peace Corps, a Volunteer returning with two years of rich experience in the field can be an invaluable asset. At present, 46 ex-Volunteers are staff members. Among these, 21 are working in Washington in jobs ranging from training to Volunteer support overseas; two are on the training staff in Puerto Rico and 21 are serving as Associate Representatives in Latin America, the Near East and South Asia, the Far East and Africa. Other Volunteers have started careers with the United States Information Agency, the Agency for International Development, the Civil Service Commission, Public Health Service and Department of the Interior.

Schools, foundations, and businesses are becoming increasingly aware of the potential of former Volunteers. Of the first 25 people selected by the Eleanor Roosevelt Memorial Foundation for an internship program in the field of human rights, 12 are former Peace Corps Volunteers. More than 40 institutions are offering some 200 grants and fellowships specifically for returning Volunteers. Among these are: three tuition scholarships at the Harvard Graduate School of Education; two research assistantships at Stanford University; 10 graduate assistantships at New Mexico State University and 10 at Northern Illinois University; five fellowships in public service at the University of Pittsburgh; two fellowships at Johns Hopkins School of Advanced International Studies; and two tuition scholarships at Georgetown University.

National and international organizations such as the World Health Organization, Catholic Relief Service, Lutheran World Relief, CARE and the American Friends Committee are also actively seeking qualified Volunteers as staff members and trainees.

Executive Order 11103 issued last year provided for the non-competitive appointment of former Volunteers. Many government agencies today are encouraging Volunteers to apply. Thus far, 36 Volunteers, many still serving in the Peace Corps, have taken and passed State Department examinations, while 26 have passed USIA examinations. If they join the State Department and USIA once they have completed their Peace Corps service, the Volunteers will start at grades FSO 7 and FSR 7, instead of the customary 8 level. The U.S. Civil Service Commission is now making plans to offer the Federal Service Entrance Examination at overseas points to Volunteers interested in eventually joining the Government.

A Peace Corps Volunteer Career Information Service was established in Washington to assist Volunteers with educational and occupational planning. Established by the American Council on Education under a one-year grant from the Carnegie Foundation, it serves as a focal point to which information on opportunities for Volunteers may be directed by prospective employers and educational institutions. It also sends regular lists of employment and academic opportunities to Volunteers finishing their service abroad and answers Volunteers' individual inquiries. Congress recently authorized the Peace Corps to carry on the work of this pilot project as of early summer, 1964.

But generally the returned Volunteer faces a challenge perhaps more difficult than finding a job or a school to attend.

The personal challenge each returning Volunteer must meet today is finding a way to apply his new maturity and understanding to new problems at home and abroad, and to communicate to other Americans his skill, determination, experience, and sense of commitment.

THE BUDGET

HIGHLIGHT STATEMENT

GENERAL

The Budget of the United States for 1965 includes an estimate of \$115,000,000 for the Peace Corps, and states:

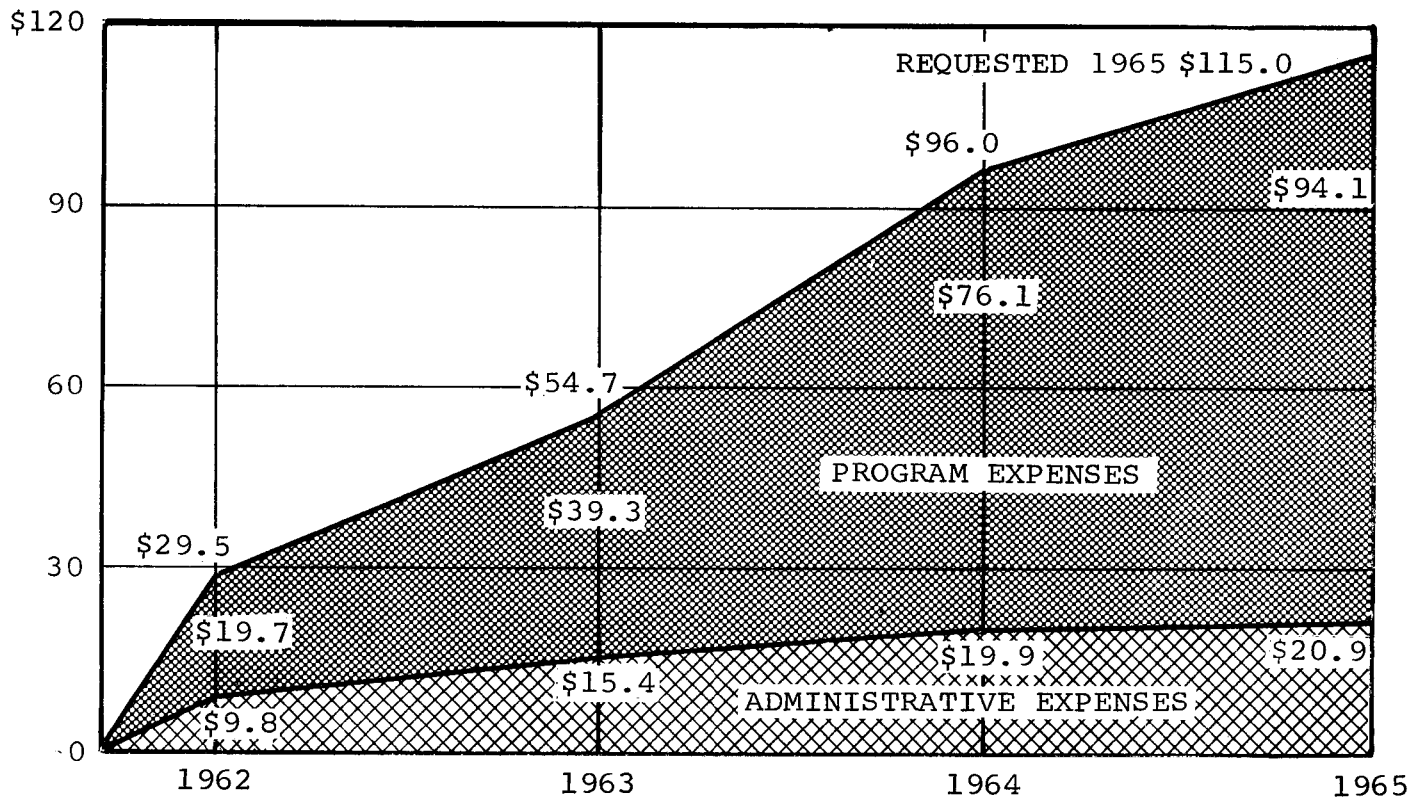
"The purposes of the Peace Corps are to provide trained Americans to interested countries in need of middle-level manpower and to promote understanding between the people of the United States and the people served.

Peace Corps Volunteers engage in a variety of activities at the request of host countries. Maximum association with the people of the host country is insured by planning the placement of Volunteers in small groups throughout a region or country, and by the fact that in most cases they work for a host country institution. Prior to overseas assignment, each Volunteer is given intensive training designed, among other things, to develop required skills, to provide a knowledge of the country to which he will be sent, to develop his language abilities and to assure physical fitness for service overseas. During this period of training, all prospective Volunteers are carefully examined and evaluated through continuing observation to ensure that those selected for overseas assignment are suited for Peace Corps service. Since training facilities and prospective Volunteers are available mostly during the summer months, Peace Corps planning and budgeting are based on a 'program year' which runs from the beginning of September through the end of the following August."

PEACE CORPS

OBLIGATIONS

MILLIONS



FISCAL YEAR

Significant Features

The budget for 1965 has four major characteristics.

1. A reduction in the Volunteer input in 1965 as compared with 1964 (7,500 Volunteers in the Fourth Program Year as compared to 7,700 in the Third Program Year).
2. A reduction in the average annual cost per Volunteer from \$9,000 to \$8,560 in 1965.
3. Cost reductions and management improvements in the Peace Corps in order to effect savings.
4. Continuing overall growth of the Peace Corps from 10,500 to 14,000 Volunteers.

Financing

The budget of the Peace Corps is divided between (a) the costs directly associated with the Volunteer and (b) administration of the Peace Corps. The following table breaks down these costs by fiscal years.

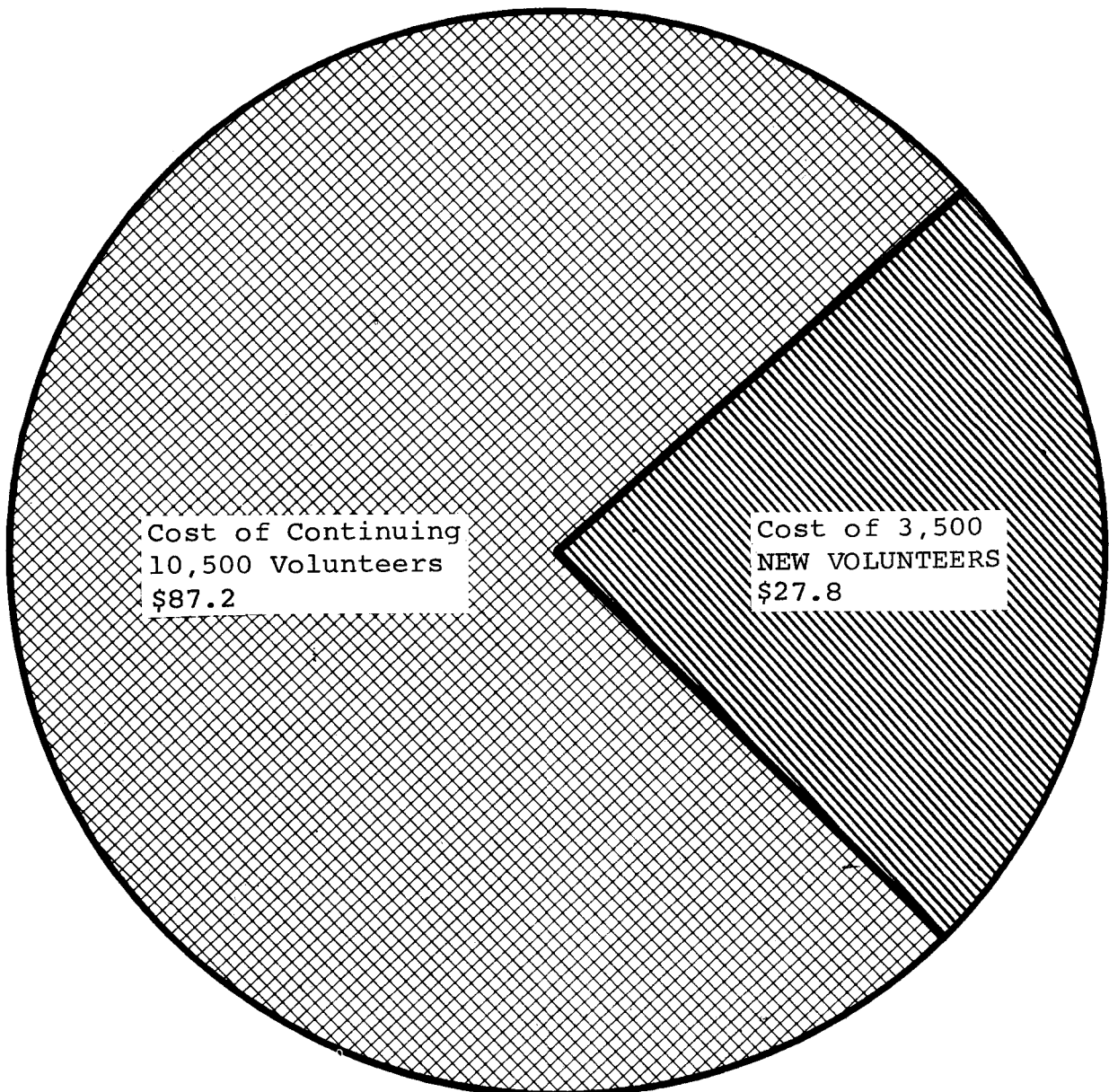
	<u>FY 1963</u>	<u>FY 1964</u> (in thousands)	<u>FY 1965</u>
Volunteer & Project Costs	\$39,324	\$76,064	\$ 94,100
Administration and Program Support	<u>15,368</u>	<u>19,900</u>	<u>20,900</u>
Total	\$54,692	\$95,964	\$115,000

In fiscal year 1963, administrative costs were 28% of the total obligations. These costs have been reduced to 21% in 1964 and to 18% in 1965.

PEACE CORPS

Breakdown of FY 1965 appropriation request of \$115 million
between continuing costs of maintaining 10,500 Volunteers
and additional costs for 3,500 new Volunteers

(Millions of Dollars)



SUMMARY RECONCILIATION OF 1965 FUNDS
(Thousands of Dollars)

	<u>Adminis- trative Expenses</u>	<u>Volunteer & Project Costs</u>	<u>Total</u>
<u>FY 1964</u>			
Funds in Annual Appropriation Act	<u>\$19,900</u>	<u>\$76,064</u>	<u>\$ 95,964</u>
<u>FY 1965</u>			
Full Year cost to maintain strength of 10,500 PCVs	18,500	68,742	87,242
Costs to support 3,500 additional PCVs	<u>2,400</u>	<u>25,358</u>	<u>27,758</u>
Total Estimate Fiscal Year 1965	\$20,900	\$94,100	\$115,000

Volunteer Costs

In prior years' presentations, the Peace Corps has estimated that the total cost per Volunteer would average \$9,000 a year for two years service. The 1965 estimate is based on an average annual cost per Volunteer of \$8,560.

Costs vary by month, with the largest monthly costs incurred prior to the beginning of service. New average cost factors have been developed and applied to the period of service or month in which the respective groups of Volunteers are involved.

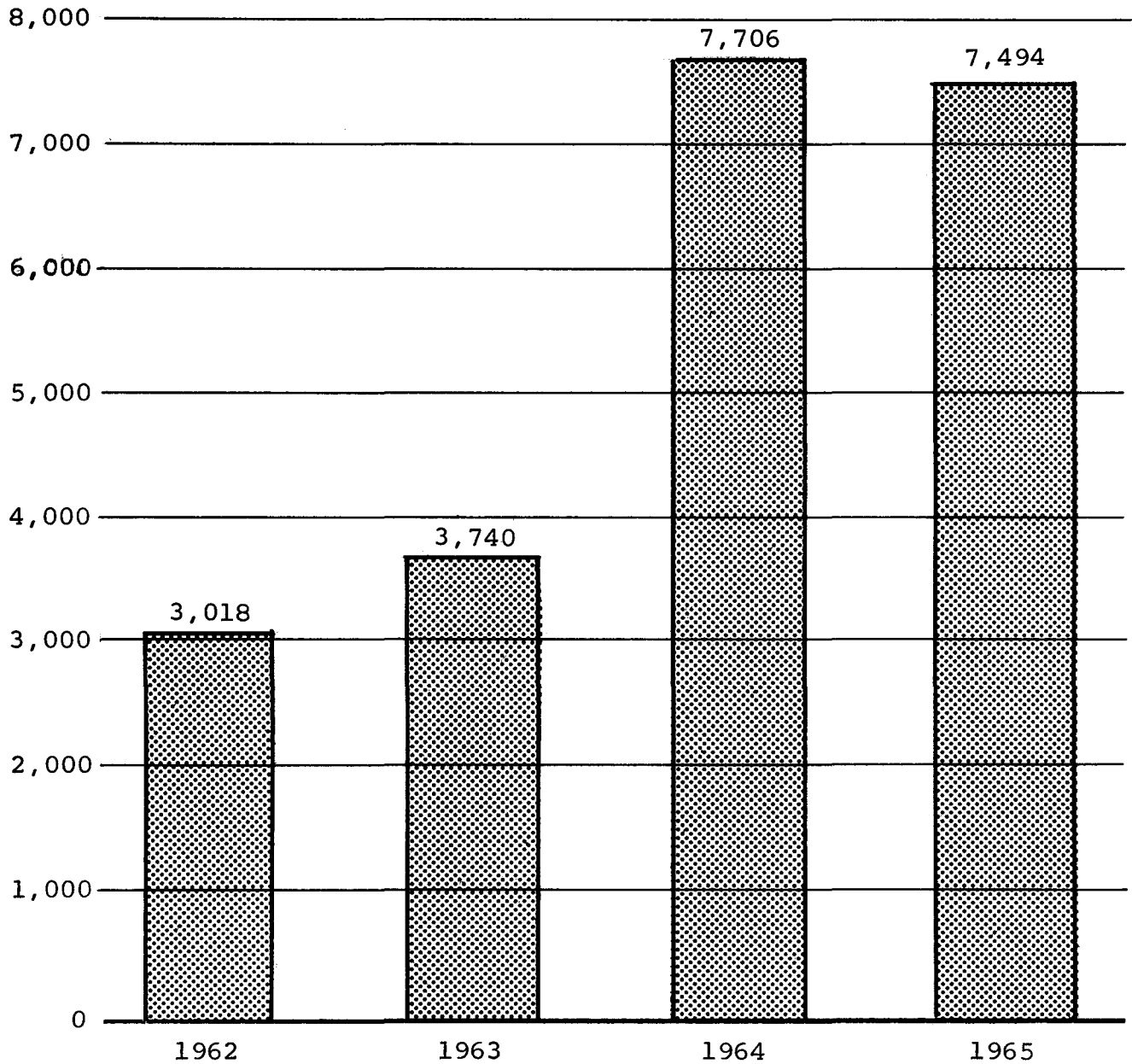
The average annual cost per Volunteer is a valuable tool for getting a summary picture of costs in terms of the basic unit--a Volunteer. Great care, however, should be exercised in the use of this concept. The Peace Corps' appropriation estimates, like those of most agencies, are based on "obligations" for a given year, rather than "average" costs per year.

45a

PEACE CORPS

YEARLY VOLUNTEER INPUT

PROGRAM YEARS ending August 31, 1962 - 1965



As an example, a Trainee may enter training on March 1, 1965, thus giving him four months service in that fiscal year. The "obligations" for the four months would be approximately \$6,529 - approximately 49% of the two year Volunteer cost for only 16% of his service. Therefore, any attempt to compute financial needs for any year by multiplying the number of Volunteers by the average annual cost will only give a misleading result.

Volunteer Input

The table on page 45a shows the Volunteer input for the program years 1962, 1963, 1964 and 1965. A program year commences on September 1 and ends on August 31.

The scheduled Volunteer input is realistic. The number of questionnaires received is increasing steadily. For example, 4,807 questionnaires were received in December 1963 - the highest number in any one month in Peace Corps history. We expect the number of questionnaires to continue to increase because we have improved recruiting methods so as to disseminate more information to those Americans most interested in the work of the Peace Corps and most likely to succeed as Peace Corps Volunteers.

Cost Reductions - Management Improvements

Significant cost reductions and management improvements have been made in 1964 and more are expected in 1965.

Some examples of achievement are:

1. On June 30, 1963, there were 716 full time employees in the Washington office. On December 31, 1963, there were 632 full time employees in Washington - a decrease of 84 positions.

2. Supplies and equipment are being reused by new Volunteers overseas. During 1964 it is planned to save about one-half million dollars in the cost of Volunteer project equipment by such reuse.

3. Many citizens in Washington who cannot serve abroad desire to help the Peace Corps in any way possible. Space has been made available so that they may come when they are able to work without compensation in the preparation of letters, distributing recruitment material, and otherwise assisting in our public contacts. This has averaged about 25 such voluntary workers at any one time. In the coming year it is expected that these workers, young and old, will continue to want to contribute their time and in the process, save substantial sums for the Peace Corps.

4. With the cooperation of GSA, a duplicating facility has been established on the premises. This has resulted in printing being done largely in-house rather than primarily under contracts, saving approximately \$30,000 a year. In addition, a recent review of printing which is done commercially has resulted in a new contract, which will save about \$47,000 during 1965.

5. Arrangements have been made with GSA so that all long distance calls are now placed through the Federal Telecommunications System. This should reduce our long distance telephone costs by at least \$25,000 a year.

6. Research investigations regarding the validity of references submitted on behalf of Volunteer applicants has produced beneficial findings. By eliminating requests for references from less helpful sources, a significant reduction in reference workload per application is anticipated.

7. The National Archives and Records Service is studying procedures used in the processing of Volunteer questionnaires. Since

the study is not yet completed, savings cannot be predicted. It is hoped that a substantial reduction can be made in the unit cost of processing a questionnaire.

8. Continued efforts to keep down costs of leased residences overseas resulted in the low average cost of \$2,370 per annum as of December 31, 1963. Efforts will continue during 1964 and 1965 to keep these costs as low as possible.

9. During FY 1963 the share of costs provided by host country contribution has been increased, bringing the cumulative total in excess of 4.5 million dollars as of December 31, 1963. Greater emphasis is being placed in obtaining such contributions during FY 1964 and 1965.

10. Travel obligations for the Washington staff for July-December 1963, was \$26,000 less than for the same period in 1962.

11. Allowances for accompanying baggage on international air travel have been reduced from 66 pounds to 44 pounds, except in unusual cases.

12. The allowances for shipment and storage of personal effects of overseas staff have been reduced. This will save about \$15,900 in FY 1964 and \$31,600 in 1965.

13. Shipment of staff members' private automobiles overseas has been stopped. The estimated savings for FY 1964 are \$18,700 and \$24,900 in 1965.

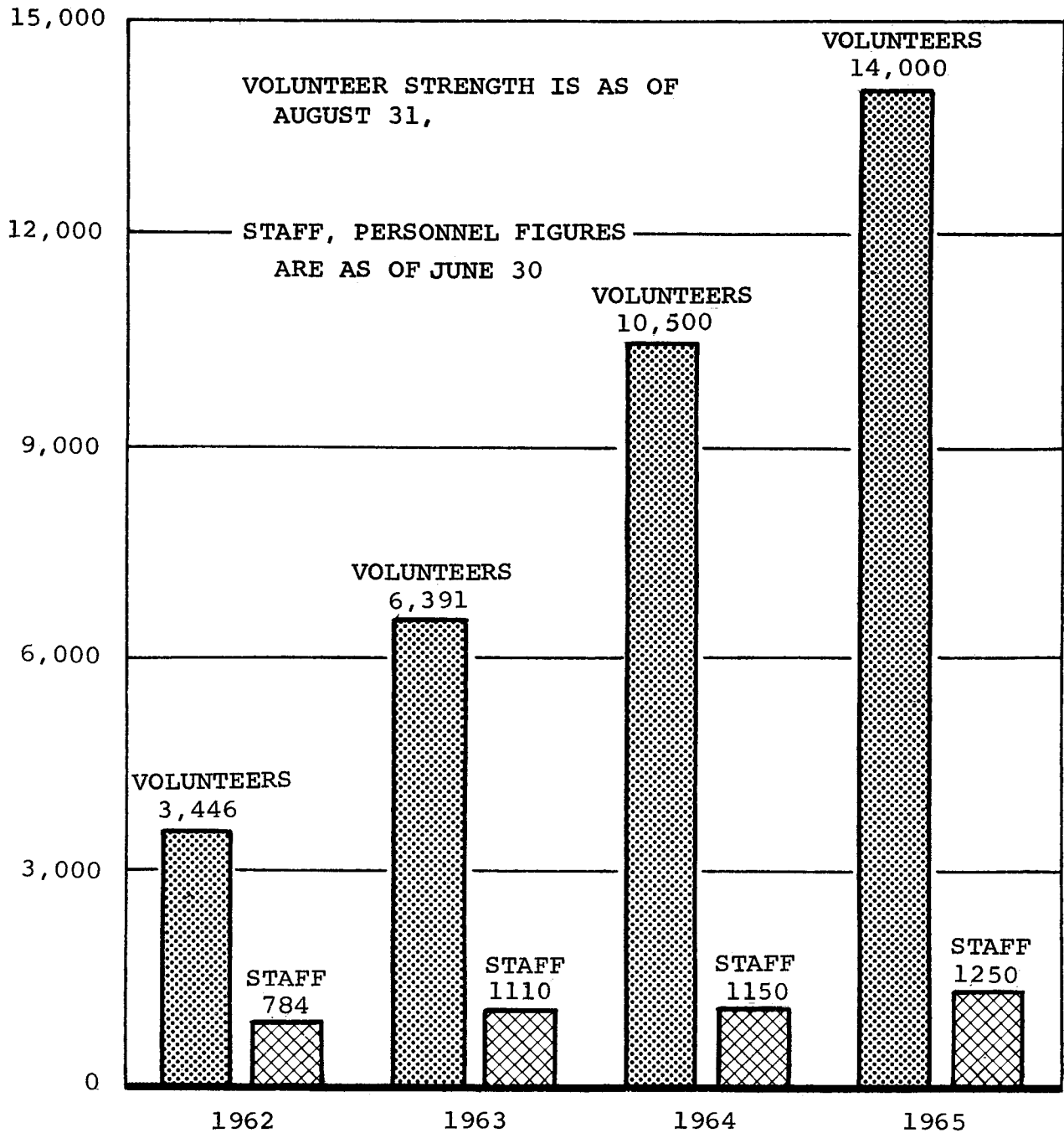
14. A study of the vehicle operating program overseas has been completed. The result is engineering improvements by the manufacturers, changes in specifications, and better management of post vehicles and training of vehicle operators. Savings of \$10,000 to \$15,000 a year in vehicle operating costs, as well as in better service to staff and Volunteers, is expected.

15. Contracts have been negotiated for training Volunteers throughout the year rather than for a two or three month period. This has reduced costs to the contractors and hence to the Peace Corps by approximately \$640,000 in FY 1964. These savings will continue in 1965.

PEACE CORPS

VOLUNTEER STRENGTH vs STAFF PERSONNEL

1962-65



16. In FY 1963, the Peace Corps assumed administrative work, previously performed by AID for the Peace Corps, at an annual savings of \$150,000. These savings continue in 1964 and 1965.

In contrast to these economies, the training costs per Volunteer will be increased approximately \$500. It has been necessary to lengthen the average training period to 12 weeks as compared to a previous average of 10 weeks. This will provide better language capability as well as a better understanding of the assignment overseas.

The search for further cost reductions and management improvements will be continued in 1965.

Personnel

The ratio of staff personnel to Volunteers is improving steadily.

On August 31, 1962, the ratio of total staff to total Volunteers was 1 to 4.4.

On August 31, 1963, the ratio changed to 1 to 6.

By August 31, 1964, the ratio will be 1 to 9 and on August 31, 1965, the ratio will be 1 to 11.

Although the number of Volunteers will increase by 33% from 10,500 to 14,000 from September 1, 1964, to August 31, 1965, the total staff will increase only 9% (1150 to 1250).

TOTAL EMPLOYMENT DATAEnd of Year

	<u>6/30/63</u>	<u>6/30/64</u>	<u>6/30/65</u>
<u>Permanent Positions</u>			
Departmental	533	520	550
Overseas	165	250	290
Puerto Rico	<u>32</u>	<u>30</u>	<u>30</u>
Total Permanent	730	800	870
<u>Temporary Positions</u>			
Departmental	183	175	190
Foreign Nationals	<u>142</u>	<u>130</u>	<u>130</u>
Total Temporary	325	305	320
Total Full-Time	1,055	1,105	1,190
Total Part-Time (WAE)	<u>55</u>	<u>45</u>	<u>60</u>
Grand Total	<u>1,110</u>	<u>1,150</u>	<u>1,250</u>
Recap: Departmental	755	720	780
Overseas	355	430	470
	<u>Ratios</u>		
Trainees & Volunteers	6,634 <u>1/</u>	10,500	14,000
Ratio of Employment to Trainees & Volunteers	1:6	1:9	1:11
<u>1/</u> Includes Trainees			

Cost Category Definitions

Generally, all Peace Corps expenses are chargeable to "administrative expenses" except those expenses which are directly related to Volunteer and project costs.

1. Volunteer and Project Costs

This category includes the following items:

- a. Volunteer travel in the United States and overseas.
- b. Background investigations of Volunteers.
- c. Volunteer training in the United States and Puerto Rico.
- d. Transportation of things for Volunteers.
- e. Medical examinations, medical kits, and supplies for Volunteers.
- f. Personal supplies for Volunteers.
- g. Volunteer living and settling-in allowances.
- h. Housing repair, renovation, and furnishings for Volunteers.
- i. Volunteer readjustment allowance.
- j. Project supplies and equipment.
- k. Vehicles--procurement, maintenance, and repair.
- l. Other contractual services for Volunteers.
- m. Contractor's administrative costs.
- n. Any other Volunteer or project cost.

2. Administrative Expenses (Administration and Program Support Costs)

This category includes certain items ordinarily classified as "program" expenses, such as recruitment, selection, research and services of Public Health doctors overseas. This category covers:

- a. Washington staff personnel and related benefits.
- b. Overseas staff personnel and related benefits--Peace Corps Representatives and their staffs, local employees, and doctors and nurses.
- c. Washington staff travel costs--domestic, overseas, and invitational travel.
- d. Overseas staff travel costs.

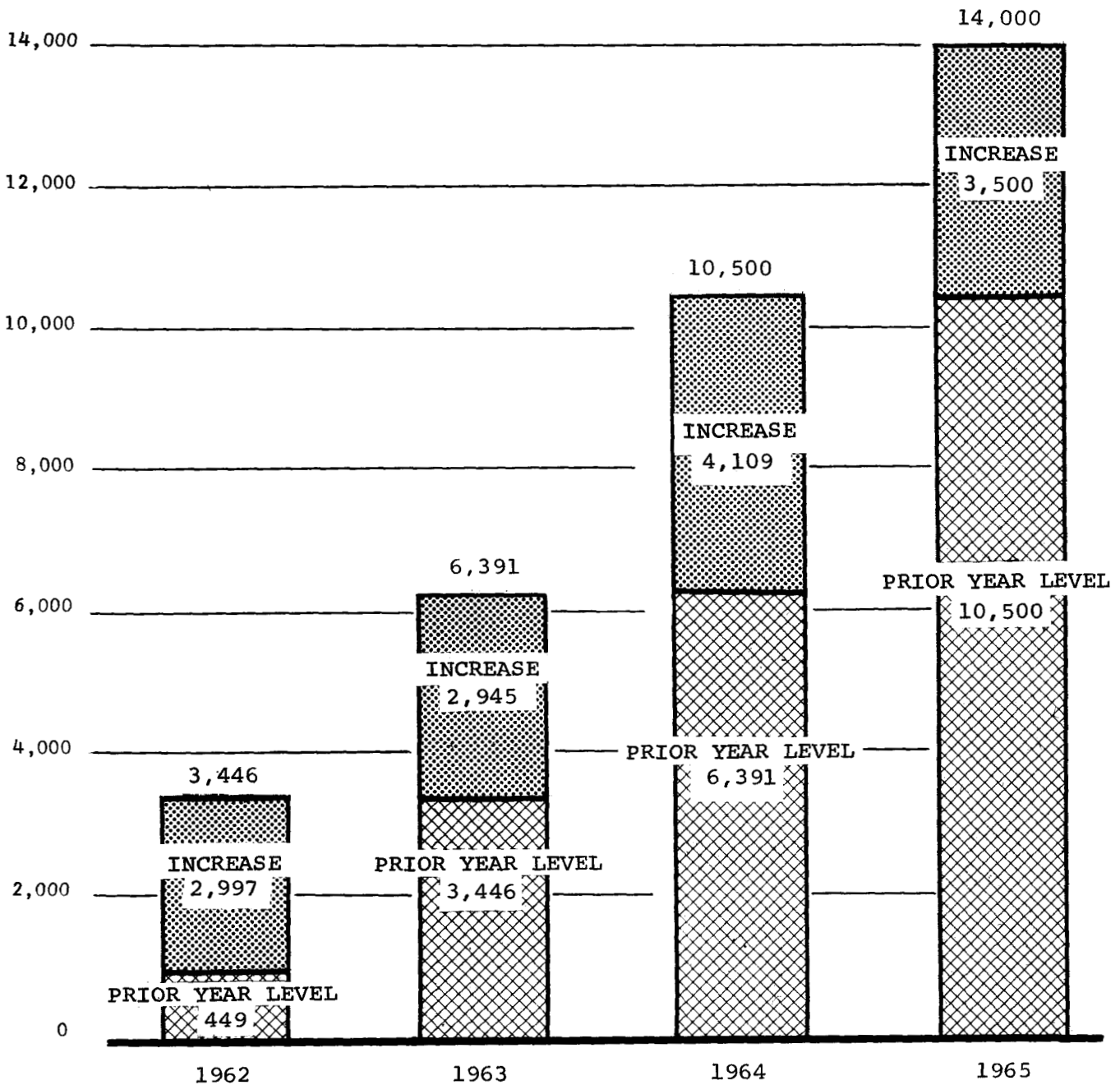
e. The following items relating directly to the above staff activities:

- (1) Transportation of things
- (2) Communications
- (3) Rents
- (4) Utilities
- (5) Printing and reproduction
- (6) Supplies and materials
- (7) Administrative vehicles and equipment and repair and maintenance thereof
- (8) Other contractual services, including those of other government agencies.

PEACE CORPS

BREAKDOWN OF YEARLY VOLUNTEER STRENGTH

PROGRAM YEARS ENDING AUGUST 31, 1962-1965



VOLUNTEER AND PROJECT COSTS

"This activity includes all costs directly associated with Peace Corps Volunteers in the carrying out of approved programs. In 1965 Volunteer strength will increase from 10,500 to 14,000. The planned assignment of these Volunteers is as follows:

	Aug 31, 1963	Aug 31, 1964	Aug 31, 1965
Latin America	2,466	4,250	5,900
Africa	2,208	3,300	4,250
Near East & South			
Asia	783	1,365	1,700
Far East	<u>1,177</u>	<u>1,585</u>	<u>2,150</u>
	<u>1/</u>		
Total	6,634	10,500	14,000

1/ Includes trainees.

"The proposed increase of 3,500 Volunteers reflects requests from countries for greater participation by the Peace Corps. These requests for assistance continue to mount and it has not been possible to respond affirmatively to all of them. Peace Corps programming criteria limit projects to those which are consistent with the purposes of the Peace Corps Act and which can be manned by anticipated available Volunteers."

"The largest increase in Volunteer strength is planned for Latin America. This area is expected to have 5,900 Volunteers by August 31, 1965. Requests from Latin America continue for large numbers of middle-level workers in agriculture, and rural and urban community development, and the assignment of Peace Corps Volunteers to universities of this region is growing rapidly."

"In Africa, it is planned to have 4,250 Volunteers by the end of the program year - 950 over the previous year's level. The program emphasis will be largely in education but more Volunteers are being requested in other fields, such as agriculture and health."

"The Peace Corps' programs in the Near and Far East will continue to grow in order to meet the continuing demand for teaching, community development, and agriculture projects."
(From the Budget for 1965)

Volunteer and Trainee Strength on December 31, 1963

Peace Corps Volunteers are now serving in 46 countries overseas. As of December 31, 1963, there were 6,991 Volunteers overseas or in training for their overseas assignment. These Volunteers and Trainees are distributed by country as follows:

<u>LATIN AMERICA</u>	<u>TOTAL</u>		<u>TOTAL</u>
Bolivia	153	Guatemala	117
Brazil	264	Honduras	62
British Honduras	27	Jamaica	69
Chile	108	Panama	57
Colombia	627	Peru	400
Costa Rica	68	St. Lucia	17
Dominican Republic	175	Uruguay	18
Ecuador	332	Venezuela	<u>102</u>
El Salvador	66	Total Latin America	2,662

<u>AFRICA</u>	<u>TOTAL</u>		<u>TOTAL</u>
Cameroon	90	Nigeria	488
Ethiopia	415	Nyasaland	101
Gabon	77	Senegal	66
Ghana	140	Sierra Leone	130
Guinea	54	Somali Republic	29
Ivory Coast	56	Tanganyika	97
Liberia	283	Togo	37
Morocco	103	Tunisia	<u>92</u>
Niger	14	Total Africa	<u>2,272</u>

<u>NEAR EAST AND SOUTH ASIA</u>	<u>TOTAL</u>	<u>FAR EAST</u>	<u>TOTAL</u>
Afghanistan	72	Indonesia	33
Ceylon	34	Malaysia	358
Cyprus	22	Malaya	218
India	176	Sabah/Sarawak	140
Iran	45	Philippines	548
Nepal	101	Thailand	<u>272</u>
Pakistan	251		
Turkey	<u>145</u>		
Total Near East- South Asia	<u>846</u>	Total Far East	<u>1,211</u>

Contract Administration of Volunteer Projects

The Peace Corps has succeeded from the start in utilizing to an unusual extent the talents and resources of the American Private Sector. In the overseas operations, through contract relationships, and under the direction of the country Peace Corps representative, private American organizations and universities are now providing supervision, administrative support and professional leadership to over 25% of the Volunteers.

It has been possible to draw upon the years of experience that many of these organizations and educational institutions have had in foreign operations and in some cases significant material contributions have been made to support Peace Corps field activities. It has also been possible to obtain competent personnel, economically, to fill strategic posts overseas. More than fifty of these people are now filling staff needs under two-year contracts which serves to minimize the need to enlarge permanent government staff.

These relationships enable the Peace Corps to demonstrate the plural character of America abroad. At home they have served to inspire new directions and expanded efforts among existing voluntary and educational institutions and to increase their involvement in international affairs. For example, Heifer Project and CARE, which previously had limited their overseas activities to the provision of commodities, are now also providing personnel in Africa and Latin America; the National Grange is now engaged in an overseas project for the first time in Guatemala.

At present there are sixteen private organizations under contract to assist in the administration of projects in 19 countries. These agencies include the national farm organizations, such as, the Grange, the 4-H Club Foundation and the National Farmers Union; the professional and trade organizations, such as, the American Association for Health, Physical Education and Recreation and the Cooperative League of the U. S.; and the traditional service bodies, such as, CARE, Heifer Project, Inc., and the YMCA. With the universities there are contracts with 13 institutions serving programs in 13 countries. The largest area of university contribution is in professional guidance, particularly in education projects since a majority of the Volunteers have had little or no formal teaching experience.

In the coming year it is expected that this involvement of the private sector will expand to keep pace with the increase in the number of Volunteers. It is anticipated that approximately 30% of the Volunteer input for 1965 will be administered under contracts with private organizations and universities.

Seasonal Input of Volunteers

The majority of Volunteers enter training towards the end of the "program year." The Peace Corps has found that it is desirable to start training for most projects during the summer months--from mid-June through the end of August. High school and college graduates are available at that time in greater number; doctors, nurses, teachers, and other professional people frequently work on contracts running from July to July and they become available, therefore, in the summer months; college campuses are more readily available as training sites; and training may be completed in time for Volunteers to assume their new duties in the host country in the fall.

Barring exceptional circumstances, projects must be developed, trainees recruited, and all commitments made at least two months before actual training begins. Contracts with universities for training and with private organizations and universities for the administration of projects must be signed at least this far in advance.

Thus, financing must be provided for Volunteers entering training throughout the summer (mainly July and August) from appropriations of the prior year. For example, for Volunteers entering training in July and August, 1965 (fiscal year 1966), funds must be appropriated in fiscal year 1965.

Of the total \$94.1 million requested in 1965 for Volunteer and Project costs, \$68.7 million--or 73%--is required to maintain 10,500 Volunteers in service. The remainder, \$25.4 million or 27%--is needed to finance the expansion of 3,500 Volunteers in 1965.

Average Annual Cost Per Volunteer

In prior years, the Peace Corps has consistently estimated the average annual cost per Volunteer at \$9,000. While there have been small adjustments between different items of cost, from year to year the total has remained at \$9,000.

For 1965, the average annual cost per Volunteer will drop to \$8,560, a reduction of 5%. This is possible even though the new cost factor for training has been increased by approximately \$500 per Volunteer.

Again it is emphasized that a factor of average annual cost per Volunteer can be misleading if the factor is used to project "obligations" for any given year. This is due to the fact that Volunteer costs vary widely by month with the heaviest cost being incurred prior to the beginning of service overseas.

New average monthly cost factors have been developed for each of the 24 months of the Volunteer's service and these new factors have been applied for 1965 on the basis of the number of Volunteers entering training each month of the year. The new factors are a computed average based on a refined analysis of costs incurred to date.

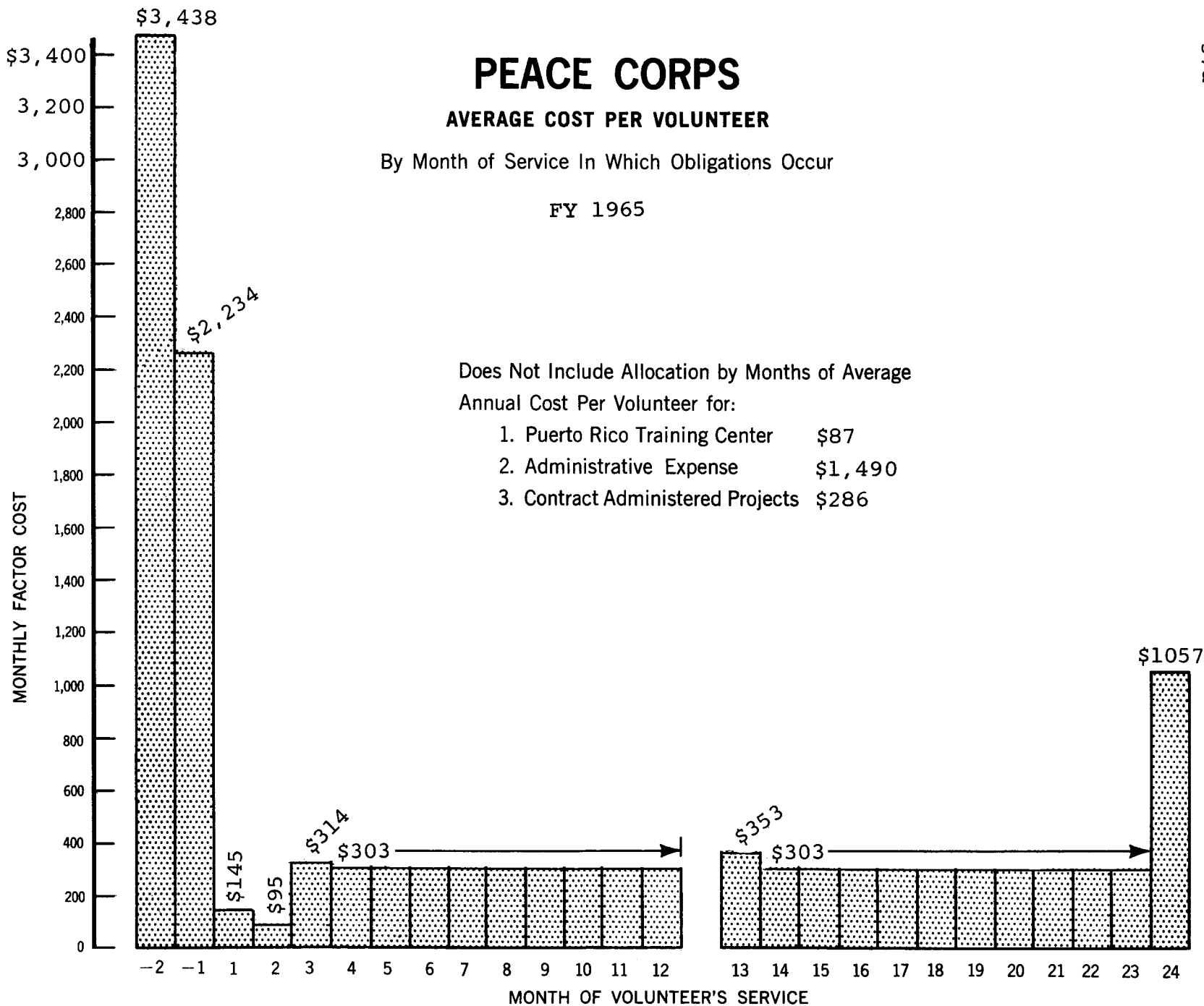
The rate of Volunteer input which has been planned for 1965 (fourth program year) is summarized on page 55a. The new monthly cost factors are shown on the following pages, together with a comparison of the factors used in the 1964 Congressional presentation.

PEACE CORPS

AVERAGE COST PER VOLUNTEER

By Month of Service In Which Obligations Occur

FY 1965



SUMMARY TABLE OF VOLUNTEER COST FACTORS--1965
(Average Cost per Volunteer)

<u>DISTRIBUTION OF COST BY MONTH</u>	<u>Old Factor</u>	<u>New Factor</u>	<u>Differ- ence</u>
Month -2 (two months prior to beginning of service)	\$ 2,688	\$ 3,438	\$ +750
Month -1 (one month prior to beginning of service) ^{a/}	2,420	2,234	-186
Month 1 ^{a/}	138	145	+ 7
Month 2	238	95	-143
Month 3	337	314	-23
Month 4 through 24 (21 x \$321 - Old factor) (21 x \$303 - New factor)	6,741	6,363	-378
Month 13 (additional cost)	50	50	-
Month 24 (additional cost)	<u>724</u>	<u>754</u>	<u>+30</u>
Cost for Two Years	<u>\$13,336</u>	<u>\$13,393</u>	<u>\$ +57</u>
Annual Cost	6,668	6,697	+29
Annual Cost per Volunteer for:			
Puerto Rico Training Center	110	87	-23
Administrative Expenses	2,000	1,490	-510
Contract-Administered Projects	<u>296</u>	<u>286</u>	<u>-10</u>
TOTAL	<u>\$ 9,074</u>	<u>\$ 8,560</u>	<u>\$ -514</u>
Rounded--Annual Average Cost for Each Volun- teer	<u>\$ 9,000</u>	<u>\$ 8,560</u>	<u>\$ -440</u>

^{a/} If Month -1 is June and Month 1 is July, the Obligations are reflected in July since travel and similar items are charged to the fiscal year in which services are performed.

DETAILED DESCRIPTION OF VOLUNTEER COST FACTORS--1965

(Factors include allowance for attrition, where applicable)

	<u>Old Factor</u>	<u>New Factor</u>	<u>Differ- ence</u>
Month -2 (two months prior to beginning of service)			
Training contract	\$2,240	\$2,750	\$ +510
Allowances paid to trainees by Contractor	-	250	+250
Background investigation	<u>448</u>	<u>438</u>	<u>-10</u>
	<u>\$2,688</u>	<u>\$3,438</u>	<u>+750</u>
Month -1 (one month prior to beginning of service)			
Transportation of Volunteer:			
Home to training site to home	\$ 213	\$ 250	+37
Home to port terminal	100	80	-20
Port to overseas destination	600	650	+50
Travel allowance	27	(40) ^{b/}	-27
Home leave allowance	60	(60) ^{b/}	-60
Project equipment and supplies, including transportation	360	295	-65
Vehicles, including transportation	540	433	-107
Housing repair or construction, and furnishings	400	400	-
Medical examination	23	33	+10
Training at Puerto Rico (Average cost for all Volunteers, based on 50 per cent of Volunteers training at this center):			
Transportation to Puerto Rico enroute to overseas destination (\$134)	67	67	-
Field clothing (\$28)	14	10	-4
Living allowance (2 weeks--\$32)	<u>16</u>	<u>16</u>	<u>-</u>
	<u>\$2,420^{a/}</u>	<u>\$2,234^{a/}</u>	<u>\$ -186</u>

VOLUNTEER COST FACTORS (continued)

	<u>Old Factor</u>	<u>New Factor</u>	<u>Differ- ence</u>
Month 1			
Readjustment allowance (Includes FICA)	\$ 88	\$ 95	\$ +7
Medical kit	25	25	-
Personal supplies (duffle bag, footlocker, etc.)	<u>25</u>	<u>25</u>	<u>-</u>
	<u>\$ 138a/</u>	<u>\$ 145a/</u>	<u>\$ +7</u>
Month 2			
Readjustment allowance	88	95	+7
Clothing allowance	<u>150</u>	<u>(150) b/</u>	<u>-150</u>
	<u>\$ 238</u>	<u>\$ 95</u>	<u>\$ -143</u>
Month 3			
Readjustment allowance	\$ 83	\$ 95	\$ +12
Field trip in Puerto Rico	14	14	-
Orientation overseas	100	71	-29
In-country travel overseas	15	9	-6
Settling-in allowance	<u>125</u>	<u>125</u>	<u>-</u>
	<u>\$ 337</u>	<u>\$ 314</u>	<u>\$ -23</u>
Month 4 through 24 (see months 13 and 24 for added costs)			
Readjustment allowance	\$ 78	\$ 80	\$ +2
Leave allowance	13	13	-
In-country travel	10	9	-1
Living allowance	125	112	-13
Vehicle maintenance and repair	10	4	-6
Housing allowance	40	40	-
Medical care	15	15	-
Medical evacuation and emergency leave	10	10	-
Project equipment and supplies	<u>20</u>	<u>20</u>	<u>-</u>
One month	<u>(321)</u>	<u>(303)</u>	<u>(-18)</u>
21 months (21 x \$321/303)	<u>\$6,741</u>	<u>\$6,363</u>	<u>\$ -378</u>

VOLUNTEER COST FACTORS (Continued)

61

	<u>Old Factor</u>	<u>New Factor</u>	<u>Differ- ence</u>
<u>Additional Costs:</u>			
Month 13			
Clothing allowance	\$ <u>50</u>	\$ <u>50</u>	\$ <u>-</u>
Month 24			
Transportation:			
From overseas to United			
States port	\$ 600	\$ 650	\$ +50
Port to home	100	80	-20
Travel allowance	<u>24</u>	<u>24</u>	<u>-</u>
	\$ <u>724</u>	\$ <u>754</u>	\$ <u>+30</u>
Cost for two years	\$ <u>13,336</u>	\$ <u>13,393</u>	\$ <u>+57</u>
Annual cost	\$ 6,668	\$ 6,697	\$ +29
Annual cost per Volunteer for:			
Puerto Rico Training Center	110	87	-23
Administrative expense	2,000	1,490	-510
Contract administered projects	<u>296</u>	<u>286</u>	<u>-10</u>
 TOTAL	 <u>\$ 9,074</u>	 <u>\$ 8,560</u>	 <u>\$ -514</u>
 Rounded--Average			
Annual Cost for each			
Volunteer	<u>\$ 9,000</u>	<u>\$ 8,560</u>	<u>\$ -440</u>

- a/ If Month -1 is June and Month 1 is July, the obligations are reflected in July since travel and similar items are charged to the fiscal year in which services are performed.
- b/ Non-add item, included in training contract--allowances paid to trainees and obligated during Month -2.

Puerto Rico Training Center

The Puerto Rico Training Center provides, as nearly as possible, a simulation of conditions the Volunteers will meet in the field, not only culturally and economically, but physically, with out-door activity comprising a major portion of the training program.

The following table shows the obligations by fiscal year.

It should be noted that the costs are declining from year to year.

Puerto Rico Distribution by Object

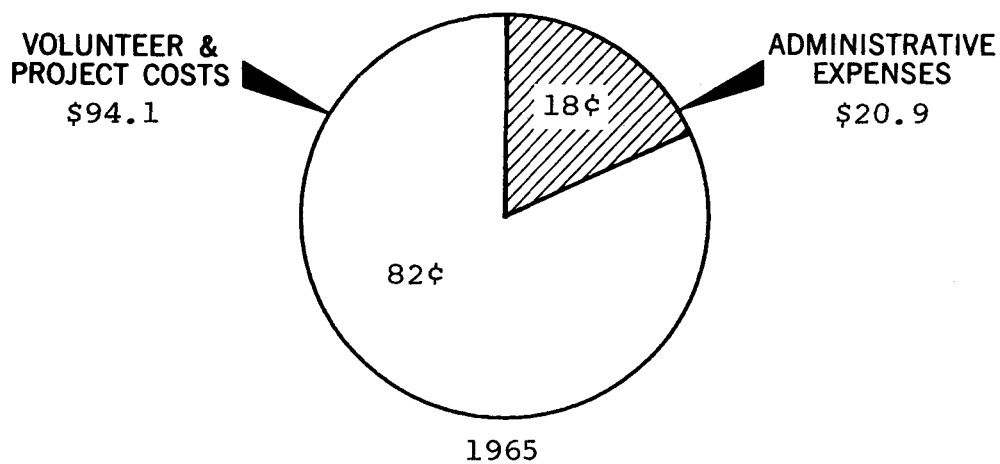
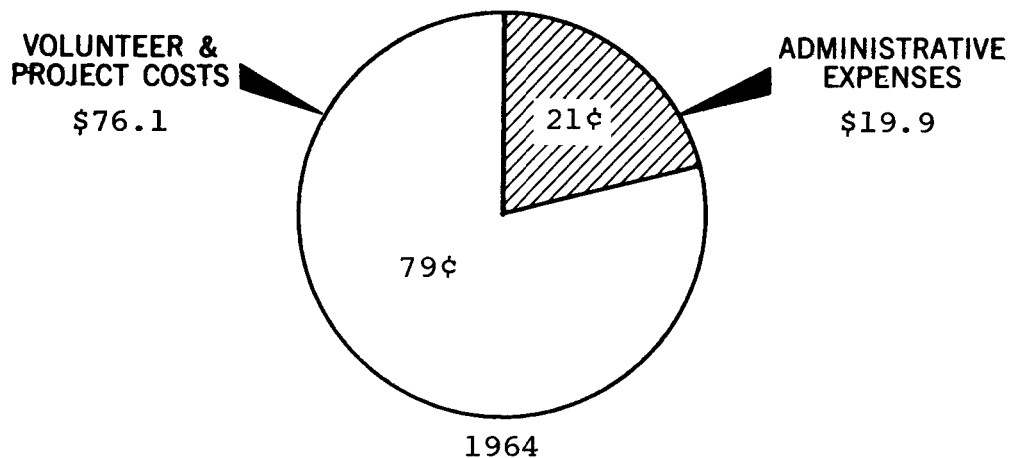
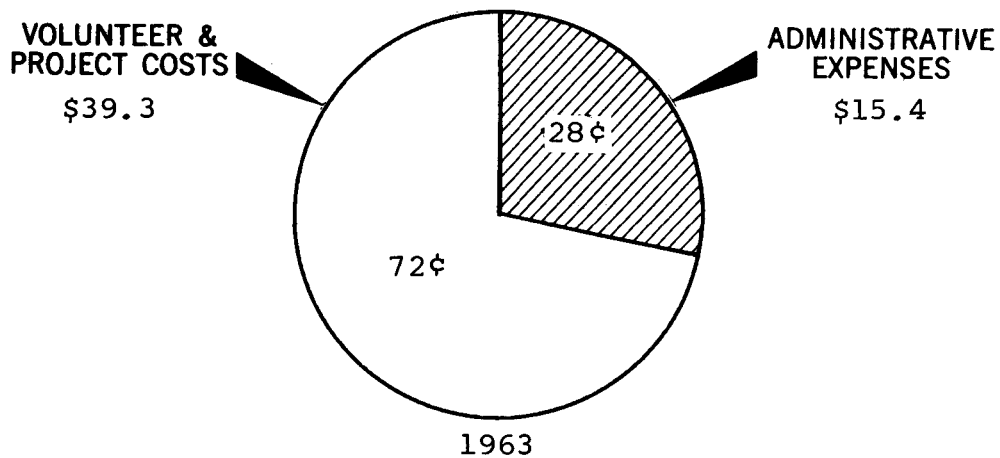
	<u>1963</u> <u>Actual</u>	<u>1964</u> <u>Estimate</u>	<u>1965</u> <u>Estimate</u>
10 Personnel compensation:			
Permanent	\$208,211	\$207,000	\$208,000
Part Time & Temporary	6,309	6,000	6,000
Overtime & Holiday pay	50,171	50,000	50,000
Reimb. Details	<u>27,527</u>	<u>28,000</u>	<u>28,000</u>
Total Personnel			
Compensation	292,218	291,000	292,000
12 Personnel Benefits	9,109	9,000	9,000
21 Travel & Transportation of persons	33,373	30,000	30,000
22 Transportation of things	8,651	8,000	8,000
23 Rents, Communication & Utilities	4,122	5,000	5,000
24 Printing & Reproduction	-	-	-
25 Other Services	65,677	60,000	55,000
Services of other agencies	263,400	257,000	239,000
26 Supplies & Materials	11,353	9,000	7,000
31 Equipment	<u>7,965</u>	<u>6,000</u>	<u>5,000</u>
Total Obligations	<u>\$695,868</u>	<u>\$675,000</u>	<u>\$650,000</u>

OBLIGATIONS BY OBJECT
(\$ Thousands)

	<u>FY 1963</u>			<u>FY 1964</u>			<u>FY 1965</u>		
	<u>Admin.</u>	<u>Program</u>	<u>Total</u>	<u>Admin.</u>	<u>Program</u>	<u>Total</u>	<u>Admin.</u>	<u>Program</u>	<u>Total</u>
	<u>Expenses</u>	<u>Expenses</u>		<u>Expenses</u>	<u>Expenses</u>		<u>Expenses</u>	<u>Expenses</u>	
11 Personnel compensation:									
Permanent positions	\$ 5,270	\$ 208	\$ 5,478	\$ 6,634	\$ 207	\$ 6,841	\$ 7,311	\$ 208	\$ 7,519
Positions other than permanent	637	6	643	1,086	6	1,092	1,218	6	1,224
Other Personnel compensation:									
Regular employees	1,155	78	1,233	1,402	78	1,480	1,561	78	1,639
Volunteers	<u>-</u>	<u>4,572</u>	<u>4,572</u>	<u>-</u>	<u>7,787</u>	<u>7,787</u>	<u>-</u>	<u>12,393</u>	<u>12,393</u>
Total personnel compensation	\$ 7,062	\$ 4,865	\$11,927	\$ 9,122	\$ 8,078	\$17,200	\$10,090	\$12,685	\$22,775
12 Personnel benefits	543	4,241	4,784	828	11,547	12,375	990	13,310	14,300
21 Travel and transportation	2,060	5,214	7,274	2,350	10,950	13,300	2,400	13,000	15,400
22 Transportation of things	519	1,247	1,766	570	2,630	3,200	570	3,130	3,700
23 Rents, communications & utilities	1,104	314	1,418	1,565	685	2,250	1,700	800	2,500
24 Printing	460	15	475	500	-	500	500	-	500
25 Other services	690	17,346	18,036	1,921	30,093	32,014	1,800	36,300	38,100
Services other agencies	1,861	2,893	4,754	2,099	5,726	7,825	2,180	6,145	8,325
26 Supplies and materials	272	1,380	1,652	385	2,865	3,250	420	4,180	4,600
31 Equipment	794	1,809	2,603	560	3,490	4,050	250	4,550	4,800
42 Insurance, claims & indemnities	<u>2</u>	<u>1</u>	<u>3</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total obligations	\$15,368	\$39,324	\$54,692	\$19,900	\$76,064	\$95,964	\$20,900	\$94,100	\$115,000

PEACE CORPS

COST PER DOLLAR OF VOLUNTEER vs. ADMINISTRATIVE EXPENSE COSTS
(MILLIONS OF DOLLARS)



ADMINISTRATIVE EXPENSES

The category of administrative expenses covers all of the costs involved in the direction, management and operation of the Peace Corps program in Washington and overseas. Included in administrative expenses are items which are ordinarily classified as program expenses-- for example, recruitment, selection, research, and services of Public Health doctors overseas.

A limitation of \$19.9 million was established in the Fiscal Year 1964 Appropriation for "administration and program support costs," (administrative expenses). The 1965 estimate includes \$20.9 million for this purpose.

The Peace Corps vigorously supports the program of the President and the Congress to keep employment to the necessary minimum and to achieve more efficient and economical management.

As already noted reductions in administrative expenses have made it possible to reduce the all-inclusive average annual cost per Volunteer from \$9,000 to \$8,560.

The ratio of administrative expenses to total appropriations has shown a decline from about 28% in 1963 to about 21% in 1964, and 18% in 1965. It is recognized that these percentages are based on larger appropriations in each succeeding year, but significant savings in costs, efficiency and effectiveness have been accomplished and further savings are possible as other areas of operation are studied and improved.

ANALYSIS OF ADMINISTRATION OBLIGATIONS BY OBJECT

Personnel Summary

Positions and average employment are related to program projections which contemplate an increase in the number of Volunteers in training or overseas from 10,500 as of August 31, 1964, to 14,000 by August 31, 1965, or an increase of about 33 per cent. It is estimated that in 1965, the permanent employment will increase by 70, or 9 per cent. The total number of administrative employees will increase from 1120 to 1220, or 9 per cent.

ADMINISTRATIVE PERSONAL SERVICES DATA

	<u>1963</u>	<u>1964</u>	<u>1965</u>
<u>Permanent Positions</u>			
Departmental	533	520	550
Overseas	<u>165</u>	<u>250</u>	<u>290</u>
Total Permanent	698	770	840
<u>Temporary Positions</u>			
Departmental	183	175	190
Foreign Nationals	<u>142</u>	<u>130</u>	<u>130</u>
Total Temporary	325	305	320
Total Full-Time	1,023	1,075	1,160
Total Part-Time (WAE)	<u>55</u>	<u>45</u>	<u>60</u>
Total Administrative	<u>1,078</u>	<u>1,120</u>	<u>1,220</u>
Recap: Departmental	755	720	780
Overseas	<u>323</u>	<u>400</u>	<u>440</u>
Total Administrative	<u>1,078</u>	<u>1,120</u>	<u>1,220</u>
Volunteers ^{1/}	6,391	10,500	14,000
Ratio of Employment to Volunteers	1:6	1:9	1:11
Average Employment (Man years)	823	1,022	1,115
Ratio of Average Employment to Volunteers	1:8	1:10	1:12

^{1/} Program Year

ADMINISTRATIVE EXPENSES

OBLIGATIONS BY OBJECT
(\$ Thousands)

	<u>FY 1963</u>	<u>FY 1964</u>	<u>FY 1965</u>
11 Personnel compensation:			
Permanent positions	\$ 5,270	\$ 6,634	\$ 7,311
Positions other than permanent	637	1,086	1,218
Other personnel compensation:			
Regular employees	1,155	1,402	1,561
Volunteers	<u> -</u>	<u> -</u>	<u> -</u>
Total personnel compensation	\$ 7,062	\$ 9,122	\$10,090
12 Personnel benefits	543	828	990
21 Travel and transportation	2,060	2,350	2,400
22 Transportation of things	519	570	570
23 Rents, communications & utilities	1,104	1,565	1,700
24 Printing	460	500	500
25 Other services	690	1,921	1,800
Services other agencies	1,861	2,099	2,180
26 Supplies and materials	272	385	420
31 Equipment	794	560	250
42 Insurance, claims & indemnities	<u> 2</u>	<u> -</u>	<u> -</u>
Total obligations	<u>\$15,368</u>	<u>\$19,900</u>	<u>\$20,900</u>

11. Personnel Compensation -

\$10,090,000

The estimated fund requirements for personnel compensation cover pay in Washington and overseas, for all employees and the cost of reimbursable details of personnel from other government agencies. Funds are not included for the Director, who has been serving without compensation since the inception of the program.

	1964		1965	
	<u>Positions</u>	<u>Obliga-</u> <u>tions</u>	<u>Positions</u>	<u>Obliga-</u> <u>tions</u>
Permanent Employees:	770	\$6,634,000	840	\$7,311,000
Temporary Employees:				
Departmental		418,000		512,000
Foreign Nationals		198,000		216,000
Intermittent employment		470,000		490,000
Reimbursable details:				
Doctors		620,000		772,000
Other		282,000		289,000
Overtime & Holiday Pay		<u>500,000</u>		<u>500,000</u>
Total		\$9,122,000		\$10,090,000

(a) Permanent Employment - \$7,311,000. Included under this item are the estimated requirements for the regular pay of 840 Americans and staff members located in Washington and in countries throughout the world. The increased fund requirements in Fiscal Year 1965 result from (1) full year costs for positions in 1964, (2) the funding of additional positions, the major portion of which is required to support the program expansion envisioned for Latin America and Africa, and (3) increased pay act costs.

(b) Temporary Employment - \$728,000. In keeping with the Peace Corps' policy of a small permanent staff in the Peace Corps, we must rely on temporary employment to meet the demands of peak workload periods during the year. The estimate has been developed to provide an average of 21 man-years of temporary employment per month to cope with the anticipated workload that will be generated by the increase in projects and Volunteer strength. This includes the foreign nationals overseas.

(c) Intermittent Employment - \$490,000. During the course of the year there is a need to consult with outstanding individuals in various fields of endeavor. For example, problems arise with respect to selection of Volunteers, training, and other facets of the Peace Corps' program. When these occasions arise, individuals are consulted on an "as required basis." The estimate provides for about five man-years of intermittent assistance per month.

(d) Overtime and holiday pay - \$500,000. The estimate provides for the overtime required to be worked by clerical and stenographic personnel throughout the agency. In general, overtime is required to meet the volume of inquiries received from the public with regard to the Peace Corps; to cope with heavy peak workload demands in our recruiting, selection, and training programs; to aid our Volunteer support program; and to supporting management services.

(e) Reimbursable details - \$1,061,000. The Peace Corps, to the extent practicable, utilizes employees of other government agencies on a reimbursable basis for certain special skills not obtainable elsewhere. For example, the professional staff of the Medical Division, both in Washington and in the countries throughout the world, are on detail to the Peace Corps from the Public Health Service.

12. Personnel Benefits - \$990,000

Personnel benefits are directly related to the level of personnel compensation, and represent the government's share of contributions as required by law or regulation. The Peace Corps does not pay a post allowance or a post differential to its overseas employees.

<u>Personnel Benefits - \$990,000</u>	<u>1964</u>	<u>1965</u>
Retirement fund contributions	\$390,000	\$430,000
FICA contributions	55,000	58,000
Group life insurance	23,000	24,000
Health insurance	41,000	44,000
Educational allowance	97,000	112,000
Quarters allowance	<u>222,000</u>	<u>322,000</u>
Total	\$828,000	\$990,000

(a) Retirement fund contributions - \$430,000. Retirement fund contributions are computed on the basis of 6½ per cent of the regular pay estimated for those employees subject to retirement fund deductions.

(b) FICA contributions - \$58,000. FICA contributions represent the government's share of social security contributions for those employees subject to social security withholding, based on 3.6% of first \$4,800 annual salary rate.

(c) Group life insurance - \$24,000. Estimates are based upon \$6.50 per thousand of life insurance, per annum for employees participating.

(d) Health insurance - \$44,000. Estimated at \$56 per annum for permanent American employees participating.

(e) Educational allowance - \$112,000. The average annual educational allowance overseas is estimated on the basis of past experience at \$327 per man-year. Using this factor, the estimates have been developed as follows:

	<u>No. of Employees</u>	<u>Average Annual Cost Per Man-Year</u>	<u>Annual Amount</u>	<u>Lapse</u>	<u>Net Cost</u>
Peace Corps staff and doctors	370	\$327	\$120,900	\$8,900	\$112,000

(f) Quarters allowance - \$322,000. The cost in 1965 for quarters allowances is estimated on an average annual cost per man-year of \$2,078, adjusted for lapse.

	<u>No. of Employees</u>	<u>Average Annual Cost Per Man-Year</u>	<u>Annual Amount</u>	<u>Lapse</u>	<u>Net Cost</u>
Peace Corps staff and doctors	160	\$2,078	\$342,870	\$20,870	\$322,000

21. Travel and Transportation of Persons - \$2,400,000

Travel and transportation expenses of all Peace Corps staff, including dependents, are covered herein. Of the total cost, 80 per cent is estimated for operational travel, 18 per cent for travel in connection with assignments to and return from overseas posts, and 2 per cent for home leave privileges.

	<u>1964</u>	<u>1965</u>
Operational travel	\$1,800,000	\$1,911,000
Post assignment travel	514,000	453,000
Home leave travel	<u>36,000</u>	<u>36,000</u>
Total	\$2,350,000	\$2,400,000

Details for each of these items follow:

(a) Operational travel - \$1,911,000. Includes all staff travel in the United States and overseas. The average cost factors per travel day have been developed on an experience basis.

	<u>Estimated No. of Days</u>	<u>Average Cost</u>	<u>Total</u>
Domestic program travel	21,490	\$49	\$1,053,000
Overseas program travel	20,000	38	760,000
Consultation overseas staff	<u>2,000</u>	49	<u>98,000</u>
Total	43,490		\$1,911,000

(b) Post assignment - \$453,000. Includes cost of the initial assignment to the post, and for return upon termination of the tour of duty; and for transfer between posts.

	<u>No.</u>	<u>Average Cost</u>	<u>Total</u>
Assignment to posts:			
Peace Corps staff and doctors	155	\$1,815	\$281,000
Return from posts:			
Peace Corps staff and doctors	<u>95</u>	1,815	<u>172,000</u>
Total	250		\$453,000

(c) Home leave - \$36,000. This item covers travel of employees and dependents of 10 employees whose tour will be completed and who will come to the United States on home leave and return to a post of duty.

	<u>No.</u>	<u>Round Trips</u>	<u>Average Cost</u>	<u>Total</u>
Peace Corps staff and doctors	10	20	\$1,815	\$36,000

22. Transportation of Things - \$570,000

These funds will provide for the shipment of supplies and equipment to and from overseas posts, as well as the shipment of personal effects of staff personnel and doctors to and from overseas assignments.

	<u>1964</u>	<u>1965</u>
Shipment of household goods	\$150,000	\$100,000
Shipment of automobiles	30,000	18,000
Other	<u>390,000</u>	<u>452,000</u>
	\$570,000	\$570,000

(a) Shipment of household goods - \$100,000. In 1965, no funds are requested for the shipment of household goods overseas. This is the result of a decision in 1964 not to ship household goods overseas but to procure necessary furnishings at the overseas post. Funds are being requested to finance the return shipment costs for household goods of returning staff and doctors, who were assigned overseas before this policy was placed into effect.

	<u>No. of Shipments</u>	<u>Average Cost Per Shipment</u>	<u>Total</u>
Post assignments:			
Peace Corps staff and doctors	-0-	-0-	-0-
Return from posts:			
Peace Corps staff and doctors	<u>95</u>	\$1,050	<u>\$100,000</u>
Total	95		\$100,000

(b) Shipment of Automobiles - In 1965, no automobiles will be shipped overseas for staff personnel and doctors. This is also the result of a decision not to ship personally owned automobiles overseas. Obligations are for the return of automobiles shipped overseas before this policy was placed in effect.

	<u>No. of Shipments</u>	<u>Average Cost Per Shipment</u>	<u>Total</u>
Post assignments:			
Peace Corps staff and doctors	-0-	-0-	-0-
Return from posts:			
Peace Corps staff and doctors	<u>30</u>	\$ 600	<u>\$18,000</u>
Total	30		\$18,000

(c) Other - \$452,000. Shipment of office supplies, transportation of office machines, exhibits, and other items based on program increases.

23. Rents, Communications, and Utilities - \$1,700,000

The estimated fund requirements for this object will finance requirements for all telephone service, cable, telegraph and teletype, and postage fees; also rents and utilities for office space, residential space for overseas personnel and the rental of equipment.

	<u>1964</u>	<u>1965</u>
Telephone service,	\$ 270,000	\$ 270,000
Cable, telegraph and teletype	160,000	160,000
Postage fees	495,000	540,000
Rents and utilities:		
Office space	163,000	166,000
Residential space	437,000	524,000
Equipment rental	<u>40,000</u>	<u>40,000</u>
Total	\$1,565,000	\$1,700,000

(a) Telephone service - \$270,000. The estimate provides for local and long distance telephone service, switchboard service, etc., required in connection with the day to day operation of the agency. To the extent possible long distance calls are placed through the facilities of the Federal Telecommunications System to effect economy. The estimate was based upon obligation rate of about \$23,000 per month, resulting in a total estimate of \$270,000.

(b) Cable, telegraph and teletype - \$160,000. Cable, telegraph and teletype service is required to provide communication between the headquarters and our program activities throughout the world. The estimate was based upon an average rate of approximately \$14,000 per month.

(c) Postage fees - \$540,000. The nature of the Peace Corps program requires that training, educational and program materials must be mailed to Volunteers in training in the United States as well as to those already on the job in countries throughout the world. In addition, the agency receives numerous requests for informational material on the Peace Corps--what it is, and what it does--from many private and public organizations throughout the country.

(d) Office space and utilities - \$166,000. The estimate provides for 158,000 square feet of office space at 70 locations throughout the world. Fund requirements increase slightly in 1965 to provide additional office space for program expansion in 1965.

(e) Residences - \$524,000. The estimate provides for approximately 130 residences for staff personnel including doctors, in 1965. The additional obligations in 1965 are contemplated in view of the planned expansion in the program.

(f) Equipment rental - \$40,000. These funds are required primarily for the rental of Electric Accounting Machines (EAM) to perform the task of accounting for the agency's appropriations as well as payroll for staff employees and the readjustment allowance payments to the Volunteers. Other equipment rentals include reproduction machines and robotype machines.

24. Printing and reproduction services - \$500,000

Printing and reproduction services are performed by the Government Printing Office and reproduction facilities of other government agencies, to the maximum extent possible.

	<u>1964</u>	<u>1965</u>
Services directly for:		
Volunteers	\$450,000	\$450,000
Others	<u>50,000</u>	<u>50,000</u>
Total	\$500,000	\$500,000

(a) Services directly for Volunteers - \$450,000.
Includes application forms and recruitment brochures to supply post offices, schools, public and private organizations, clubs, etc., newsletters and newspapers for dissemination of inter-country information; instructions and handbooks; brochures of projects for the approval of host country and the Secretary of State, etc.

(b) Other - \$50,000. Normal printing and reproduction services, such as annual reports to the Congress, handbooks for Peace Corps staff overseas, internal orders, manuals, reports, and cards and forms essential to operations.

25. Other services \$3,980,000

Included under this head are fund requirements for contractual services with private organizations as well as for reimbursement to other government agencies for services performed for the Peace Corps.

	<u>Estimate 1964</u>	<u>Estimate 1965</u>
Research contracts	\$1,000,000	\$1,000,000
Miscellaneous contractual services	<u>921,000</u>	<u>800,000</u>
Subtotal	\$1,921,000	\$1,800,000
Services of other agencies:		
Other	\$ 349,000	\$ 380,000
Administrative support	<u>1,750,000</u>	<u>1,800,000</u>
Subtotal	<u>\$2,099,000</u>	<u>\$2,180,000</u>
Total	\$4,020,000	\$3,980,000

(a) Research - \$1,000,000. This is one of the most important areas of assistance in maintaining our high standards of selection and training. The small research staff uses outstanding individuals and institutions on a contract basis to provide information on our selection and training system and matters of related interest. The estimate for 1965 is less than one per cent of the total appropriation.

(b) Miscellaneous contractual services - \$800,000. Contractual arrangements are made to obtain services of various kinds. For example; handling and storage of employees household effects while on overseas duty; printing, editing, and distributing films and recordings; physical examinations by private physicians; repair of office machines and equipment; renovation of offices; and mailing services.

(c) Reimbursement to government agencies - \$380,000. The following identifies services necessary (excluding Agency for International Development and State Department administrative support) in the day-to-day operations of the Peace Corps for which funds are required to reimburse other government agencies.

	<u>Estimate 1964</u>	<u>Estimate 1965</u>
Civil Service Commission (security investigations and testing)	\$210,000	\$240,000
Department of State (language instruction, training materials, and Inspector General functions, etc.)	30,000	30,000
General Services Administration (office moves, space altera- tions)	40,000	40,000
Department of Health, Education and Welfare (health services)	9,000	10,000
Miscellaneous services	<u>60,000</u>	<u>60,000</u>
Total	\$349,000	\$380,000

(d) Administrative support - \$1,800,000. This includes services of the Department of State and Agency for International Development, both in Washington and overseas.

The Peace Corps utilizes facilities and services of the Department of State to the maximum extent available. When the Department cannot effectively provide these facilities, AID or Peace Corps staff are used to provide services to the Volunteers.

The following table indicates the type services provided by the Agency for International Development and the Department of State:

	<u>Estimate 1964</u>	<u>Estimate 1965</u>
<u>Agency for International Development</u>		
Washington:		
Automatic Data Processing	\$ 128,000	\$ 128,000
Security	<u>66,000</u>	<u>66,000</u>
Subtotal	\$ 194,000	\$ 194,000
Overseas	<u>106,000</u>	<u>16,000</u>
Total AID	\$ 300,000	\$ 210,000
 <u>State Department</u>		
Washington:		
Office of Personnel		
(Administration of health		
rooms, allowances, local		
salaries for shared		
administrative personnel)	\$ 27,000	\$ 30,000
Regional Bureaus	36,000	40,000
Domestic Services (pouch,		
telegraph, dispatch)	107,000	90,000
Office of Operations	<u>60,000</u>	<u>70,000</u>
Subtotal	\$ 230,000	\$ 230,000
Overseas	<u>1,220,000</u>	<u>1,360,000</u>
Total State Dept.	\$1,450,000	\$1,590,000
 TOTAL AID and STATE	<u>\$1,750,000</u>	<u>\$1,800,000</u>

26. Supplies and materials - \$420,000

Provision is made under this head for the funds required for office supplies and materials, automotive supplies, and other operating supplies. The estimate has been based upon obligations experienced in prior years.

Distribution of the estimate is as follows:

	<u>Estimate 1964</u>	<u>Estimate 1965</u>
Office supplies	\$ 65,000	\$ 70,000
Automotive supplies and materials	170,000	190,000
Other operating supplies	<u>150,000</u>	<u>160,000</u>
Total	\$385,000	\$420,000

(a) Office supplies - \$70,000. This will provide the normal office supplies, such as stationery, envelopes, pens, pencils, etc., required in the day-to-day office operations in Washington and our locations throughout the world.

(b) Automotive supplies and materials - \$190,000. Provides gasoline, oil, tires, tubes, and replacement parts needed in the operation of motor vehicles overseas. These vehicles are used by doctors and other staff personnel in the supervision of Volunteers and the direction of programs in countries throughout the world. The wide dispersal of Volunteers in rural areas necessitates the use of "Jeep" type vehicles.

(c) Other operating supplies - \$160,000. The estimate provides for miscellaneous overseas operating supplies, such as, screening required to keep space free of insects, fuel for heating, office cleaning or janitorial supplies. In addition, funds are provided for publications, reference materials and standard stock accounting cards and forms. It is estimated that an obligation rate of about \$13,000 per month will be required for this category of expense.

31. Equipment - \$250,000

The equipment costs in 1965 are primarily required for new employees.

	<u>1964</u>	<u>1965</u>
<u>Equipment:</u>		
Office furniture and equipment	\$ 72,000	\$ 28,000
Residential furniture and furnishings	210,000	135,000
Motor vehicles (non-passenger carrying)	270,000	81,000
Other	<u>5,000</u>	<u>6,000</u>
Total	\$560,000	\$250,000

Costs for 1965 are based on the experience in previous years.

	<u>Number</u>	<u>Average Cost</u>	<u>Total</u>
Office furniture and equipment	70 new positions	\$ 400	\$ 28,000
Residential furniture and furnishings	45 additional residences	\$3,000	\$135,000
Motor vehicles (non-passenger carrying)	27 vehicles	\$3,000	\$ 81,000
		(includes transportation costs)	
Other			\$ 6,000

(a) Office furniture and equipment - \$28,000. Office furniture and equipment is directly related to the additional positions for 1965, including doctors.

(b) Residential furniture and furnishings - \$135,000. Peace Corps provides furniture and furnishings for residences overseas. It is Peace Corps' policy not to ship furniture overseas, but to procure locally.

(c) Motor vehicles - \$81,000. Based on the additional Peace Corps staff employees and Public Health doctors to supervise the increased number of Volunteers and to direct program operations overseas, it is estimated that 27 "Jeep" type vehicles will be required.

Volunteers are widely dispersed, and motor vehicles are essential for proper supervision of operations.

(d) Other - \$6,000. Includes cabinets, panels, card trays, and related equipment for electric accounting machine operations.

ENCOURAGEMENT OF VOLUNTARY SERVICE PROGRAMS

Title III, Section 301(a) of the Peace Corps Act, (PL 88-204) provides that "it is the policy of the United States and a further purpose of this Act to encourage countries and areas to establish programs under which their citizens and nationals would volunteer to serve in order to help meet the needs of less developed countries or areas for trained manpower, and to encourage less developed countries or areas to establish programs under which their citizens and nationals would volunteer to serve in order to meet their needs for trained manpower."

As the Congress knows, the Peace Corps has been engaged in this work since January 1, 1963, working originally through the International Peace Corps Secretariat. That arrangement terminated December 31, 1963 and henceforth the work will be performed directly with countries or areas involved.

Obligations for this purpose are:

<u>1963</u>	<u>1964</u>	<u>1965</u>
\$29,000	\$144,000	\$214,000

The last half of 1963 was largely devoted to exploring the problem, getting organized and laying out a program.

In fiscal 1964 technical advice and assistance has been made available to under-developed countries in studying their needs for establishing and orienting domestic service corps organizations. This has included advice and assistance in techniques of selection, training and recruiting of nationals for volunteer service. Countries assisted have been Chile, Kenya and Ethiopia.

Advisors have also worked with officials in Bolivia, Dominican Republic, Honduras and Jamaica to design plans tailored to the establishment of service corps' in each of these countries.

The Youth Corps of El Salvador received further assistance in the assignment of a technically qualified Peace Corps assistant to give training and serve as a senior instructor.

Types of training programs proposed for the above countries have been in vocational skills, agricultural programs, rural health, rural education, basic medical services, community development and social welfare.

The 1965 program contemplates assisting a minimum of five countries showing keen interest in establishing national service corps', or further developing groups already planned or established.

Continuing liaison will also be maintained with approximately 13 industrialized nations who have developed or are developing national peace corps organizations which will export volunteers to developing countries in much the same way as the U.S. Peace Corps does. This liaison will result in consolidating information on all worldwide activities, matching needs against available resources, and will enable the orderly increase and placement of worldwide volunteer manpower.

It is believed that these efforts on the part of the U.S. Peace Corps, working with similar organizations in other industrialized countries, will lead to the placement of at least 4,000 non-U.S. volunteers in worldwide service by the end of 1965.

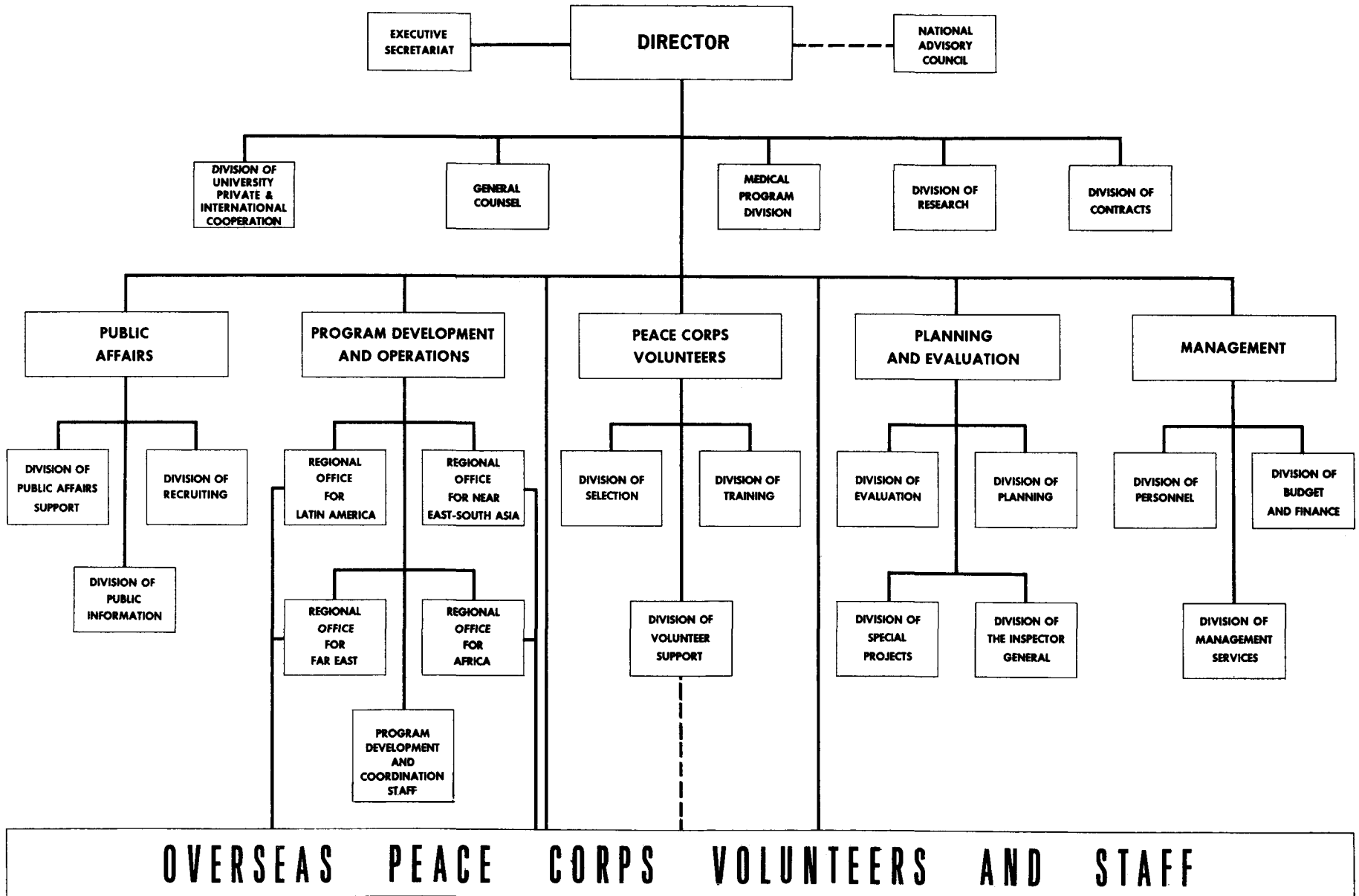
ORGANIZATION

The Peace Corps is headed by a Director and a Deputy Director, assisted by an Executive Secretariat. In Washington, it is organized into five major offices, each headed by an Associate Director, and five staff divisions.

Overseas, each country's operation is managed by a Peace Corps Representative with supporting staff.

The organization chart which follows illustrates our Washington office organization and its relation to Volunteers and overseas staff.

PEACE CORPS ORGANIZATION PLAN



OVERSEAS PEACE CORPS VOLUNTEERS AND STAFF

APPENDIX: PEACE CORPS WORLD MAP

CAMEROON

Secondary Education	76	54 Men
Rural Community Action	14	36 Women
TOTAL	<u>90</u>	

ETHIOPIA

Secondary Education	339	266 Men
University Education	35	149 Women
Multi-purpose	2	
Health	39	
TOTAL	<u>415</u>	

GABON

Secondary Education	18	64 Men
Public Works	54	13 Women
In Training	5	
TOTAL	<u>77</u>	

GHANA

Secondary Education	102	93 Men
Vocational Education	15	47 Women
Public Works	23	
TOTAL	<u>140</u>	

GUINEA

Agriculture	31	30 Men
Secondary Education	23	24 Women
TOTAL	<u>54</u>	

IVORY COAST

Secondary Education	43	28 Men
Adult Education	7	28 Women
Physical Education	6	
TOTAL	<u>56</u>	

LIBERIA

Elementary Education	111	161 Men
Secondary Education	131	122 Women
Multi-purpose	41	
TOTAL	<u>283</u>	

MOROCCO

Rural Community Action	44	72 Men
Secondary Education	40	31 Women
Physical Education	19	
TOTAL	<u>103</u>	

NIGER

Agriculture	9	14 Men
Secondary Education	5	
TOTAL	<u>14</u>	

NIGERIA

Secondary Education	445	295 Men
University Education	22	193 Women
Multi-purpose	6	
In Training	15	
TOTAL	<u>488</u>	

NYASALAND

Secondary Education	40	72 Men
Multi-purpose	3	29 Women
In Training	58	
TOTAL	<u>101</u>	

SENEGAL

Rural Community Action	27	53 Men
Secondary Education	25	13 Women
Physical Education	14	
TOTAL	<u>66</u>	

SIERRA LEONE

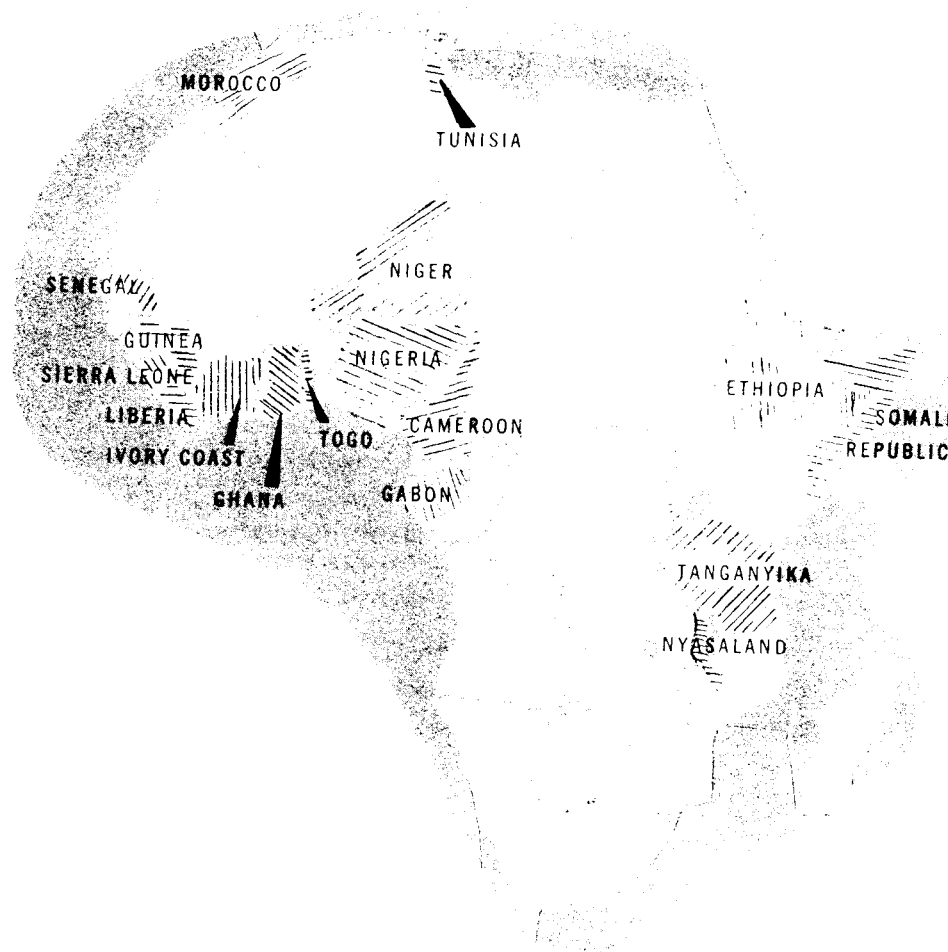
Rural Community Action	20	83 Men
Secondary Education	99	47 Women
Multi-purpose	1	
Health	10	
TOTAL	<u>130</u>	

<u>SOMALI REPUBLIC</u>		
Secondary Education	29	22 Men
TOTAL	29	7 Women

<u>TANGANYIKA</u>		
Elementary Education	77	44 Men
Health	20	53 Women
TOTAL	97	

<u>TOGO</u>		
Agriculture	4	18 Men
Secondary Education	17	19 Women
Health	16	
TOTAL	37	

<u>TUNISIA</u>		
Agriculture	13	61 Men
Physical Education	17	31 Women
Health	24	
Public Works	38	
TOTAL	92	



AFRICA
December 31, 1963

	<u>Overseas</u>	<u>In Training</u>	<u>Total</u>
Agricultural Extension	57	-	57
Rural Community Action	105	-	105
Elementary Education	188	-	188
Secondary Education	1,432	73	1,505
University Education	57	-	57
Adult Education	7	-	7
Vocational Education	15	-	15
Physical Education	56	-	56
Health	109	-	109
Multi-purpose	53	-	53
Public Works	115	5	120
TOTAL	2,194	78	2,272

Men - 1,430
Women - 842

<u>BOLIVIA</u>		
Rural Community Action	54	86 Men
University Education	15	67 Women
Health	52	
In Training	32	
TOTAL	153	

<u>BRAZIL</u>		
Agricultural Extension	80	137 Men
Rural Community Action	109	127 Women
Health	25	
In Training	50	
TOTAL	264	

<u>BRITISH HONDURAS</u>		
Elementary Education	7	14 Men
Secondary Education	18	13 Women
Vocational Education	2	
TOTAL	27	

<u>CHILE</u>		
Rural Community Action	62	51 Men
Urban Community Action	37	57 Women
Vocational Education	8	
In Training	1	
TOTAL	108	

<u>COLOMBIA</u>		
Agricultural Extension	50	408 Men
Rural Community Action	151	219 Women
Urban Community Action	67	
Secondary Education	44	
University Education	24	
Physical Education	27	
Health	66	
In Training	198	
TOTAL	627	

<u>COSTA RICA</u>		
Rural Community Action	24	31 Men
Secondary Education	26	37 Women
Health	18	
TOTAL	68	

<u>DOMINICAN REPUBLIC</u>		
Agricultural Extension	7	141 Men
Rural Community Action	104	34 Women
Urban Community Action	28	
Secondary Education	17	
Health	17	
In Training	2	
TOTAL	175	

<u>ECUADOR</u>		
Agricultural Extension	109	246 Men
Rural Community Action	77	86 Women
Urban Community Action	18	
Secondary Education	21	
Physical Education	11	
In Training	96	
TOTAL	332	

<u>EL SALVADOR</u>		
Agricultural Extension	17	35 Men
Rural Community Action	27	31 Women
In Training	22	
TOTAL	66	

<u>GUATEMALA</u>		
Agricultural Extension	19	70 Men
Rural Community Action	93	47 Women
In Training	5	
TOTAL	117	

<u>HONDURAS</u>		
Rural Community Action	61	26 Men
In Training	1	36 Women
TOTAL	62	

<u>JAMAICA</u>		
Secondary Education	5	42 Men
Vocational Education	23	27 Women
Physical Education	10	
In Training	31	
TOTAL	69	

PANAMA

Agricultural Extension	7	45 Men
Rural Community Action	4	12 Women
Health	46	
TOTAL	<u>57</u>	

PERU

Rural Community Action	75	216 Men
Urban Community Action	160	184 Women
University Education	37	
Vocational Education	18	
Health	77	
In Training	33	
TOTAL	<u>400</u>	

ST. LUCIA

Agricultural Extension	2	9 Men
Vocational Education	15	8 Women
TOTAL	<u>17</u>	

URUGUAY

Agricultural Extension	18	7 Men
TOTAL	<u>18</u>	11 Women

VENEZUELA

Agricultural Extension	25	72 Men
Urban Community Action	14	30 Women
Secondary Education	9	
University Education	26	
Physical Education	25	
In Training	3	
TOTAL	<u>102</u>	



LATIN AMERICA
December 31, 1963

	<u>Overseas</u>	<u>In Training</u>	<u>Total</u>
Agricultural Extension	334	7	341
Rural Community Action	841	176	1,017
Urban Community Action	324	102	426
Elementary Education	7	31	38
Secondary Education	140	51	191
University Education	102	26	128
Vocational Education	66	-	66
Physical Education	73	36	109
Health	301	45	346
TOTAL	<u>2,188</u>	<u>474</u>	<u>2,662</u>

Men - - 1,636
Women - 1,026

AFGHANISTAN

Secondary Education	19	38 Men
Vocational Education	7	34 Women
Multipurpose	9	
In Training	37	
TOTAL	72	

CEYLON

Secondary Education	11	23 Men
University Education	14	11 Women
Vocational Education	9	
TOTAL	34	

CYPRUS

Rural Community Action	22	22 Men
TOTAL	22	

INDIA

Rural Community Action	40	129 Men
Secondary Education	33	47 Women
University Education	47	
In Training	56	
TOTAL	176	

IRAN

Secondary Education	32	39 Men
University Education	6	6 Women
Vocational Education	7	
TOTAL	45	

NEPAL

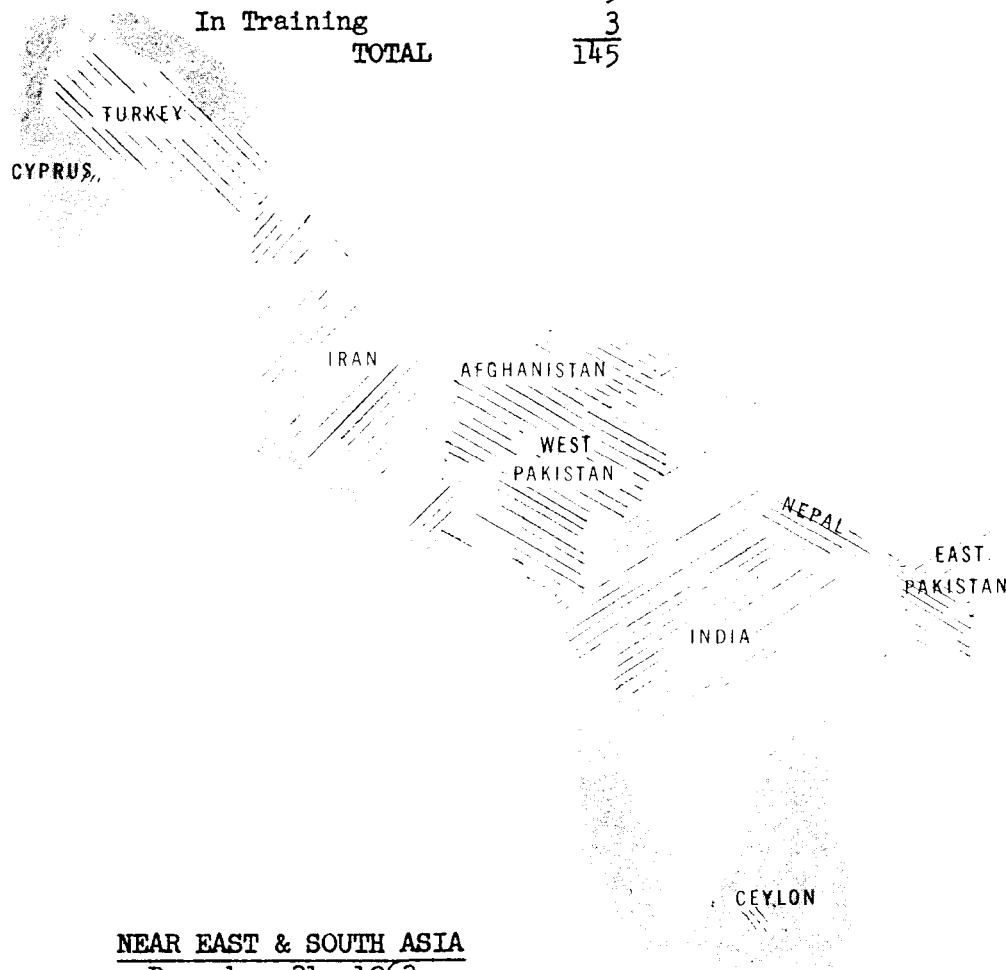
Agricultural Extension	12	88 Men
Rural Community Action	39	13 Women
Secondary Education	30	
University Education	20	
TOTAL	101	

PAKISTAN

Agricultural Extension	17	171 Men
Rural Community Action	72	80 Women
Secondary Education	20	
University Education	7	
Health	29	
Multipurpose	1	
Public Works	50	
In Training	55	
TOTAL	251	

TURKEY

Agricultural Extension	8	67 Men
Secondary Education	102	78 Women
Vocational Education	13	
Health	19	
In Training	3	
TOTAL	145	



NEAR EAST & SOUTH ASIA
December 31, 1963

	<u>Overseas</u>	<u>In Training</u>	<u>Total</u>
Agricultural Extension	37	57	94
Rural Community Action	173	-	173
Secondary Education	247	1	248
University Education	94	-	94
Vocational Education	27	1	28
Physical Education	9	-	9
Health	48	16	64
Multipurpose	10	37	47
Public Works	50	39	89
TOTAL	695	151	846

Men - - 575

Women - 269

INDONESIA

Physical Education	17	28 Men
In Training	16	5 Women
TOTAL	33	

MALAYA

Rural Community Action	24	112 Men
Elementary Education	8	106 Women
Secondary Education	44	
University Education	14	
Vocational Education	15	
Health	38	
In Training	75	
TOTAL	218	

PHILIPPINES

Rural Community Action	22	257 Men
Elementary Education	403	291 Women
Secondary Education	65	
University Education	58	
TOTAL	548	

SABAH/SARAWAK

Rural Community Action	31	85 Men
Elementary Education	9	55 Women
Secondary Education	29	
Vocational Education	2	
Health	14	
In Training	55	
TOTAL	140	

THAILAND

Rural Community Action	22	155 Men
Secondary Education	129	117 Women
University Education	44	
Vocational Education	16	
Physical Education	13	
Health	19	
In Training	29	
TOTAL	272	

FAR EAST

December 31, 1963

	<u>Overseas</u>	<u>In Training</u>	<u>Total</u>
Rural Community Action	99	55	154
Elementary Education	420	29	449
Secondary Education	267	55	322
University Education	116	4	120
Vocational Education	33	7	40
Physical Education	30	16	46
Health	71	9	80
TOTAL	1,036	175	1,211
Men - - 637			
Women - 574			

VOLUNTEERS AT WORK AND IN TRAINING

December 31, 1963

	<u>Overseas</u>	<u>In Training</u>	<u>Total</u>
Agricultural Extension	428	64	492
Rural Community Action	1,218	231	1,449
Urban Community Action	324	102	426
Elementary Education	615	60	675
Secondary Education	2,086	180	2,266
University Education	369	30	399
Adult Education	7	-	7
Vocational Education	141	8	149
Physical Education	168	52	220
(Education sub-total)	(3,386)	(330)	(3,716)
Health	529	70	599
Multi-Purpose	63	37	100
Public Works	165	44	209
TOTAL	6,113	878	6,991
	4,280 Men		
	2,711 Women		

<u>Regions</u>	<u>46* Countries</u>	<u>Overseas</u>	<u>In Training</u>	<u>Total</u>
Africa	17	2,194	78	2,272
Far East	4	1,036	175	1,211
Latin America	17	2,188	474	2,662
Near East & South Asia	8	695	151	846

Volunteers, Trainees and Countries at the End of Each Program Year (August 31)

	<u>1961</u>		<u>1962</u>		<u>1963</u>	
	<u>Volunteers</u>	<u>Countries</u>	<u>Volunteers</u>	<u>Countries</u>	<u>Volunteers</u>	<u>Countries</u>
Africa	142	3	1,110	13	2,208	17
Far East	158	1	799	4	1,178	5
Latin America	151	3	1,230	13	2,466	17
Near East & South Asia	33	1	439	8	783	8
TOTAL	484	8	3,578	38	6,635	47 *

* In September, 1963, North Borneo and Sarawak, previously counted as one country program by Peace Corps, united with Malaya to form Malaysia: thus in December of 1963 there is one country less than there was in September 1963.

PROGRAMS AND PROJECTIONS THROUGH AUGUST, 1964

REGION	OVERSEAS 12/31/63	TRAINING 12/31/63	TOTAL 12/31/63	ENTERING 1/1/64-8/31/64	RETURNING VOLUNTEERS	TOTAL 8/31/64
Africa	2,194	78	2,272	1,953	925	3,300
Far East	1,036	175	1,211	894	520	1,585
Latin America	2,188	474	2,662	2,591	1,003	4,250
Near East/ South Asia	695	151	846	872	353	1,365
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	6,113	878	6,991	6,310	2,801	10,500

Eleven countries, the majority European, now have national programs of voluntary service overseas modeled after the Peace Corps. Two countries, El Salvador and Tanganyika, have established domestic volunteer service programs. Fourteen other countries are currently studying the possibilities of establishing overseas or domestic programs.

To help those countries interested in forming national volunteer service programs, the International Peace Corps Secretariat provided information on selection and training of Volunteers, and provided assistance in program development.

The Secretariat which began temporary operations in January of 1963 was the result of a recommendation of the nations participating in the first International Conference on Human Skills in the Decade of Development which convened in Puerto Rico in October, 1962.

The Peace Corps recently received legislative permission to encourage other nations to establish overseas and domestic volunteer service programs. This is now being done on a bilateral basis with the countries involved.

I. COUNTRIES WITH ESTABLISHED VOLUNTEER SERVICE PROGRAMS

a. For Overseas Service

Argentina	France	Norway
Australia	Germany	Switzerland
Canada	Netherlands	United Kingdom
Denmark	New Zealand	

b. For Domestic Service

El Salvador	Tanganyika
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II. COUNTRIES PLANNING OR STUDYING VOLUNTEER PROGRAMS

Belgium	Israel	Northern Rhodesia
Bolivia	Italy	Pakistan
Chile	Japan	Sweden
Dominican Republic	Kenya	Thailand
Honduras	Jamaica	