350 College Students Finish Advanced Training Session

Four college campuses were sites this summer for the Peace Corps' first advanced training program for college juniors. More than 400 students, representing 91 schools, had eight-week training sessions at Yale, Dartmouth, the University of California at Berkeley and San Francisco State College. An in-house training camp in Puerto Rico served as a fifth facility.

By the end of August, 350 of the juniors had received basic training for teaching in Africa and community development in Latin America. Following completion of their senior year, the trainees will return to training sites for additional four-to-six-week periods before being sent overseas.

Dartmouth, host for the largest program, saw 134 students complete its session, preparing for secondary teaching in French-speaking West Africa.

Trainees had a full schedule, beginning their day of classes, seminars, panel discussions and recreation activities at 8 a.m. and closing out the slate at 9 p.m. Much of the rest of the evening was devoted to preparatory reading for the next day's classes.

One of the big advantages of the Advanced Training program is that it provides participants with more intensive language training," said Roger Landrum, the program's training officer, a former Volunteer who spent two years teaching at the college level in Nigeria. Trainees received classroom training in French four hours a day, six days a week.

Peace Corps Growing As Fourth Year Starts

The future of the Peace Corps looks bright regardless of which candidate sits in the White House in 1965.

Both candidates have publicly supported the work of the Peace Corps. Senator Goldwater, an ardent Split in goods and ideals can provide young people," said the President.

The Democratic platform specifically calls for expansion of the Peace Corps. Neither the President in his speech nor the platform presented any date by which this expansion should be completed.

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Both Davis and Harris Woford, associate director of the Peace Corps in charge of Planning, Evaluation and Research, felt that, in the future, major areas of work of the agency will continue to be in teaching and community development.

While Volunteers now teach primarily in secondary schools, both officials look for more Peace Corps help in the primary and college levels.

They both felt the Peace Corps had learned in almost every phase of its operations. Woford cited a need for acquiring more of the top students and added that there is a shortage of Volunteers who are interested in the peace corps.

"Some of the training program is too rigidly constructed for some of the situations the Volunteers are in," said one official. "We need to prepare Volunteers for the unstructured situation abroad."

"Requests from countries for Peace Corps help are growing and the number of Volunteers is on the rise," said Woford. "This is how we meet these interests with expanded programs," he said.

Davis referred to the impact of the Peace Corps on American society.

"It is changing some of our attitudes toward service and is helping to train a new orientation to service more respectable on the college campus."

Both officials said the Peace Corps idea should be expanded to bring foreign students to the United States to work in schools and community improvement projects.

The movement of peoples to and from America, a "Reverse Peace Corps for America," would be beneficial to the U.S. and to other nations," Woford said.

"The experience of actually working here on American social problems, helping and educat- ing Americans, should have a profound impact on young leaders from developing nations. They should return to their lands with new ideas and new determination," explained Woford.

Self-Help Idea Contagious

"Peace Corps . . . where is that?" asked an incredulous Nepalese village, unable to believe the young man standing before him was "a Westerner."

Through somewhat naive approach, the Nepalese was not so far wrong in asking "where" rather than "what" the Peace Corps is. Since the American variety was inaugurated in 1961, some 18 other similar corps have sprung up in countries all over the world. The fever has become so intense that 14 more nations currently have peace corps plans if the works, including ambitious little Liechtenstein, with a population of less than 17,000.

Foreign peace corps fall naturally into two categories, depending on the internal and external strength of the country. Industrial nations of western Europe and elsewhere, as in the United States, are sending volunteers abroad. Those nations with workers currently include The Netherlands, West Germany, Norway, Great Britain, France, Switzerland, Denmark, Canada, Australia and New Zealand.

Countries such as Peru, El Salvador, Northern Rhodesia, Tanganyika, Kenya, Malawi, and the Philippines use their volunteers for internal development, often working in conjunction with American Peace Corps Volunteers.

Peace Corps differs from the American version in other respects, particularly in size, length of training programs and administrative support.

Peace, typical of the foreign ventures, had 75 volunteers in the field, as of June, with plans to add 175 more by the end of the year. Northern Rhodesia, concentrating on internal development and an unemployment problem, is shooting for a goal of 3,000 in the field by 1965, with hopes of eventually building a force of 10,000.

Industrial nations, drawing heavily on skilled and professional volunteers, have often cut the American training period of 10-12 weeks in office of Program Development and Operations.

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The Editors

This special Peace Corps college supplement is distributed by the nation's college newspapers nearly a million college students — was written and edited for the Peace Corps by four college journalists.

The four who spent a week at the Peace Corps headquarters preparing this supplement are: Carrol Cagle, editor of the Montclair (N.J.) Observer; Vincent O'Brien, managing editor of the Daily Collegian (Wayne State University, Detroit, Mich.); and Phil Pilger, editor of the Daily Bruin (University of California, Los Angeles).

The supplement is being distributed to college newspapers in cooperation with the newspapers, the United States Student Peace Corps and the Associated Collegiate Press.
**Peace Corps Gives Personal Touch to Selection Process**

The Peace Corps selection process amounts to an assembly line with the personal touch. Once a prospective Volunteer has proven his stamina by completing the 123-item Questionnaire, the selection team begins the long, trying task of selecting a Peace Corps Volunteer.

Frank Erwin, director of recruiting operations, stresses that the job of the selection team is to "select men and women into the Peace Corps, not to select them out. We don't want this process to take on a negative outlook."

After the Questionnaire arrives in Washington its 12 pages are carefully read and only the obviously unqualified applicants are dropped. The number dropped at this point is about 10 percent. Such applicants are usually dropped for filing incomplete Questionnaires or because the applicant is not a citizen or has dependents under 18.

All information concerning a prospective Volunteer is put on a computer tape. Any later information is added so the Peace Corps can keep a running record of the individual and his progress. The average trainee rates a "C" at the end of the five-week training period.

### Advanced Training Starts...

(Continued from page 1)

During training, the prospective Volunteers undergo physical training, instruction in a language and practice in the work they will be doing overseas. At this point, trainees who do not qualify may be "selected out" for various reasons.

Volunteer Support assists for the Volunteers travel overseas and to training sites, takes care of their personnel needs, publishes the Peace Corps newsletter and acquires materials helpful to the Volunteers on their job.

The fourth office is the Office of Management, which includes the divisions of Personnel, Budget and Finance and Management Services.

The fifth office is the Office of Planning and Evaluation, which among other things, does an annual evaluation of each overseas project so that the Peace Corps can benefit by any mistakes that it may have made and continue to do what has been successful.

### Corps Now in 46 Countries

Over 5,300 Peace Corps Volunteers were serving in 46 countries in Africa, Asia, Latin America, the Near and Far East at the end of the summer.

The heaviest concentration of Volunteers was in Latin America, where Peace Corps projects were under way in 17 countries. Two thousand Volunteers were working south of the border. There were programs in 15 African nations.

Volunteers also served in four Far Eastern countries and eight nations in North Africa, the Near East and South Asia.

There were more than 4,300 Volunteers in training in the United States, Puerto Rico and the Virgin Islands.

### Many Decline Training

Those selected are then invited to train. Because of the amount of time spent in selection, many candidates have changed their minds about going abroad, got married or simply a reconsideration of the sacrifice involved. About 45 percent of those invited turn the offer down.

The trainee must then fill out a form dealing with his background. This is investigated by the Civil Service Commission, which checks the places where trainees have lived, worked, gone to school, etc.

The trainee then travels to one of the college training centers. "Up to now," Erwin says, "everything has been on paper. At the training center we get our first look at the Volunteer. We look so much that he's literally in a holding cell."

At the training center, a field selection officer, a field assessment officer and other members of the board meet and investigate the final process. The training project director is also a participant in the board's deliberations. The members of the board include a staff member from each country to which the Volunteers will go, a medical doctor, a psychiatrist and members of the university training site faculty.

After the first five or six weeks of training, the board meets and studies what is now a relatively complete picture of the trainee.

### Final Rating

The trainee is rated again, this time on a one to six rating scale. A one is dropped and a two is "promoted." A three is deemed not suitable for the particular post and may be transferred. The other patterns are the same as before—a four is average, has good potential and a five stands for perfect—three to two. The average score is between 1.5 and 1.8.

The machine then "nominates" candidates to a job at a specific post. Both Erwin and other officials are quick to point out that the computer merely nomi nates, it does not judge. All decisions are made by the selection board.

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**Staff Supports PCVs...**

(Continued from page 1)

Perhaps the second most important segment of the Corps—the Division of Recruitment—is located in the Office of Public Affairs. Besides recruiting, the office handles public information and advertising.

The recruiting duties are looked upon as of prime importance, because without new recruits there would be no Peace Corps. All personnel in all offices are expected to take at least one recruiting trip during the year.

Ten former Volunteers are the only full-time recruiters. A third office is that of the Peace Corps Volunteers, which takes over where the recruiters leave off. This office in turn is divided into three areas—Selection, Training and Volunteer Support.

The Selection division processes applications, checks Questionnaires and invites applicants who qualify to go through the training process.
The Peace Corps Training: 'A Miracle'

Teach over 40 languages—some of which have never been parts of formal instruction programs in the United States... develop complete training programs in the United States and in Latin America. Their work, notice as 10 days... prepare a volunteer for overseas service in Peace Corps.

"A miracle," said Dr. John Groebli, deputy director, Division of Training, in describing the success of the Peace Corps training program.

The Peace Corps works with more than 80 colleges and universities in the United States, Puerto Rico and the Virgin Islands and 10 private agencies to prepare Volunteers for two years of service in 46 nations.

Custom-Designed
"Every program is custom-designed on the basis of the interests and the type of job he will perform in his assigned country," explained Dr. Groebli.

Agency Has Three Goals
What are the purposes of the Peace Corps? What are the goals of the Volunteers in the field?

There are three broad guidelines by which the Peace Corps governs its operations, said National Director, Dr. Daniel Davis, deputy director of the Office of Program Development and Operation, which administers the Peace Corps.

The general aims of the Peace Corps are:

To provide skilled manpower for developing countries which request help.

To contribute to the understanding abroad of the United States and its people and to send Americans abroad to help them learn about the peoples of other nations and spread this understanding in the United States upon their return.

And, "You don't just blindly accept an invitation to go to a country," Davis said. "There has to be a commitment on the part of the nation which invites the Peace Corps."

"This decision on where to send a Volunteer is not purely scientific," Davis said. He pointed out that the Volunteer's basic needs such as shelter and health facilities have to be taken care of.

And before any Volunteers are sent into the field, the Peace Corps representative must check with local or tribal leaders and with governmental officials of the area.

As for the functions of Volunteers, Davis emphasized that they are not supposed to be "advisers" but workers. Their work should be a catalyst for change in a community.

The Peace Corps shouldn't have to train people in "cooking, maintenance and machinary," Davis said. "We're in the business of supplying people, not machines."

The Peace Corps designs its training programs with the idea that the Volunteer must be technically, physically, intellectually, socially and psychologically prepared.

60 Hours a Week
Basic training is usually conducted in this country and lasts from eight to twelve weeks. The normal training week consists of 50 scheduled hours—10 hours a day for a six-day week. This includes some planned study time.

The university training program includes:

- Technical Studies - The trainee acquires the technical and academic skills needed for the type of work he will perform overseas.
- Language Training - Instruction averages five hours daily.
- Area Studies - The trainee gains a background in the culture in which he will work.
- American Studies - The trainee receives a refresher course in the geography, history and institutions of the United States.
- World Affairs - A background in contemporary world affairs is obtained.
- Health and Medical Training - This course teaches a trainee to protect himself and to help improve the health conditions in the host country through health education.
- Physical Training and Recreation - The trainee is designed to assure the trainee of his physical capacity to perform his assigned task and provides him with basic recreational knowledge and skills.
- Peace Corps Service - The trainee learns of the purpose, philosophy and various programs of the Peace Corps.

A small portion of Volunteers then goes into 26 days of field training. This affords the opportunity for testing and improving the linguistic, technical, informational, physical and social skills required of the trainee's assignment.

To encourage confidence in the Volunteer, he is confronted with a program of physical conditioning, rock-climbing, swimming, map-reading, hiking and outdoor living.

Closing out the field training is an opportunity for the prospective Volunteer to perform his assigned task under conditions approximating the type of work he will perform.

Before entering the field, the Volunteer spends one to two weeks of orientation in the host country.

Money, Jobs Not Lacking
During the past academic year more than 250 scholarships have been made available to returning Peace Corps Volunteers.

The Peace Corps also offers scholarships, open to both graduate and undergraduate students, to continue their education in whatever field they may be skilled.

The Peace Corps is a part of the United States government. To apply for Peace Corps training, interested Volunteers should contact the Peace Corps nearest them. Name, address, phone and college transcripts are needed.

Volunteers being recruited from New, Varied Sources

The Peace Corps is looking for workers ranging from university science professors to secretaries to young farmers who may never have gone to college.

To prevent the Peace Corps from becoming an organization made up solely of liberal arts graduates, Director Sargent Shriver recently appointed a task force to develop ways for the agency to become more representative of the American people.

Arts Grad Needed
At the top of list of other nations are requests for doctors, nurses, math and science teachers and agriculture experts. But also much in demand are liberal arts graduates who don't have one particular skill, senior citizens who would like to contribute two years to helping others and general "handymen."

The recruiting efforts to date have been geared closely to college campuses and will continue to be so, since the overwhelming majority of Volunteers are recent college graduates. But there will be a corresponding recruiting effort made in industrial plants, junior colleges and labor unions.

Ken Coffey, special assistant in the Peace Corps Recruiting Office, said the following types of volunteer service would be sought:

- The "practical agriculturist" who could work in rural community development projects.
- Secretaries who could work in Peace Corps offices overseas.
- "Skilled" workers who could teach lesser skilled workers either in vocational programs or in on-the-job training programs.
- "General handymen" who could work in machine shops doing a wide range of mechanical jobs.
- Senior citizens who, although having retired, would be interested in contributing their experience for two years in whatever field they may be skilled.
- Intelligent young men and women who, although they do not have a degree, are the "common sense" type needed for community development programs.
- "We need the kind of Volunteer who can go into a community, find the problems and work them out," one official explained. "The Volunteer doesn't have to have a special interest, but simply the ability to get along with people and to get them organized to work out solutions."
Peace Corps Frightened By Any Hints of “Bureaucracy”

One thing the Peace Corps doesn't want to become is a bureaucracy.

"There are signs of it creeping in now and then, but we try to fight it," said one Washington office administrator. He attributed these problems to the rapid growth of the Peace Corps.

The atmosphere in the Washington office is more like that of a busy city room in a metropolitan newspaper plant than that of a government department.

The work gets done, and lots of it, but it is done in a friendly, informal atmosphere which enables departmental chiefs to work alongside typists and secretaries without any thought of protocol.

The main reason for this refusal to become tied up in the traditional red tape of the government is that about three-fourths of the employees, according to one administrator, have not been government workers previously.

Corresponding to this factor is the fact that most of the Peace Corps people are around only for two or three years, then they move on to other public jobs or back to private business. There is no hard and fast rule decreeing that two years shall be the length of service in the United States, just as it is overseas; but that is the way the system works.

Another Washington official, with the Peace Corps two years, put it this way:

"The Peace Corps, as a rule, is not something to make a career of, or to use with which to work while you are fresh. After several years in any job, a person tends to become entrenched and set in his ways. This is not the kind of person that is best for the Peace Corps."

Another example of the lack of bureaucracy is evident in the recruiting system, which sooner or later uses everyone in every office for road trips to explain the Peace Corps to prospective Volunteers.

"Instead of setting up a rigid system of trying to bring in new people, we like to send out the people who really know the Peace Corps to explain it to others," said the administrator.

Perhaps the most revealing glimpse into the free-wheeling atmosphere is that about three-fourths of the Peace Corps people are around only for two or three years, then they move on to other public jobs or back to private business. There is no hard and fast rule decreeing that two years shall be the length of service in the United States, just as it is overseas; but that is the way the system works.

Restlessness a Good Sign

The Peace Corps hopes Volunteers will not wear themselves out by service overseas will not completely readjust to American society as they left it.

"Returning to the United States, the Volunteer sees some of the problems here that he witnessed abroad, but he doesn't immediately see how he can do anything about them," said Dr. Joseph English, chief psychiatrist with the Peace Corps.

"We don't want the returnees to lose this restlessness, but rather we hope they will be able to use some of the knowledge and skills they acquired overseas to help alleviate some of the problems facing this country," he said.

"The greatest adjustment for the Volunteer when he gets overseas is a psychological one," explained Dr. English. "His life can be filled with boredom, frustration and disappointment."

"Most Volunteers feel a deep sense of depression after being in the field about six months. However, all but a few cheer up in a short time and fill out their two years of service," said Dr. Joseph Colmen, a psychologist and deputy director of the Peace Corps Division of Planning Evaluation and Research.

For further information, complete this form and mail to:

PEACE CORPS, Office of Public Affairs, Washington, D. C. 20525

Mr. Mrs. Miss. Date

Address:

College or University

Level at present time: full-time or: 1 2 3 4 Grad. Degree

Major

Major field of experience outside of school: (Jobs, Farm background, hobbies, etc.)

Date you could enter training:

American Sacred Cow

Peace Corps Stature Grows

In three years the Peace Corps has become a fixture on the world scene. Movie stars willingly donate their talents to promotion film clips, radio and television stations provide enormous amounts of prime broadcast time, and even Congress casts an approving smile at nearly everything the Peace Corps does. In short, the Peace Corps has become perhaps the most sacred of America's sacred cows.

But it was not always that way. In the early days, the Peace Corps had more critics than any governmental agency can comfortably handle and more than its share of naysaying project deserves.

Anticipating the pitfalls, President Kennedy put the project in charge of his brother-in-law, Senator Shriver, on the premise that "it is easier to fire a relative than a friend."

Even a simple thing such as choosing a name caused no end of consternation. On Nov. 2, 1960, the then Senator Kennedy introduced a bill to create a Peace Corps. It was in a San Francisco campaign speech. The name seemed a natural, but advisors were critical of its "peace" had been distorted by Communists, while "corps" had a military stigma.

Back to Original

"We studied dozens of other names and finally came back to the original," Shriver recalled. "Perhaps the most fundamental part of our times. We believed the Peace Corps could contribute to its attainment, for while armaments can deter war, only men can create peace."

The stickiest question posed in those early days was how Volunteers should act in event of political crisis. Perhaps the most succinct and straightforward answer came from Secretary of State Dean Rusk.

"The Peace Corps is not an instrument of foreign policy, because to make it so would it rob its contribution to foreign policy."

The Corps has gone a long way in adhering to this principle. Current rules prohibit any person who has formally engaged in intelligence work from serving as a Volunteer.

Considered through a Presidential executive order in the Spring, the Peace Corps took its first official breath of life on September 22, 1961. On October 22, it nearly took its last breath of life, being felled by an innocent, but ill-timed, postcard from Nigeria.

Describes Conditions

Twenty-three-year-old Margaret W. Michelsen of Southbridge, Mass., held a postcard to a friend in Massachusetts, describing her amazement that the Peace Corps had survived initial jabs at a Congress of young American-Communist connections prevalent in the country. Anti-American candidates in a student union election at the University of Nigeria played the comments for all they were worth.

Descriptions Conditions

In the words of one distressed Volunteer, "I am tired of being known only to him. Level at present time (circle)

Image Difficult

While it is true that not all Volunteers spend their days sloshing through alligator-infested swamps and their nights fighting off these flieis, neither do they white away their time danc-