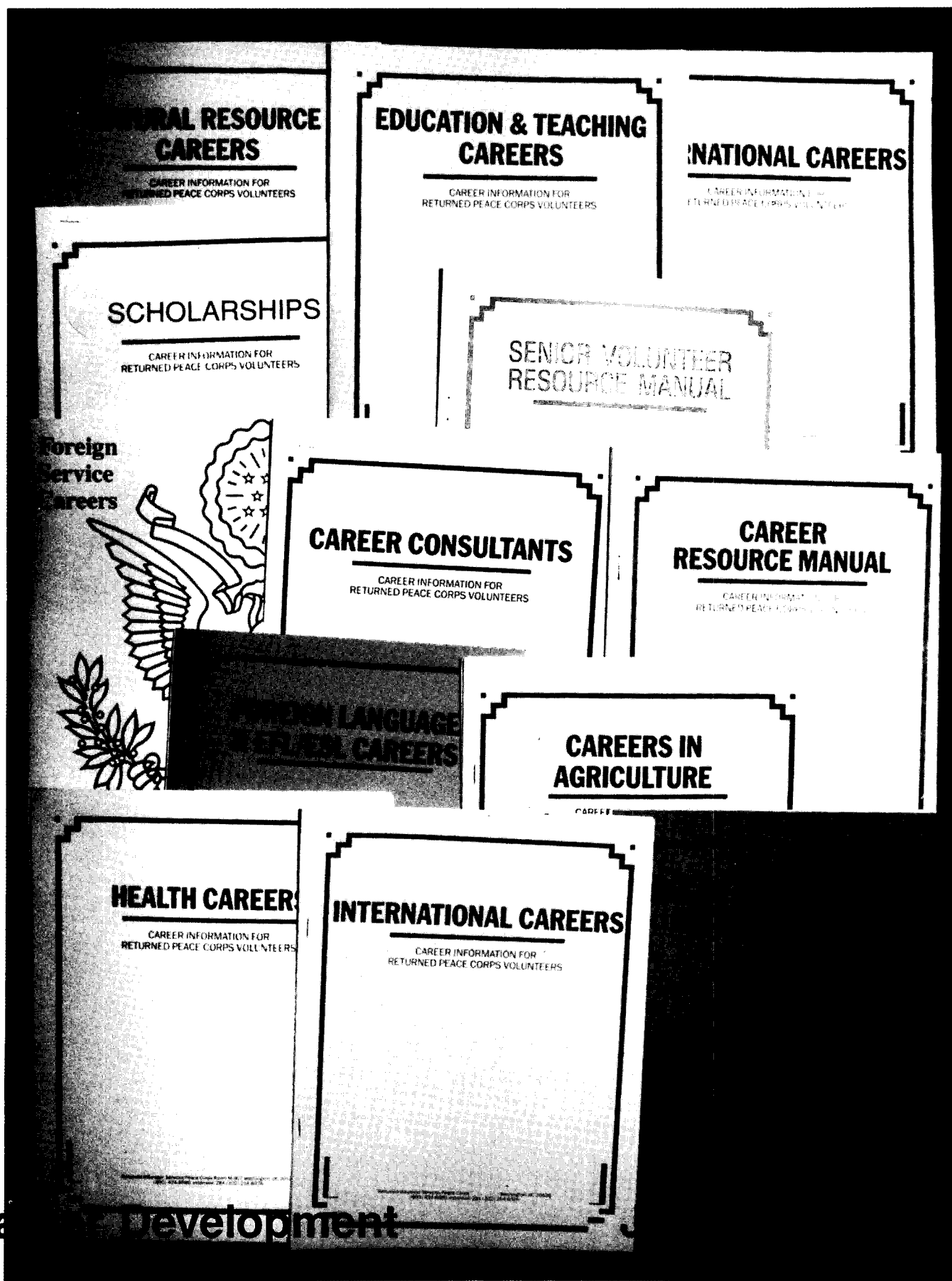


PEACE CORPS TIMES



Peace Corps' New Frontier

When the following article was published in *BUSINESS WEEK* I asked them if we could reprint it for you because I wanted you to see how your fellow Volunteers' work was highlighted.

Needless to say, Our Public Affairs Office continually works at getting the media's attention but it is difficult. Unfortunately, good news does not command a lot of attention. I always say, "If Volunteers misbehave or do something controversial, we can be assured of widespread coverage, but for your day-in, day-out important work for peace—that's another story..."

Volunteers from the earliest days of Peace Corps have been involved in microenterprise but never before have countries been so interested or supportive of this endeavor. Most now see it as an essential key to urban and rural development.

I intend to send reprints of the article to CEOs and personnel officers of major corporations and business schools to remind them of the valuable skills Peace Corps Volunteers bring back to America with them. I feel that this article demonstrates once more that RPCVs are motivated, resourceful and have a "get things done" mentality that hopefully will give you that extra edge when hiring decisions are made. Helping you to advance in your career is just one of the ways we can try to show our gratitude for your commitment and work for peace through mutual development.



Loret Miller Ruppe
Peace Corps Director

In 1985, Michael J. Daly's career was ticking along smartly. An accountant who spent six years as a bank analyst, the 27-year-old New Yorker had just bought a sharp new Honda Prelude. Then it hit him: the feeling that life was passing him by. Beguiled by TV ads for "the toughest job you'll ever love," Daly phoned a Peace Corps recruiter.

Co-workers at Manufacturers Hanover Bank "thought I was crazy," he recalls. Daly walked off his \$45,000-a-year job for a \$200-a-month stipend plus room and board in the Dominican Republic. There he teaches peasant-owned financial cooperatives to operate profitably and to compete with commercial banks.

The Peace Corps is getting down to business. Health, education and agriculture are still its main concerns, as they were when President Kennedy created the agency in 1961. But it is also concerned with the lack of capital and grass-roots entrepreneurial

knowhow that have condemn much of the Third World to poverty. "We've grown a lot wiser," declares Peace Corps Director Loret M. Ruppe, a 1981 Reagan appointee. To promote economic development, Ruppe is calling for private-sector help and business skills. She is finding them.

DROPOUTS. After years of scraping for volunteers, the Peace Corps now gets five applications for every position. They come from nontraditional quarters: executives yearning for midcareer adventures, financially secure retirees enlisting in the war on hunger and growing numbers of yuppie dropouts.

Volunteerism is chic again. The agency's image has improved overseas. But it is Director Ruppe who "deserves credit for saving the agency," says E. Timothy Carroll, director of the National Council of Returned Peace Corps Volunteers.

When President Reagan took office in 1981, liberals feared that the corps might be dismantled or forced to promote right-wing policies in the Third World. At first the Administration argued for budget cuts, installed hardline conservatives in top posts and insisted on reviewing the assignments of country directors. It also enforced a long-ignored provision of the Peace Corps Act requiring volunteers to be briefed on the communist "menace."

Ruppe, a moderate Republican whose husband, a former U.S. congressman, ran George Bush's 1980 Presidential campaign in Michigan, proved a shrewd politician. She isolated the hardlines and weathered a harsh attack from the Heritage Foundation, the conservative think tank, for being "out of step with the Reagan agenda." That won her the backing of Democrats such as Connecticut Senator Christopher J. Dodd, a Peace Corps veteran. Meanwhile, Ruppe violated liberal taboos by collaborating with the U.S. Agency for International Development (AID) and openly courting big business. In recruiting professionals and focusing on small-business development, she is adapting the Kennedy-era Peace Corps to "the 1980s personality," notes alumni group head Carroll.

That helped bring the White House around. In 1985, with its blessing, Congress mandated the corps to double its volunteer count to 10,000 by 1992. In the past two years, the corps' budget has grown by 20%, to \$146 million in 1988.

Dispatching white-collar missionaries is a sharp turn from the Peace Corps' early days, when 60% of the volunteers were liberal arts graduates armed with little more than altruism and a desire to experience the Third World. They taught English or health or worked at "community development."

IN VOGUE Only 7% of all volunteers have been placed in the new "income generation" projects so far. But the future

seems to lie there. Indeed, one reason for Ruppe's widespread support is that "microenterprises"—tiny business that can be as simple as a shoe-shine stand—are in vogue in economic development circles. Conservatives like the idea because it promotes capitalism. Liberals see it as empowering the poor. The concept pioneered by Mahatma Gandhi's cottage industry movement also is rather cheap.

In December, Congress ordered AID to earmark \$50 million for microenterprise loans of less than \$300 each. Lending agencies such as the World Bank, the Inter-American Development Bank and the U.N.'s International Fund for Agricultural Development are pushing similar agendas. Even private charities that specialize in famine relief, such as CARE and Save the Children, have begun finding small enterprises.

"It's cool for projects to make money," says Donald Odermann, the Peace Corps' director in the Dominican Republic and a former volunteer in Colombia. "In the 1960s it was almost shameful." Odermann, on



Peace Corps Times

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leave from his San Jose stock brokerage firm, keeps cassette tapes of Tom Peters' new book *Thriving on Chaos* in his Jeep Cherokee.

One-third of Odermann's 140 volunteers work on microenterprise. Perhaps the most successful Dominican project is a lending unit that two volunteers helped found in 1983. It has loaned \$1.2 million to 4,674 microenterprises that have created nearly 6,000 jobs. Less than 2% of the loans are nonperforming. One volunteer on the project, MBA Oscar Bernardi—a former Hilton hotels controller in Texas—recently helped a street vendor set up a doughnut business.

SHRIMP MARKETERS. Often, volunteers have great latitude in finding projects. Anthony L. Pinder, a 24-year-old commodities trader from Philadelphia, was assigned to work with the state coffee board of Ecuador in 1987. Pinder, who is black, was more intrigued by an account of an isolated community of black fishermen. He set out for their village by canoe and stayed to help them form a cooperative. Now he is teaching the fishermen bookkeeping and how to market their sea bass and shrimp.

To recruit more professionals, Director Ruppe is urging corporations to grant volunteers leaves of absence. Most companies balk at keeping the jobs open or continuing seniority and benefits during the typical two-year stint. Joining up thus often means temporary impoverishment. Once back home, the usual \$4,800 accumulated stipend buys but a few months' rent and a used car.

Nevertheless, Patrick Sheridan, 32, persuaded Texas Instruments Inc., where he is an accounting manager, to grant him a two-year Peace Corps sabbatical. Now he and his wife, Susan, an ex-banker at First City National Bank of Houston, work with a group of Ecuadorian peasants who weave straw goods.

The Sheridans' combined business acumen quickly became evident. First they got a \$5,000 grant from AID to buy raw materials and purchase the finished goods. Then they found U.S. buyers. Now they are training locals to do the accounting. In nine months the number of artisans has quadrupled to 1,200.

Retirees are coming aboard. Helen Murphy, a 63-year-old grandmother who ran a flight school near Yosemite National Park, has decamped to Nairobi, Kenya. There she teaches vegetable vendors, seamstresses and others the rudimentary cash management and bookkeeping skills they need to get low interest loans from a Peace Corps trust for women.

The Peace Corps also is trying to get alumni to donate money, or even make another tour in their former host countries since they already know the language and how to operate in the culture. In response, alumni groups have sprung up. The Friends

of Malawi have set up a loan fund for handicapped artisans there and are helping market their crafts.

Ruppe thinks she has barely begun. She wants Corporate America to grant more leaves and heed her calls for donations. "I'd like to get a cadre of businessmen we can count on," she says, "But for some reason the private sector doesn't like to donate services to the government."

JUST A FAD? Not everybody thinks the Peace Corps should cozy up to big business. Some critics fear it could lead to programs that cater to corporate interests. Others worry that the agency is becoming too involved with the local elite. In Belize City, for example, one volunteer works for the chamber of commerce. Washington development economist Stephen Hellinger, co-director of the Development Group for Alternative Policies, calls the microenterprise movement a "fad" that overemphasizes economic rather than social improvement. Too often, he says, "a handful of people do better, but nothing fundamentally changes for the community."

Still the 1980s Peace Corps is a vastly more effective organization than it was in its more innocent days. "The Peace Corps was kind of a Foreign Legion for refugees from Nixon," recalls Richard Shafer, a 1973 volunteer assigned to the remote South Korean island of Cheju-do. He estimates that 60% of his colleagues dropped out of the corps, possibly because they were disillusioned with ill-defined jobs and a lack of supervision.

"Today's Peace Corps is still idealistic. But it also wants results. In the Dominican Republic, Odermann notes much of the pressure to succeed comes from the volunteers, 'who are demanding a lot more of us.' He makes his point by citing the example of his new recruit: a hard-driving young woman who gave up a \$60,000-a-year New York banking job for the privilege of helping the poor.

By Pete Engardio in Santo Domingo, with Steve Askin in Harare, Zimbabwe.

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Peace Corps/International Forestry

At the Yale Forestry Department/Peace Corps signing ceremony on July 21, John C. Gordon, Dean of the Yale Forestry Department, said, "Almost all of the American leaders in international forestry are Returned Peace Corps Volunteers." He added that the principal expert in international forestry in America, Dave Harcharik, Director of International Forestry of the United States Forest Service, would be even more emphatic in this view.

About This Issue

Life after Peace Corps is a major concern to most Volunteers. Each one of you begins thinking seriously about it at a different stage of your service; some after one year in country and others before they leave the United States. Some Volunteers begin service with a definite plan for the future. For others, their Peace Corps experience provides the impetus for their life's work.

Your future is also a major concern to Peace Corps. Our task, and our pleasure, is to help you on your way whether your choice is employment, advanced education, more volunteer service or retirement. Towards this end, we have prepared this special issue on Career Planning and Development with the help of our excellent career counseling staff in the Office of Returned Volunteer Services—Nedra Hartzell and Steve Lamar.

Throughout this edition you will find material to guide you in your career choices. If there are areas which we have not addressed, please do let us know.

In the next issue we will have more about specific jobs at the Voice of America and some Career Questions which came in too late for this issue.

Dixie Dodd

The Peace Corps Advantage

Former Peace Corps Volunteers are consistently outperforming their fellow workers, in terms of salary gains and upward career mobility, according to a report presented to the convention of the American Psychological Association last year.

The report, the first comprehensive review of the U.S. working experience of former Peace Corps volunteers, is based on the lifetime career patterns of 437 volunteers. Almost 60% of the volunteers surveyed in the report, which sampled returned volunteers across the 26 year history of the program, chose careers in three fields; education (27.2%), health services (15.3%), and government (13.6%).

In each of the three fields the returned Volunteers reported salary gains in excess of those given to workers lacking the Peace Corps experience. During a recent five year period, former Peace Corps personnel, now employed as teachers, outperformed national salary gains for educators by 13.5%.

(continued on page 19)

Coming Home: Transition Back to the U.S.

Change and transition characterize much of adult life, according to Dr. Nancy K. Schlossberg, Professor in the Counseling and Personnel Services Department of the School of Education, University of Maryland. Just as entering Peace Corps Service was a major change, so will be leaving Peace Corps service. To facilitate your successful "leave-taking" and homecomings, Returned Volunteer Services offers this article by Dr. Schlossberg. The article, originally published under the title of "Taking the Mystery Out of Change", in the May, 1987, edition of *PSYCHOLOGY TODAY*, is reprinted with some changes by Nedra Hartzell of Returned Volunteer Services and with the permission of Dr. Schlossberg and *PSYCHOLOGY TODAY*.

I have come to believe that there is no single predictable, universal adult experience. There are many, and they frequently involve transitions. From childhood through adulthood, people are continually at the beginning, in the midst of and resolving transitions—some expected, others not. We initiate some but are forced to weather others. At times, we feel comfortable in our roles, at other times uncertain about what is ahead. Although we all experience transitions, our lives are so different that one person may go from crisis to crisis while another may experience relatively few strains.

The differences in the ways people respond to transitions can be attributed to many factors. Although age is considered a factor, the assumption being that the more transitions one has weathered, the better one copes, transitions are more important than chronological age in understanding and evaluating a person's behavior. And because the adult years are so variable, we cannot assume that particular transitions will necessarily occur at specific ages.

The transitions in our lives are those events—or nonevents—that alter our roles, relationships, routines and assumptions. They include:

- **ANTICIPATED TRANSITIONS:** the major life events we usually expect to be part of adult life, such as marrying, becoming a parent, starting a first job or retiring.
- **UNANTICIPATED TRANSITIONS:** the often-disruptive events that occur unexpectedly, such as major surgery, a serious car accident, a surprise promotion, or a factory closing. Transitions such as the birth of a first child or taking early retirement or leaving Peace Corps appear to have little in common, but all change a person's life. It is not the transition per se that is critical, but how much it alters one's roles, relationships, routines, and assumptions, and how able one feels to cope with the situation. Psychologist Richard Lazarus finds that we cannot understand the impact of a transition unless we look at the way the individual ap-

praised the transition and his or her resources for dealing with it.



Dr. Nancy Schlossberg

Transitions take time, and people's reactions to them change—for better or worse—while they are under way. At first, people think of nothing but being a new parent, a new graduate, a new Peace Corps Volunteer, a new supervisor or newly jilted. Then they begin to separate from the past and move toward the new role, for a while teetering between the two. A year, sometimes two years or even more pass before moving from one transition to another. While some transitions may be over and forgotten, others never seem to end.

People differ in how they cope with what seems to be the same transition, and often cope well in one transition but feel ineffective in the next. How, then, do we handle this journey, live through it and learn from it?

To help answer these questions I have developed a systematic way to predict, measure and modify people's reactions to change. By examining the features common to all transitions, however dissimilar they appear, some of the mystery can be taken out of change.

Studies of change, whether job loss, geographical moves, returning to school, caring for aging parents, or retiring—have shown that people in transition have both strengths and weaknesses. I have clustered these potential resources and deficits into four major categories, the four S's: situation, self, supports, and strategies. Consider the balance of your resources and deficits in each category to predict how you will cope with the transition back to the U.S.

- **SITUATION:** Do you see leaving your

Peace Corps assignment and returning home as positive, negative, expected, unexpected, desired or dreaded? Will the transition come at the worst or best possible time? Is the change "on time" or "off time"? Is the transition surrounded by other stresses? Is this a transition you control or do you feel forced to leave? Is this the beginning, middle or nearly the end of the transition? Is this a personal transition or a reaction to someone else's?

- **SELF:** There are many ways to gauge your inner self or strengths for coping with leaving your Peace Corps assignment and friends and for coping with returning to the U.S. What has been your previous experience in making a similar transition? Did you enter your Peace Corps country and assignment smoothly or with difficulty? Do you believe that you have options for the future? Are you basically optimistic and able to deal with ambiguity? If so, you will bring to the transition the greatest resource of all: a strong sense of self.
- **SUPPORTS:** External supports and options include both financial assets and potential emotional support from family, close friends, and coworkers. Dealing with transitions successfully requires that those close to you offer more support than sabotage. Unfortunately, this is not always the case.
- **STRATEGIES:** Understanding the nature of transitions can help you find ways to cope with them. Sociologists Leonard Pearlin points out that there is no "magic bullet" coping strategy. Rather, the creative copier uses a number of strategies, including those that change the situation or the meaning of the situation, as well as those that help the person to manage stress. By taking readings on the state of the four S's you can target the problem area, then ease the pain of change by modifying that area.

Consider, for example, the fictional case of John, a 26 year old PCV close to end of service. John has loved his work, the culture and the people of his country of service. He extended his service for six months to complete a major project. John's original assignment was an ambiguous one and it took some time for him to feel productive. John is more confident, flexible, and capable than he was before Peace Corps. During John's service, his mother retired in the U.S. and his parents now travel about six months of every year. One sibling has divorced and another has become a parent for the first time. John's correspondence with U.S. friends has been erratic, because of the mail system and because of lack of common experiences. John is concerned about the future of a very satisfying, two year relationship with another PCV.

We can evaluate John's transition by using the four Ss:

1. John is ambivalent about the situation. The change has been expected, but as with most PCVs, John greets the transition sometimes with great joy and relief, and at other times with sadness and a profound sense of pending loss. John's personal transition is voluntary, although Peace Corps would discourage his staying if he asked to do so, and coming at a good time because of the completion of the major project. His girlfriend's transition, however, will impact John's transition, as will his impact hers. John's situation, then, is not "rated" high or low. There are substantive assets and deficits to the situation.
2. John's completion of his major project, his general satisfaction with his accomplishments and contributions to his Peace Corps site, and increased confidence will be sources of strength during the transition. His entry to Peace Corps was tough, but he coped well and has learned to be more tolerant of ambiguity. Although thinking about the transition with some concern, John is basically optimistic about the change and excited about his future in the U.S. In terms of self, then, John is "rated" high: His sense of self is strong at this time.
3. The changes in John's family members' lives, the decreased contact with U.S. friends, the future of his friendships with host country national colleagues and friends, and the relationship with his girlfriend are all unknowns for John's future. Financially, the Peace Corps readjustment allowance will be available in the U.S. The allowance will buffer readjustment in the U.S. to some degree. So John appears to be in need of some assurance of more emotional support than he currently anticipates receiving upon his return to the U.S. In rating the support aspects of John's transition, then, the level of support available to John ranges from unknown to low.
4. In assessing his readiness to cope well with this transition, John knows that during his difficult adjustment to Peace Corps, he learned new ways of coping. Basically, he is not as hard on himself and embraces more readily the fact that he cannot control all of what happens to him. John knows that the transition may well be wonderful, discouraging, exciting, sad, fun and difficult simultaneously. John feels strongly that he can get through all of that OK, so his "rating" in the area of strategies is high.

How might John bolster those areas in which his transition ratings are low—situation and support? John decided that he wanted to talk with his Peace Corps friends about the ways in which they planned to deal with the change. He gathered several

PCVs from his training group together and, although there was some initial embarrassment about sitting around talking about feelings, the PCVs shared their concerns and the ways in which they expected to take leave of their Peace Corps country and to return to their "other lives." From this discussion came many other discussions, and John found strength and support from the sharing of ideas and mutual concerns. Instead of avoiding the issue of their plans in the U.S., John's way of coping with difficult relationship problems in the past, he decided to admit to his girlfriend that he wasn't clear about what would happen and what he wanted. To bolster support at home, John wrote to his family and friends, discussing the transition and his need for help to be integrated back into the community in the U.S. By recognizing the resources he has which will help his transi-

tion, John was able to plan for coping with those areas of the four Ss in which he has fewer resources.

Transitions are inevitable and recurrent, but their specific form, timing and intensity cannot always be anticipated or controlled. You can, however, control how the changes of leaving Peace Corps and returning to the U.S. will affect you. It is important to remember that transitions are a process and your reactions will change over time. So if you are feeling overwhelmed, those feelings will not last forever. By systematically sizing up the transition and your own resources for dealing with it, you can learn how to build on your strengths and to cut your losses—and even grow in the process. This model is intended to take the mystery—if not the misery—out of change.

Dr. Nancy K. Schlossberg, University of Maryland
Nedra Hartzell, Returned Volunteer Services

The "Best States" for Employment

Each year, *Inc. Magazine* runs a feature on the states which are generating the most new jobs, attracting the most new businesses, and showing the fastest young company growth.

Here are the composite rankings for the top ten:

Arizona	Less expensive land and lower labor costs help make it the state with the highest percent of growth in jobs.
New Hampshire	Proximity to Massachusetts has aided spillover of new industries to New Hampshire. Low taxes help.
Maryland	Growth of service and technology industries in nation's capital help Maryland.
Georgia	The regional hub for the fast growing Southeast, Atlanta has become the major center for offices serving the Southern states.
Virginia	Like Maryland, Virginia has benefited from the capital area's expansion.
Florida	The space program, the electronics industry, and tourism all contribute to Florida's booming economy.
Delaware	Growth in banking and credit card companies has helped economic growth in the second smallest state.
California	Its top-flight technical universities and innovative firms help to keep California near the top of the list. It adds more jobs than any other state but its percent of growth is less than the states above it.
Massachusetts	Home to 65 colleges and universities, Massachusetts has the highest percent of fast growth companies.
Nevada	Nevada has absorbed some of the expansion from San Francisco and Los Angeles.

Source: "Coast to Coast" *Inc. Magazine*, October 1987.

Reprinted from *Career Opportunities News*, Garrett Park Press, Garrett Park, MD, 1988.

What Does RVS Do?

Returned Volunteer Services provides career, educational and readjustment counseling and information to current and recently-returned PCVs. To that end, RVS maintains one career counselor and one program assistant to facilitate the dissemination of important career and educational information. Such specific information can be in the form of a list of addresses, advice on how to prepare SF-171 forms and resumes, or ETS publications such as the GMAT and GRE application books. RVS also maintains a small library of educational listings, career resources, and employment directories.

RVS publishes a series of manuals which provide important assistance with job-hunting in specific fields. These manuals are titled: INTERNATIONAL CAREERS; EDUCATION AND TEACHING CAREERS; FOREIGN LANGUAGE AND EFL/ESL CAREERS; SCHOOLS OFFERING ACADEMIC ASSISTANCE TO RPCVs; CAREERS IN AGRICULTURE; NATURAL RESOURCE CAREERS; CAREER CONSULTANTS; HEALTH CAREERS; and the CAREER RESOURCE MANUAL. These manuals are available to current and recently-returned PCVs only. RVS publishes the HOTLINE bulletin of jobs twice a month for RPCVs living in the United States who have finished their Peace Corps time within the last two years.

RVS updates the addresses of former PCVs. Although no addresses can be released because of the Privacy Act, RVS will forward letters that are specifically addressed to returned volunteers in care of this office.

RVS will pouch up to five college catalogues to current PCVs. All materials must be addressed in the following manner: NAME/COUNTRY, c/o Returned Volunteer Services, M-1107, US PEACE CORPS, WASHINGTON, DC 20526.

RVS maintains a PCV and RPCV lounge at the Washington office. In the lounge, there is a bank of free telephones (for local and long-distance), several typewriters, a job and housing bulletin board, and several binders and folders with job and educational listings. RVS sponsors periodic career information sessions called Brown Bag Meetings, in conjunction with the National Council of Returned Peace Corps Volunteers. These lunch-time meetings address such topics as how to fill out an SF-171 form or how to get a job in PC headquarters. RVS, also in conjunction with the NCRPCV, is sponsoring for the first time a Career Fair at the NCRPCV Annual Conference this summer. Forty employers and over 200 RPCVs are scheduled to take advantage of the opportunity to meet and to exchange information.

RVS welcomes career-related inquiries by RPCVs. The RVS phone number is (800) 424-8580 Ext. 284 (long distance) and

254-8326 (DC area). The address is: Returned Volunteer Services, US Peace Corps, Washington, DC 20526.

Career Questions

Question: I know headquarters in Washington provides job counseling but I'm on an island in the Pacific and will be going home to California and do not foresee a trip to Washington. What kind of help can I expect if I don't come to headquarters?

Answer: Please be assured that we at Returned Volunteer Services are available for assistance and consultation to RPCVs, no matter where they are. Clearly, being able to meet an RPCV personally helps in the career counseling process. Yet we can accomplish a lot by phone and/or letter. We at Peace Corps/Washington have a toll-free number on which RPCVs can call without using their precious readjustment allowances for long distance charges. The major problem with having "clients" all over the U.S. is that we are not familiar with the job markets in most cities. Thus, the RPCV looking for work in D.C. gets much more information about known job vacancies than the RPCV calling from Tulsa, Oklahoma. We do have information about some other cities, and there are RPCV Liaisons in the Midwest and Seattle who might be of assistance, however.

RPCVs in cities other than D.C. will have more networking and resource identification tasks to perform in their job searches than will RPCVs outside D.C. As an example and to dispel your concern, I recently helped an RPCV from Boston to brainstorm job search strategies for use in Seattle, a city about which she knows little and to which she is moving. We were able to generate several ideas from which to begin her job search process. Finally, don't forget that the RPCV network may be of assistance to you as well. I often refer recently-returned PCVs to RPCV groups in their geographic areas.

* * *

Question: When I joined Peace Corps nearly two years ago I was 60 and had just retired. I've noticed that in the Times and Returned Volunteer Services publications have only addressed careers, more or less, for young people. Also, I'm not interested in returning to school for an advanced degree. What advice do you have for us oldsters on finding a second (or now third) career? Peace Corps has revitalized me and I feel too young to retire. I realize there are more opportunities for volunteer work in the States but I need a supplemental income to my small pension.

Answer: Your point is well taken. I regret that most of our materials are geared to the RPCV who is entering the U.S. job market

for the first time and/or is in the beginning stages of her/his career. While we have a way to go to be totally responsive to the needs of the RPCV who has extensive experience, I want to take this opportunity to tell you what is available. (a) All PCVs over 50 will receive a booklet titled SENIOR VOLUNTEER RESOURCE MANUAL just before the COS conference. As the title indicates, this information was compiled to address the readjustment issues of those with more life and work experience than those PCVs who joined Peace Corps right out of college. (b) Country Directors will soon receive copies of 50 FACT SHEETS for Senior RPCVs, one per U.S. state. These were written to familiarize the Senior RPCV and Peace Corps staff about the extensive network available in each state to those RPCVs over 60 years of age. Get a copy for each state in which you might reside upon your return. Each state's Agencies for the Aging can make referrals to employment and volunteer opportunities in the state and/or community. As your question indicates, most retirees want to continue to work in some capacity. (c) We at Returned Volunteer Services have a copy of the MATURE/OLDER JOB SEEKER'S GUIDE. See the review of this book in another section of this issue. (d) I have saved the best for last. The Office of Special Volunteer Services recently hired Sam Udall, RPCV/Nepal and a former Peace Corps recruiter, as Senior Volunteer Facilitator. Sam is just settling in, but she expects to widen the resource network for senior PCVs and RPCVs. Thus, we know that we have a long way to go, but are committed to betterment of resources for senior PCVs here at headquarters. Please do write and let us know what we can do to be more responsive.

* * *

Question: I must be one of the few PCVs without a college degree. I have no desire to attend college but I do have good technical skills—I'm a licensed electrician and have done lots of plumbing and now, carpentry work. I'd like to continue in the international arena. Do you have any suggestions on where I might look?

Answer: There are many PCVs without college degrees. Technical skills are highly regarded and needed in the developing world and in the U.S. There are technical positions in the international arena, but the trend is toward hiring professional program managers who then teach and supervise host country technical trades persons. As an example, a consulting group in international development might hire a civil engineer to work with a school construction project overseas, rather than hiring a carpenter. This doesn't mean that you have no chance to work overseas again. It does mean, however, that you will need to con-

(continued on page 15)

Before Leaving Country, Don't Forget To . . .

Sitting from my vantage point at the Returned Volunteer Desk, I have had the opportunity to hear what many Volunteers wish they had done before they left country. Below are some of their comments.

1. Get recommendations from supervisors. Although the Peace Corps office will provide you with a Description of Service, it will not automatically give you a recommendation or supervisory appraisal. Since many employers do not accept the Description of Service as a recommendation for work, you should arrange for an APCD or site supervisor to write you an appraisal before you leave. One or two years after you get home, it might be very difficult to locate or communicate with a former supervisor.

2. Get your Description of Service (DOS) statement. As you may know, the Peace Corps office will provide you with a statement reflecting the type of training you received and the tasks you performed in the execution of your duties. This DOS also documents your eligibility for various Federal government benefits should you desire to work for the Federal government. Many PCVs either forget to pick it up or lose it soon after they pick it up. If you get home and find that you no longer have your DOS, however, you can get a new one by contacting the Volunteer Payroll branch in Peace Corps Washington.

3. Get your Foreign Service Institute (FSI) scores. If you are going to want your FSI score in the states, get it before you leave. Peace Corps/Washington does not keep any record of language proficiency. Once you get back to the States, the only way you'll be able to get a copy of your FSI will be by writing the office in the country in which you served. Because country offices only keep records for a short time and because of the typical mailing delays, it might be impossible to get your scores in time for a job or school application closing date.

4. Get home addresses of your Volunteer friends. Because the Privacy Act prevents Peace Corps staff from releasing addresses and phone numbers, you will not be able to get the address of a Volunteer from Peace Corps/Washington. Although you may at some time sign a release card, this merely allows Peace Corps/Washington to release addresses to RPCV groups and not to individual RPCVs. The best idea is to collect the home addresses of all the Volunteers who will be COSing with you and print them up in a directory.

5. Trade addresses with your host country friends. One of the best ways of relieving the Peace Corps homesickness that you may feel will be by staying in contact with your village friends. Some RPCVs have mentioned that they needed to set up a method of communicating with friends who are unable to read or write.

6. Get health insurance. Alexander and Alexander, through a Peace Corps group



Steve Lamar bent over a "hot" HOTLINE.

Photo—Bill Strassberger

policy, offers health insurance to recently COSed Volunteers for a period of up to 6 months. Remember, Peace Corps stops footing the medical bill at the point you finish your service. If you are not already covered by another health plan, it is a good idea to take out a policy for at least a couple of months. It can be very difficult to start up a health insurance plan immediately upon returning to the US so you might want to sign up for the full coverage. This is especially pertinent if you are planning to travel on the way home. It is also a good idea to carry the address of the insurance company with you. Your APCD should have information about this plan.

7. Take care of financial obligations. This applies to obligations which you may have in either your host country or in the US. In your host country, make sure you have

settled all accounts and have saved receipts to prove that those accounts are settled. Outstanding bills from years past often haunt you later on. In the US, be sure that you don't forget deferred obligations. For example, student loans, which were deferred while you were in the Peace Corps, might have to be restarted as early as one month after your COS date. Make arrangements to take care of these matters before it is too late.

7. Take more pictures/Get more souvenirs. This is a common regret among returned Volunteers. You can never have enough pictures, leather bags or wooden masks. Some Volunteers also pack mementos such as newspapers, labels from food packages, and favorite recipes.

8. _____ (This is a wild card in case you remember something else.)

Steve Lamar

Special Notice

Dear Friends of Fiji,

On May 6, Penioni Kuinikoro died in Suva after a short illness. Peni, as many of us called him, spent many years teaching us Fijian and working with us during Peace Corps training. For many of us, Peni and his wife became our friends and our long term Fijian contacts.

Peni's untimely passing left his three young children, Sakaraia in Form 3, Bania in Class 3 and Wainu in kindergarten, without their father. Jim Dawson, Country Director, 1979-1982; John

and Annie Doyle, RPCVs 1979-1983 and Tim Kreiger, PTO 1980-1983 are setting up a trust fund to insure funds for Peni's children's education.

If you wish to make a donation, please send your check, made out to "Kuinikoro Trust Fund" to: Tim Krieger, 4336 Grimes Ave. N, Robbinsdale, MN 55422.

Tim Krieger

ICE Almanac and other regular features will return in the September-October issue.

The Year 2000: Futurists Offer Career Advice

The following article ran in a special "Learning for Tomorrow," supplement to the March 6, 1988 edition of the New York Times. It was commissioned and edited by Ray Potter and is used by permission.

The Year 2000

Job seekers of the year 2,000 will be faced with careers that don't exist today. What's more, tomorrow's entrants into the workforce will confront a dizzying number of challenges that simply weren't on the agendas of their one-job-at-a-time, nine-to-five-oriented ancestors. To succeed, these workers of the not-too-distant future will need to be better educated, more flexible and less security-conscious than any other workers in history.

That's the consensus of career prognosticators—the futurists who chart the terrain of the future world of work. "The security that people used to feel simply won't be there," says S. Norman Feingold, a Washington-D.C.-based career counselor and co-author of *Emerging Careers: New Opportunities for the Year 2,000 and Beyond*. "If things are mind-boggling today, it's going to be even more so in the future. We'll never go back to the days when people stayed in one job all their lives and got gold watches after 20 years."

Interested in a career in the space industry? Let's check the classifieds for the year 2,000: there are listings for astrophysicists, planetary geologists, lunar technicians, space physicists and space colonists.

More inclined towards the helping professions? You can choose from a list that includes geriatric nurses, divorce mediators, child psychologists, obesity control consultants and wellness entrepreneurs.

Are you thinking about working in the energy industry? Here's a partial list of future job possibilities: environmental health scientist, solar energy systems designer, hazardous waste manager, water quality specialist and reclamation technologist.

Career forecasters use a number of trends that will open up exciting new job opportunities. Many new jobs will be created by the application of breakthroughs in technology, such as robotics, artificial intelligence, biotechnology and laser technology. There will be a demand for basic researchers, designers, technicians, sales and service people in all these fields. There will also be a need for entrepreneurial-minded consultants to combine technological expertise with the foresight to see the applications for these new technologies.

Careers in Transition

Other opportunities will arise out of recent demographic trends, such as the rising numbers of two-career families and the aging of the majority of the population. Two-career families, forecasted by some ex-

Where the Jobs Will (and Won't) Be

Listed below are selected career possibilities that, from the standpoint of availability, will provide the most and least security through the end of the century, according to projections by the United States Labor Department's Bureau of Labor Statistics. The percentage growth in the number of jobs expected through the year 2000 in each field is indicated next to the job titles. In those cases where opportunities will decline—such as for college and university faculty members—the change is shown with a minus sign.

The Most Secure

Paralegal personnel 104
Medical assistants 90
Physical therapists 87
Physical therapy aides 82
Data processing repairers 80
Home health aids 80
Data processing systems analysts 76
Medical records technicians 75
Computer programmers 70
Radiologic technologists 65
Dental hygienists 63
Dental assistants 57
Peripheral data-processing workers 51
Electrical and electronics engineers 48
Computer operators 47
Dining-room attendants 46
Electrical and electronic technicians 46
Opticians 46
Restaurant cooks 46
Travel agents 46
Veterinarians 46
Real-estate brokers 45

Registered nurses 44
Waiters and waitresses 44
Hotel desk clerks 43
Hosts and hostesses 42
Securities and financial salesworkers 42
Receptionists and info clerks 41
Accountants and auditors 40
Bartenders 40
Dental lab technicians 39
Licensed practical nurses 38
Physicians and surgeons 38
Lawyers 36
Nursing aides and attendants 35

The Least Secure

Electrical electronic assemblers - 54
Electronic semiconductor - 51
Railroad conductors, yardmasters - 41
Gas and oil occupations - 34
Phone installers and repairers - 32
Shoe sewer - 32
Chemical equipment controllers - 30
Farmers - 28
Stenographers - 28
Statistical clerks - 26
Farm workers - 20
Coil winders, tapers, and finishers - 19
Compositors and typesetters - 17
Shoe and leather workers - 17
Data-entry keyers - 16
Typists and word processors - 14
Machine tool cutters - 11
Child-care workers, private - 10
College and university faculty - 4

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perts to increase to 75 percent of all families by the year 2,000, will create a demand for day care centers and people to operate them. Feingold believes tomorrow's day care centers will function more as learning environments, rather than babysitting sites. In addition, tomorrow's employers are more likely to sponsor their own centers: an attractive benefit for workers who probably will be more inclined than the workers of today to shop around for benefits before selecting a job.

On the other hand, the aging of the baby-boom generation is liable to create the need for specialists in geriatric nursing, counseling and social work to service an elderly population that is going to live and work longer than any generation before.

Another future career will be the need for professionals to help people cope with the emotional impact of rapid technological and social change. Writer John Naisbitt has

referred to this as the "high tech/high touch formula": the notion that whenever a new technology is introduced into the society, there must be a counterbalancing human response. In his book, *Megatrends*, Naisbitt suggests that high-tech robots and high-touch "quality circles" seem to come into factories at about the same time. Along with industrial psychologists, professions likely to be in demand include career counselors, relocation counselors and ethicists.

Perhaps the most dramatic shift in work demographics in recent years has been the decline of traditional "smokestack" manufacturing jobs and the corresponding increase of jobs in the service sector. More than one out of seven factory jobs, the mainstay of the manufacturing industry, has been lost in the past five years. Last year's Endicott-Linquist Report from Northwestern University shows that, nationally, about 70% of all the new jobs offered to that

year's college graduates were in the service sector, versus only 17% in manufacturing.

Marvin J. Cetron, president of Arlington, Virginia's Forecasting International Ltd. and author of *Jobs of the Future*, expects the percentage of service jobs to jump to 88% during the 1990's. About half of these will be in the traditional service industries: banking, insurance, real estate, travel, restaurants and hospitals. The rest will be in the true growth industry of our time: information processing.

Careers in the Information Age

In the strict sense, most white collar workers are information processors; lawyers, accountants and middle level managers are all in the business of processing information. But the growth areas of the future, for the most part, will revolve around new information technologies. One example is teletext, which links home computers to data sources via cable or satellite and which even today is bringing banking services, stock transactions, news and shopping directly into the home. Cetron says that as the presentation of teletext gets slicker, more writers, editors and artists will be needed to package the information. He predicts 25,000 jobs for teletext editors and directors by 1990, and 65,000 positions for their underlings.

There will also be a need for people to manage and manipulate information systems. These include careers like database managers, information brokers, abstractor-indexers and computer programmers. Cetron adds that the current high demand for computer programmers should continue up until about 1995 and then wane. "After that, we're going to need systems analysts because by then we'll have the capacity to talk to machines and have them do the programming."

Edward Cornish, president of the World Future Society, believes there will continue to be a need for technicians who can manufacture and service computers, the linchpin of the information age. However, the big money will be made by those who can create, synthesize or manipulate the flow of information generated by the new information technologies. "It's going to be a golden age of consultants. As society becomes more specialized, there's going to be a need for people who are experts in very narrow areas."

A Golden Age for Entrepreneurs

Consultants are a subspecies of a broad career area that experts are certain will flourish: entrepreneurs. Cetron predicts that 83% of workers will be employed by small firms of 200 people or less by the year 2,000. "The pattern will be that more and more people will begin their careers by

working for big firms. They'll then find the weak link and start out on their own."

Cornish believes that the need for entrepreneurs will grow as employers become less willing to take on large workforces. Companies will want to maintain only a skeleton core "because of all the regulations and benefits that go along with having full-time workers. Also, their needs are going to change faster and they'll want to hire help as they need it." Software, such as computer spreadsheets, will take some of the burdens of business management off the entrepreneur's back.

Dinosaur Occupations

Although statistics show that new technologies create more jobs than they destroy, there's no doubt that some job titles will disappear by the year 2,000. The most obvious are heavy industry jobs, such as steelworkers, textile workers, and automobile workers. A good share of these jobs can be done more efficiently and economically by robots. There will also be less demand for unskilled jobs or jobs that do not require much training, including door-to-door salespeople, bank clerks and traditional telephone operators.

Cetron believes that middle management jobs will also start to disappear, as top managers learn to use computers efficiently. "A lot of the MBA functions that middle-management performs just won't be in demand. Take spreadsheet analysis. Hell, you have machines that do that already. You just put the numbers where they belong and the spreadsheet does it for you."

Along the same lines, dictation machines that automatically translate speech into text on a computer screen will eliminate 20% of all stenographic jobs by the year 2,000, Cetron projects.

Preparing for the Future

Career prognosticators Cetron and Feingold have a few pointers for those who plan to be working during the year 2,000. For those who will be entering the workforce for the first time, Cetron says that being computer literate will be more important than having an MBA. He also believes that people interested in science should study basic science rather than engineering. "What you'll learn in engineering courses has a five-year half-life. Fifty percent of what you'll learn will be on the computer in five years. On the other hand, the basic sciences don't change that much. They're basic building blocks."

Cetron believes that those who are interested in liberal arts should take a year of science courses, while the scientifically-inclined should take a year of liberal arts courses. "It's important to get a broad back-

ground, so that you can understand how things from other areas affect your main field."

Career counselor Feingold says that those who are interested in the more innovative careers must have a pioneering spirit. "Reach out for role models who are doing the thing that you want to do; go to conferences and symposiums where the new information is coming out before it's put into book form; subscribe to newsletters that list new developments and be a prolific reader and library user."

For those of us already involved in the world of work, a good tip is to keep aware of the need for continual retraining; the career rewards of the future will increasingly come to those who are willing to be lifelong learners. "The future is going to be scary for those who remember when things were more moderately-paced," Feingold says. "People will have to be much more flexible and open to learning new things. If you're not, your skills may become obsolete."

Angelo John Lewis

Angelo John Lewis is a writer whose articles have appeared in numerous national publications.



Coloradans Receive First Ruppe Award

The Peace Corps/VISTA Alumni of Colorado had the honor of being the first recipients of the Loret Miller Ruppe Award given by the National Council of Returned Peace Corps Volunteers at their July conference. The award, named for Director Ruppe, is given to the RPCV group which best promotes Peace Corps' Third Goal—To help promote a better understanding of other peoples on the part of Americans.

This award, which carries a cash prize of \$500, is given by the NCRPCV for the best RPCV group project for the previous year. The Colorado group received the award for its International Fair. For the past three years Peace Corps/VISTA Alumni have hosted International Fairs featuring foods, crafts, art and other wares from all over the world. The fairs have been well received and very well attended by the general public.

Second Prize was won by the Cleveland RPCV group for its International Film Festival. Honorable Mention went to the Washington (D.C.) Area group for its series of issue forums.

Paperwork for a Job Search

The "paperwork" needed for your next career step after Peace Corps service will require much thought and frequent revision. Two of the activities in the COS conference are development of a resume and discussion of the Standard Form 171, the federal job application. Detailed advice and "personalized service" will be available at that conference. In the meantime, here is a general introduction to job search paperwork.

A Resume

The purpose of a resume is to get a potential employer's attention, so as to enhance the prospects for an interview. An interview affords the opportunity to clarify and to expand upon one's abilities. A resume, then, should be a one page summary of experience and education, rather than a detailed account. Some RPCVs agonize over the prescribed length. Unless you've had substantive experience over 15-20 years and/or are applying for positions in a field (such as consulting) which requires more information, stick to one page. One study showed each resume getting 11 seconds of reading time from the employer at the critical first screening. So you want to be brief and to highlight what you are offering.

A chronological resume lists experience by position, beginning with most recent first. Specific skills acquired and/or practiced at each position follow the position title and employer information. A functional resume, on the other hand, summarizes skill areas, such as program design, administrative, personnel management, communication, technical assistance, etc., from all previous employment and educational experiences. Position titles are simply listed at the end of the skill areas.

Generally, a chronological resume is best for those who show a clear career path and who want to continue in that career path. Each step of the resume then expands upon the responsibilities and content of the previous step. Few of us show such direction in our work histories, however. Those whose career path has veered and/or is changing generally are represented better with a functional, skill-based resume, where the emphasis is on areas of competence rather than career path.

The SF-171

The completion of the SF171 requires the jobseeker to discard the "resume mode" and to embrace a new approach. The idea behind the 171 is to describe one's past experiences comprehensively, richly, and without regard for length. In fact, the 171 reads best when a functional format is used for each position. Each position, including Peace Corps service, needs to be documented thoroughly. Prospects for employment are enhanced by the diversity of the experiences described in depth in the 171.

Application for Federal Employment—SF 171
Read the instructions before you complete this application. Type or print clearly in dark ink.

Form Approved: OMB No. 3206-0012

GENERAL INFORMATION

1 What kind of job are you applying for? Give title and announcement number (if any)

2 If the announcement lists several job titles, which jobs are you applying for?

3 Social Security Number 4 Birth date (Month Day Year)

5 Name (Last, First, Middle)

Street address or RFD number (include apartment number, if any)

City State ZIP Code

6 Other names ever used 7 Sex (for statistical use)
☐ Male ☐ Female

8 Home Phone Area Code Number 9 Work Phone Area Code Number Ext

10 Were you ever employed as a civilian by the Federal Government? If "NO", go to 11. If "YES", mark each type of job you held with an "X".
☐ Temporary ☐ Career-Conditional ☐ Career ☐ Excepted
What is your highest grade, classification series and job title?

Dates at highest grade: FROM TO

11 Do you have any applications for Federal employment on file with the U.S. Office of Personnel Management? If "NO", mark here ☐ and go to 12. If "YES", write below and continue in 47 the information for each application: (a) the name of the office that has your application; (b) the title of the job; (c) the date of your Notice of Results; and (d) your rating.

DO NOT WRITE IN THIS AREA

FOR USE OF EXAMINING OFFICE ONLY

Material ☐ Submitted ☐ Entered register
☐ Returned

Notations

form reviewed
form approved

Option	Grade	Earned Rating	Preference	Aug Rating
			<input type="checkbox"/> 5 Points (10%) <input type="checkbox"/> 10 Pts (30%) or More Comp Dis <input type="checkbox"/> 10 Pts Less Than 30% Comp Dis <input type="checkbox"/> Other 10 Points <input type="checkbox"/> Disabled <input type="checkbox"/> Being Investigated	

Initials and Date

FOR USE OF APPOINTING OFFICER ONLY

Preference has been verified through proof that the separation was under honorable conditions, and other proof as required.

☐ 5 Points ☐ 10 Points—30% or Above Compensable Disability ☐ 10 Points—Less Than 30% Compensable Disability ☐ 10 Points—Other

Signature and Title

Agency Date

AVAILABILITY

12 When can you start work? (Month and Year)

13 What is the lowest pay you will accept?
Pay \$ per OR Grade

14 Are you willing to work:
A. In the Washington, D.C., metropolitan area?
B. Outside the 50 United States?
C. Any place in the United States?
D. Only in (list the location(s))

15 Are you willing to work:
A. 40 hours per week (full-time)?
B. 25-32 hours per week (part-time)?
C. 17-24 hours per week (part-time)?
D. 16 or fewer hours per week (part-time)?
E. In an intermittent job (on-call/seasonal)?
F. Weekends, shifts, or rotating shifts?

16 Are you willing to take a temporary job lasting:
A. 5 to 12 months (sometimes longer)?
B. 1 to 4 months?
C. Less than 1 month?

17 Are you willing to travel away from home for:
A. 1 to 5 nights each month?
B. 6 to 10 nights each month?
C. 11 or more nights each month?

MILITARY SERVICE AND VETERAN PREFERENCE

18 Have you served on active duty in the United States Military Service? If your only active duty was training in the Reserves or National Guard, answer "NO". If "NO", go to 22.

19 Were you honorably discharged from the military service? If your discharge was changed to "honorable" or "general" by a Discharge Review Board, answer "YES". If you received a clemency discharge, answer "NO". If "NO", explain in 47.

20 Did you or will you retire at or above the rank of major or lieutenant commander?

21 List the dates, branch, and serial number for all active duty service.

FROM	TO	BRANCH OF SERVICE	SERIAL NUMBER

22 Place an "X" in the box next to your Veteran Preference claim. Mark only one box. See the instructions for eligibility information.

<input type="checkbox"/> 1 NO PREFERENCE
<input type="checkbox"/> 2 5-POINT PREFERENCE—You must show proof when you are hired.
<input type="checkbox"/> 3 10-POINT PREFERENCE—If you claim 10-point preference, you must complete a Standard Form 15, which is available at any Federal Job Information Center. ATTACH THE COMPLETED SF 15 TO THIS APPLICATION, TOGETHER WITH THE PROOF REQUESTED IN THE SF 15.
<input type="checkbox"/> 4 Non-compensably disabled or Purple Heart recipient
<input type="checkbox"/> 5 Compensably disabled (less than 30%).
<input type="checkbox"/> 6 Spouse, widow(er), or mother.
<input type="checkbox"/> 7 Compensably disabled (30% or more).

The CAREER RESOURCE MANUAL which you will receive at your COS conference has excellent advice about the 171 and a good example of a completed form. Only one form needs to be completed. Copies can then be made for each job for which you apply.

The Curriculum Vitae

The C.V. is used by education professionals. Only a few PCVs will need to compile a C.V. If you have a graduate degree in education, wish to pursue an education position in the U.S. after Peace Corps, and need help with your C.V., please write RVS and I will address the C.V. in detail with you personally.

The way your resume or 171 looks is as

important as what it says. You need to ensure that the document is printed well, is neatly and accurately typed, is readable, and has lots of white space, i.e. there is not too much information on a page.

A final note: Your job search paperwork has to represent you well. Consult the experts and people who know you, but the final product is yours. The form and substance of your job search paperwork will say much about you to potential employers. Give the paperwork the time it deserves to be your "frontline" representative. RVS welcomes drafts of resumes, SF171s, and C.V., from PCVs and RPCVs. I will review them and call or write with suggestions, should the writer be interested in such feedback. Good luck!

Nedra Hartzell

Translating Your Skills

The first time I heard a description of fisheries extension work, I was amazed. As a career counselor, I usually know what job titles mean. In that case, however, I didn't. Over the past few months I have learned much about fisheries, digging wells, agronomy, ORT, etc., thanks to RPCVs. RPCVs are sometimes concerned about describing what they did in Peace Corps for U.S. employers. Will the skills developed in Peace Corps be understood and valued in the U.S.? The purposes of this article are to describe types of skills and to give examples of translation of skills.

Richard N. Bolles, citing Sidney Fine, described three "families" of skills in *The Three Boxes of Life* (Berkeley, CA: Ten Speed Press). Self-management skills are acquired early in life and are sometimes called personality (or character) traits. Examples are attention to detail, assertiveness, optimism, high energy, flexibility, empathy, punctuality, sincerity, sense of humor, and tolerance. Peace Corps recruiters seek persons with strong self-management skills.

Work-content skills are rooted in personal experience and preference, and are acquired through personal initiative, practical experience, and/or on-the-job training. Examples are speaking Wolof, motorcycle repair, diagnosing an illness through symptom identification, and choosing which seedlings to plant through soil analysis.

Transferable skills are acquired through natural-born talent and/or through special educational training. Transferable skills are related to people, data and things, and can be generalized across fields/professions. Examples are dealing effectively with diverse types of people, solving problems, mediating conflicts, coordinating a project, supervising others, compiling and analyzing data, managing a budget and operating machinery. The following statement contains examples of the three skill types: Can you identify each? "Kim really knows her stuff, and she's very competent, but in terms of being able to get along with anyone else, she's a mess."

The Career Resource Manual (which you will receive at your close-of-service conference) and your COS conference leader will help you begin the skill identification process. In anticipation of that time, however, you might begin by listing quickly, with little thought, the tasks you perform in your Peace Corps assignment. Then do the same for positions you have held in the past. The resulting list will most likely contain a combination of work-content and transferable skills. Divide the list into the categories of work-content and transferable. The division will take some time, and don't be alarmed if the work-content list is much longer than the transferable list. The trick now is to determine how readily understood your descriptions are to the person



RVS Career Counselor Nedra Hartzell explains the SF-171 form.

not familiar with international development. Chances are you know no such person in-country. Think about your family and friends at home. Does ORT, for example, mean anything to them? If not, think of a way to describe your work which your sister or son or grandparent would understand. This is a tall order, but take your time. To assist your efforts, excerpts of skill descriptions from resumes of RPCVs with whom I have met follow.

1. Agricultural Extension Agent/Costa Rica: Conducted site evaluation for construction of projects. Directed harvest, processing, and marketing of fish. Organized village residents to develop new aquaduct. Solicited and secured partial funding for aquaduct which provides safe and abundant water for 35 families.

2. Community Health Educator/Togo: Organized and implemented vaccination coverage of young children. Trained village leaders in preventive health techniques. Developed culturally appropriate teaching aids.

3. Secondary School Teacher/Kenya: Prepared daily lesson plans and monthly schemes of work. Advised and assisted rural women with income generation projects.

4. Agriculture Extension/Community Development Agent/Philippines: Secured funding for and supervised construction of a community association center and office. Organized an area farmers' association.

Conducted training seminars in vegetable gardening and freshwater fisheries. Supervised construction of three community water systems.

5. Youth Development Worker/Honduras: Organized token economies, fundraising, and income generation projects at residential center for street children.

6. Teacher Trainer/Morocco: Designed and presented teaching methodology seminars and demonstration lessons. Evaluated students' academic performance through written and oral exams.

7. Boat Builder/Tunisia: Wrote a booklet on flat bottom boat construction in three languages for use in Tunisia. Exchanged building ideas with local fishermen on a weekly informal basis. Designed and built a small sail-powered fishing boat for shallow water fishing areas of southern Tunisia.

8. Small Business and Cooperative Consultant/Paraguay: Managed raw material supply and sale. Developed and implemented an integrated marketing system.

I hope that these examples will provide assistance and inspiration to you. You have developed scores of skills through education, avocational interests, pre-Peace Corps work, and Peace Corps service. Understanding what those skills are, your proficiency levels in them, and how much you enjoy using them are preliminary steps in a calculating, and ultimately successful, job search. Please write if you have questions about the skill identification process.

Nedra Hartzell

Want More? Become a UNV

Since 1971, Peace Corps has sponsored more than 330 Americans as United Nations Volunteers. Over 60 percent of these volunteers have served previously as Peace Corps Volunteers. (The total U.S. applicant pool is about 20 percent RPCVs.)

These highly trained professionals have worked with their counterparts in more than 70 countries in development projects ranging from monitoring the crocodile population in Papua New Guinea to computer programming in Burundi. Peace Corps' contributions to UNV's Special Voluntary Fund make it possible for professionals from developing countries also to serve as UN Volunteers.

Background

The United Nations officially recognized the role of voluntarism in international development with the creation of the program in 1970. The first volunteers went into the field a year later. The program's principal objectives are to provide developing nations with an additional source of qualified and highly trained manpower; to give professionals the chance to contribute to worldwide development and to make the energy and talents of these volunteers available to UN agencies and member states.

Volunteer Selection

Qualifications for UNV service are more demanding than those for most of Peace Corps' programs. Each Volunteer must have a minimum of two years' working experience in his/her profession or trade. The volunteer must have earned a degree from a college or university, often at an advanced level or hold a technical certificate. In certain skilled trades such as carpentry or bricklaying, professional experience naturally substitute for advanced degrees.

UNVs must be at least 21 years old; most are between 30 and 40. Other basic requirements include proficiency in English, French or Spanish; good health and the willingness and ability to withstand unfamiliar climates and living conditions for the minimum two-year assignment. Married candidates may apply but are sometimes difficult to place because of such constraints as limited housing and lack of other facilities needed by families.

The selection process for UN Volunteers is highly competitive; out of over 1,200 now serving, only 38 are American. An effort is being made to increase the number of American volunteers, especially engineers, English as a second language teachers, computer specialists, librarians and others with scarce skills.

The selection process for Americans begins at the local Peace Corps recruiting office or regional center. A candidate first



Monitoring the crocodile population in Papua New Guinea.

must go through the usual Peace Corps selection procedure, including an interview. (This requirement is waived for RPCVs applying within one year of their COS date.) RPCVs must supply three references (Country Director, APCD and a fellow PCV), a brief motivation statement and meet UNV assignment criteria.

Once approved by Peace Corps, the application is sent to the program headquarters in Geneva where it is evaluated. The names of accepted candidates are placed on a roster with 140 occupational categories. A country asking for volunteers usually has a particular project and particular skills in mind. Volunteers on the roster are selected by how nearly their skills match the request. Final approval of candidates are made by the host country. Candidate placement often proves lengthy—as long as six months after Peace Corps' initial clearance.

Benefits

Peace Corps pays for travel to and from the country of assignment and also picks up the cost of any other international travel by the volunteer required for emergency leaves, medical evacuation or transfer. UNV provides each volunteer with a monthly stipend sufficient for modest living expenses. Inexpensive living accommodations are made available as are settling in grants for household purchases. Other program benefits include free health and life insurance. At the end of the two-year assignment, each

volunteer receives a resettlement allowance from Peace Corps of \$200 for every month of service.

United Nations/Peace Corps

Peace Corps and the United Nations address different, but equally important manpower needs of developing countries. The UNVs fill middle and senior level positions in a large variety of government and UN-sponsored projects. These posts carry substantial responsibility and opportunity for individual initiative. UNVs are, in the words of one volunteer, "people who are highly specialized in their fields. They are expected to know their profession and practice it in a professional way." The UNV program serves in some 30 countries where Peace Corps has no programs—Turkey, Ethiopia, Somalia, to name a few.

Peace Corps recognizes the importance of the UN volunteers in fostering the role voluntarism can play in development. The UN program offers people from all member states, regardless of economic circumstances, the chance to contribute to this endeavor. The UNV is unique in that it draws its manpower from both the developing and industrialized nations. In doing so, the program is seeking to make the "v" in development stand for "volunteer."

For UNV applications or for more information write to: Beth Cavalier, United Nations Volunteer Program, Peace Corps, Washington, D.C. 20526

Helpmates: A Review of Some Standard Texts

I have selected five books for review in this special Careers Issue of the *Peace Corps Times*. The titles were chosen because they are excellent resources and, in some cases, are available in posts' libraries or resource rooms.

WHAT COLOR IS YOUR PARACHUTE?

By Richard Nelson Bolles (Ten Speed Press: Berkeley, CA)

This job-hunting classic has been updated regularly since its original publication in 1972. There is not much new and little original, but *Parachute* is valuable because it is the distillation of the experiences of many job-seekers and -changers. As Bolles advises readers, job-hunting is not a one-time deal. We in the U.S. do it repetitively, so best we prepare well and become our own best resources—for the duration of our worklives.

Bolles's chapters cover topics such as rejection, motivation, persistence, decision-making, and identification of skills. What I like best about *Parachute* is the Quick Job-Hunting Map, which is also sold separately. A detailed exercise in transferable skill identification, the Map serves as a motivator—it's just what the job-seeker needs to get his/her job search started or rekindled—and as a confidence builder—the job seeker will be thrilled with the range of skills he/she identifies. Excellent appendices include advice on choosing a career counselor, other career resource books, and occupational information.

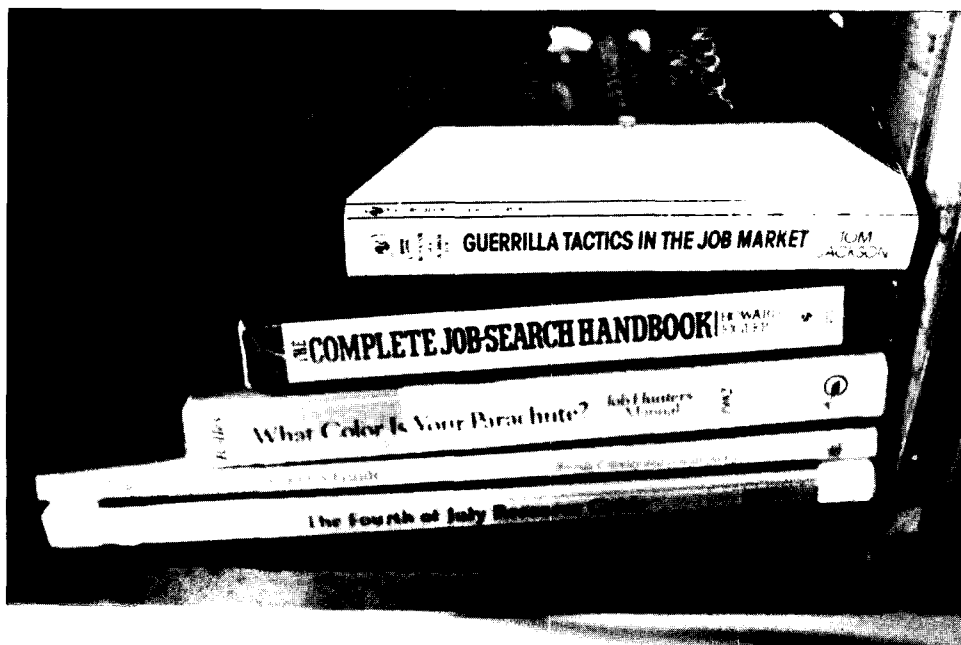
Parachute is read easily and full of good advice and cheer. The job search becomes an adventure, rather than a chore, for the reader.

THE COMPLETE JOB-SEARCH HANDBOOK

By Howard Figler (Holt, Rinehart & Winston: NY)

The Handbook is based on the premise that job-seekers need only utilize generic life skills used every day, and use them deliberately and proficiently to gain employment. The skill areas are self-assessment skills (values, feelings, skills, creativity, risk-taking, and goal setting); detective skills (prospect list and personal referral network); research skills (printed materials, inquiring reporter, and participant observer); communication skills (listening, questioning, assertiveness, self-disclosure, and writing); and transition skills (support group, self-marketing, remote control, and interim job).

Exercises help readers to assess their own skill areas and levels. PCVs will optimistically greet the "ten hottest transferable skills": budget management; supervision; public relations; coping with deadlines; negotiating; speaking; writing; organizing/managing/coordinating; interviewing; and



teaching/instructing, most of which are used extensively at Peace Corps worksites. The transition skills section of The Handbook may be particularly helpful with the transition to the U.S. job market for PCVs.

Figler's Handbook helps the reader to feel confident and to recognize personal strengths and resources needed in the job-search process. Figler makes a strong case for the need of daily career exploration. The best job search strategy is a continual assessment of opportunities and options.

GUERRILLA TACTICS IN THE JOB MARKET

By Tom Jackson (Bantam Books: NY)

The first chapter of *Tactics* is "Worklife: Your Next 10,000 Days." Luckily, Jackson quickly dispels the negativity of that initial message by describing an "expanded, more creative view" of the "New American Job Game." The book takes the reader from *Tactic #1* (Get a notebook. List everything you don't like about work. List everything you like about work.) through *Tactic #78* (Determine what criteria the ideal job would meet. Measure each job offer against those criteria.), from self-assessment to the job search. Each tactic contains concrete tasks for the reader.

Completion of each set of tasks contributes to realistic movement in the job search. *Tactic #29*, for example, requires the job seeker to obtain at least ten job rejections per week. The purposes of this exercise are to accept the inevitability of numerous rejections AND to make more-than-usual contacts for work opportunities, an unusual helpful and very realistic exercise.

Each chapter in *Tactics* contains reminders and reference sections. The reader can enter the search process at any point.

The text is readable, interesting, realistic and motivating. Although I've not gone through the process, I get the sense that progression through Jackson's strategy is measurable and heartening. For those of us in need of structure, *Tactics* is a dream-come-true process.

Jackson is an *est* devotee and his commitment to positive "lifework and worklife" experiences for all comes through resoundingly in *Tactics*.

THE FOURTH OF JULY RESOURCE GUIDE FOR THE PROMOTION OF CAREERS IN PUBLIC, COMMUNITY, AND INTERNATIONAL SERVICE

Edited by Devon Smith (The Middle Atlantic Placement Association: Allentown, PA)

Recently published, *The Fourth* is a resource list compiled by more than 40 career professionals in colleges and universities. Each contributor generously sent the resources he/she uses in career counseling, for the benefit of all others.

The title comes from the July 4 deadline for submission of materials. I suggest, however, that the title could also refer to the celebratory nature of commitments to public, community, and international service. Returned Volunteer Services is pleased to have *The Guide* available for RPCVs in the D.C. office.

Eight hundred opportunities for service are coded by topic, and contain cost, publishing, and annotation information for the reader. Topical areas range from Arts to Youth, and several appendices list domestic and international volunteer service organizations, and peace and social justice organizations. Resource areas which are particularly pertinent to Peace Corps programs

(continued on page 14)

Recruitment Jobs

One job which may be of interest to some RPCV'S who want to try their hand at the "other side" of the Peace Corps' cycle is that of Peace Corps Recruiter. These are the folks who try to ensure that Peace Corps continues to receive the best and the brightest to bolster its ranks.

For those who are interested, Terry Anderson, of the Recruitment Office, offers some advice on what steps to take. Send an SF-171 (in layman's terms that's a government employment application) and a cover letter to the Peace Corps Personnel Office. Here's the address: Attention: Personnel Office, U.S. Peace Corps, Washington, D.C., 20526. Your cover letter should specify that you want a recruiting job and you must submit a separate SF-171 for each location that you're interested in, whether it be such glamour spots as Denver, Colorado or Hato Rey, Puerto Rico. The Personnel Office will then hold your application until a position opens up at an office which matches your stated preference. The full list of our office locations is as follows: Atlanta, Boston, Chicago, Dallas, Detroit, Denver, Hato Rey, Kansas City, Los Angeles, Miami, Minneapolis, New York, Philadelphia, San Francisco, Seattle, and Washington, D.C.

Generally, there are about 80-85 recruiters employed by Peace Corps at any given time (This does not include campus recruiters, who are employed by the university or college). The big turnover period for recruiting jobs is during the summer months, between May and September, when up to twenty new recruiters are hired. The Recruiting Office strongly encourages senior and minority volunteers for these positions.

As for what the job entails, a recruiter "recruits qualified applicants and screens those candidates for... service in the Peace Corps and the United Nations volunteer program, and builds awareness of all Peace Corps programs." Obvious enough, eh? But were you aware of some of the other highlights, like preparing and conducting presentations on the Peace Corps for schools and organizations, or nominating worthy candidates and matching their qualifications and skills to an appropriate area? Indeed, there are many facets to this position and some traveling thrown in as well. It seems the recruiter does a little bit of everything to get the job done.

Mark Toner

Educational Opportunities

After serving two years with the Peace Corps, many Volunteers return to school to finish their education. Some Volunteers choose to get a master's or bachelor's degree in their occupational field while others enter special professional training programs. Reflecting the diversity of their assignments, Volunteers enroll in various programs leading to careers in nursing, business, agriculture, international relations, public service and teaching.

Many graduate schools recognize that Returned Peace Corps Volunteers have the skills and experience that they are looking for in their own students. Similarly, many of these same schools also recognize that former Volunteers have very limited financial resources. To help recruit Volunteers and to help defray education costs, these schools have designed scholarships and programs that award academic credit to former Volunteers.

Following are examples of some of the many programs that offer academic credit and financial assistantships:

University of Akron (Department of Urban Studies): RPCVs are given special consideration for Graduate Assistantships of \$5,500/year.

University of Alabama (School of Business): An assistantship of \$4,000 is set aside for an RPCV pursuing an MBA.

American Graduate School of International Management—Arizona: Each semester, there are two, one-half tuition scholarships for RPCVs.

Clark University (School of International Development)—Massachusetts: A full tuition scholarship annually to one RPCV.

University of Denver (School of International Studies): Special preference is given to RPCVs who apply for financial aid.

Florida State University (School of Social Work): The School will award one graduate assistantship plus a non-resident tuition waiver each year. Total award is about \$6,000 per year.

School for International Training—Vermont: Eight partial tuition scholarships are given to RPCVs pursuing studies in intercultural management and TESL.

Ohio University: Offers scholarships to RPCVs in International Affairs, Geography, and Linguistics/TEFL.

American University (International Education)—Washington, DC: RPCVs are eligible to receive up to six academic credits based on overseas experience.

Michigan State University (Public Administration): The program offers academic credit based on Volunteer experiences and financial aid to RPCVs.

Returned Volunteer Services annually updates a list of these schools which is available to current and former Volunteers.

To get a complete copy of the list, please write to: Publications, Returned Volunteer Services, Washington, DC 20526.

(Helpmates--from page 13)

are ecology/environment, education, energy, health, hunger, international, peace/disarmament, social action/social change, volunteering, and women's issues.

One drawback to The Guide is that publishers' addresses are in a section separate from the resources. A little more time is a small price for the wealth of information in the Guide, however. Contributors to the Guide have filled a great need for information about opportunities in public, community, and international service. Returned Volunteers seeking further opportunities for commitments will be well served by The Guide.

THE MATURE/OLDER JOB SEEKER'S GUIDE by Brenda Crawley and Joseph Dancy, Jr. (National Council on the Aging, Inc.: DC)

The basic job search process is the same for the 18 year old as for the 80 year old: assessing one's values, skills, and interests; gathering information about careers which incorporate those values, skills, and interests; identifying employers who offer such careers; and pursuing employment with those employers. What's different about this book is its emphasis on the richness of experience and the wisdom and self-knowledge possessed by the mature/older job seeker. The authors recognize, for example, the enormity of the task in asking a 55 year old to recount his/her past 30 years of skill acquisition. Detailed and straightforward exercises help to break down that task and others into manageable categories. Throughout the book are accounts of the stereotypes the older worker might encounter and strategies to combat those stereotypes. A section on special questions mature/older job seekers may encounter in interviews also contains sample responses. I recommend this book for the mature/older job seeker who has little job search experience but much work experience.

Nedra Hartzell

The HOTLINE Works!

Between six to eight weeks after you finish Peace Corps service, you will receive a bimonthly career bulletin called HOTLINE, at your home of record. Many of you are already familiar with HOTLINE since most countries distribute it to COSing Volunteers. Very likely you file it with many of the other mailings from Peace Corps or, even worse, you use it to start a cooking fire one evening. What you may not realize is that HOTLINE is one of your most valuable tools for the inevitable post-Peace Corps job search. There are a number of reasons why you should pay close attention to the information contained in the bulletin.

First, HOTLINE lists many employers who are specifically looking for Returned Peace Corps Volunteers (RPCVs). These employers are either Federal agencies that are looking for noncompetitive candidates, such as RPCVs, or private organizations that have had positive experiences hiring them in the past. Many times the employers and hiring officials are RPCVs themselves. In almost all cases the employers recognize

the unique skills that you possess and actively seek those skills for their organizations. Consequently, the chances of getting a job from any given announcement is relatively high.

Second, many of the advertisers in HOTLINE repeat their announcements on a regular basis. Although you might miss the deadline for one position, the chances are that any particular employer will re-advertise with either the same or a similar position announcement. Repeated announcements increase the chance that you will find a position with a particular organization. Also, it might be a good idea to send in a resume in anticipation of future openings.

Third, since many of the employers who use HOTLINE are already familiar with Returned Volunteers, they might be excellent contacts for informational interviews and networks to land a job that is not advertised in HOTLINE. Many of you might be familiar with the networking reality of the job search. HOTLINE is a great place to begin building that network. Even after you have

found employment you ought to save back issues for future job searches.

Fourth, many of the jobs that are found in HOTLINE are in areas normally associated with Peace Corps service. There are frequent announcements for people with language and cross-cultural skills or with experience in natural resource development, community development, civil service, agriculture, or teaching. At the same time, the jobs in HOTLINE are not all designed for the "Volunteer stereotype." Peace Corps recognizes that Volunteers have many different skills. Consequently, there is a wide selection of jobs ranging from teaching and community development to banking and computers. The wide range of salary and responsibility levels also reflects the diversity of the RPCV population.

Fifth, in every issue there are announcements aimed at RPCVs who are looking to continue their education. Many of these announcements describe scholarships, assistantships, and programs specifically designed for RPCVs.

Finally, HOTLINE features relevant articles on employment and education. These articles usually address common concerns of readjustment and the job search or describe specific programs which may be of interest to RPCVs.

There are a couple of things to watch out for as well. It is very easy to fall into the trap of depending on the HOTLINE as your sole job source. HOTLINE should be one of many tools that you use to land a job. You should also continue to monitor other relevant job listings as well. These include the classifieds, mailing lists (Oxfam, Planned Parenthood, the Friends, and the Red Cross all produce regular job listings with their organizations), networking opportunities and local job banks. Remember that HOTLINE is only the tip of the iceberg. Also, you should try to provide all the application materials requested by the deadline listed in the announcement. If there is no deadline, it is still a good idea to return the application materials as soon as possible. If you are not sure what you need to submit, you might want to call the employers to check what they want. Many times there is a phone number listed in the announcement for just such a reason.

HOTLINE continues to be a very powerful tool to help Volunteers find employment or direct their career searches because more and more employers are using HOTLINE to aid their recruitment efforts.

Remember that Peace Corps will send you the HOTLINE free for only two years. After that time, if you are still interested in getting HOTLINE, you can subscribe to it by writing: The National Council of RPCVs, 1319 F Street, NW, Suite 900, Washington, DC 20526. Currently, a one year subscription with the National Council is \$20.

Steve Lamar

(Career Questions . . . from page 6)

duct a thorough and persistent job search. One resource that has been helpful to RPCVs with technical skills is the CONSTRUCTION EMPLOYMENT GUIDE IN THE NATIONAL AND INTERNATIONAL FIELD, published by the World Trade Academy Press Inc., 50 East 42 Street, New York, NY 10017. Other opportunities might be with a private voluntary organization. Habitat for Humanity, for example, sends volunteers all over the U.S. and the world to build homes for low income persons. Finally, the State Department has been hiring some technical trades persons for eastern European embassies. I don't know whether this trend will continue. Please be in contact when you return and we will help in whatever ways we can.

Question: I think it is a common concern among COSing Volunteers that after one returns to the USA that one will lose contact with the international job market unless one continues to work with the government. Could you refer me to some resources that I can use to plan my career working either overseas or with a private enterprise in the US that involves a lot of overseas assignments? In the past I have looked through overseas employment guides and have found that the jobs are very specific in nature and special degrees are required. I have a history degree and have hesitations about applying to these companies with a liberal arts diploma. Please offer me some assistance if you can.

Answer: A lot of PCVs and RPCVs share your concern. Peace Corps service whets Volunteers' appetites for further international experience. Yet international employers are often seeking candidates with more technical education and experience

than Peace Corps service alone. RPCVs sometimes feel discouraged about the discrepancy.

Our colleague, Mary Jo Morgan, wrote about international employment in the September/October 1987 issue of *Peace Corps Times*. In case you missed her article, here's a quick summary. Master's degrees, language skills, and five years of overseas experience are often the criteria for employment with international development organizations. Because Peace Corps is a Volunteer organization, we can and do train generalists for technical positions, and train technicians in language and cross-cultural issues. Many international employers, however, seek applicants with skills already documented through education and experience. There are clear exceptions to this advice, of course. Peace Corps service is a great basis for an international career, but may need to be augmented for the RPCV to be competitive in the international development employment arena.

Domestic employment with an international employer may be easier to acquire than international employment for the RPCV without a masters degree and with only two years of overseas experience. Programs in the field are "backstopped", i.e. administratively and logistically supported, in the U.S. Administrative, clerical, language, and computer skills, and overseas experience are usually required. Backstopping positions offer excellent opportunities to check out the international development field, to meet others in the field, and to determine what additional training and/or experience you need to advance in the field. PCVs are encouraged to write to Returned Volunteer Services with specific questions about international employment.

International News

Staying International

The U.S. Department of State is actively recruiting American citizens to apply for positions overseas with United Nations agencies and other international organizations. The Department's Office of UN System Recruitment, Bureau of International Organization Affairs, is working with the Bureau for Refugee Programs, the Agency for International Development, other Federal agencies, and private organizations to locate highly qualified Americans who can be recommended for appointment in such UN organizations as the United Nations High Commissioner for Refugees (UNHCR) in Geneva, the United Nations Relief and Works Agency for Palestine Refugees (UNRWA) in Vienna, the food agencies in Rome, and the U.N. development agencies.

International organizations concerned with refugees, food assistance, or development, periodically need project officers to work overseas in numerous professional fields such as public health and nutrition, water conservation and management, sanitation, rural settlement, research, finance, international law, and general management and administration. Duties include assistance program implementation, coordination, and supervision; liaison with local authorities and supporting agencies; and managing and reporting on country programs.

The international organizations generally fill project officer and other vacancies as they occur. Specific vacancy notices are posted within the organization and circulated among member countries. Upon receipt of those vacancy notices, the Department of State recruits qualified candidates for those vacancies which are open to all member countries. American candidates must then compete with equally qualified candidates from other countries and the competition is keen. Final selection of the candidate is the prerogative of the Chief Officer of the organization.

When vacancies occur, the Department of State needs to identify and nominate qualified candidates quickly. The Department maintains a computerized roster of qualified candidates, and also submits qualified applicants directly to the organizations for their own rosters. The Department is now working to increase the size of its roster to ensure that they are able to recommend quickly the most qualified American candidates possible.

Candidates for these professional jobs are required to have an appropriate advanced degree and at least three to five years of relevant work experience, preferably in the international field. Equally important, candidates must have at least a working knowledge of French or Spanish. For positions in Geneva, fluency in French is required.

Individuals interested in applying for U.N. positions overseas and who meet the above requirements may notify the Department of State of their interest. Such individuals should contact the following person for additional information and the necessary application forms:

Ms. Paola V. Luchi
Office of UN System Recruitment
IO/IR, Room 3536, N.S.
U.S. Department of State
Washington, D.C. 20520

FFA MEMBERS

Were/are you a member of the Future Farmers of America? Peace Corps is looking for FFA members to be the subject of an article in FFA's National Farmer magazine. If you're interested, please write to Tim Curley, Recruitment, P-301, 806 Connecticut NW, Washington, D.C. 20526.

Ambassadorial Note

Robert S. Gelbard has been nominated as Ambassador to Bolivia, a country where he served as a Peace Corps Volunteer from 1964 to 1966.

After his Peace Corps service Gelbard joined in State Department in 1967. His overseas assignments have included the Philippines, Brazil and Paris. He has held other positions in such areas as European Affairs, Western European Affairs and South African Affairs. He has been in the post of Deputy Assistant Secretary for Inter-American Affairs since September of 1985.

Gelbard is the first Peace Corps Volunteer to return to his country of service as our Ambassador.



World Food Day

World Food Day is an annual, global event held on October 16th, marking the anniversary of the formation of the United Nations Food and Agriculture Organization (FAO). It is celebrated in over 150 countries around the world with thousands of hunger awareness campaigns and relief projects.

Throughout the U.S., activities are being organized and assisted by corporations, community organizations, religious institutions, the media and schools from kindergartens to universities. Projects range from an annual satellite teleconference to an ad campaign featuring "Ziggy" and from a production of a musical about hunger to the donation of 100,000 pizzas by a delivery chain. This broad variety of events makes World Food Day an ideal opportunity for anyone concerned about hunger to get involved, regardless of background or age.

Last year for the first time, the Peace Corps held a World Food Day Exposition in Washington. Peace Corps/Jamaica coordinated an all-day tree-planting in collaboration with the local Rotary Club. In Honduras, a Peace Corps Volunteer organized a talk on how to produce nutritious meals with ingredients that we may consider waste. In Guatemala, for the last two years, Peace Corps Volunteers held a walkathon that raised funds for nutritional recuperation centers.

Peace Corps Volunteers are encouraged to join in the international celebration of World Food Day. Volunteers can:

1. Give highest priority to sending us your food-related Peace Corps Partnership projects.
2. Organize fun events in your community! A list of ideas for lesson plans, contests and festivals has been sent to Country Directors. This is a great opportunity to put some excitement into your on-going projects and enhance your role in the community.
3. Contact your country's Ministry of Agriculture, Ministry of Health or Ministry of Education to find out if plans are already underway for World Food Day. Many countries have national World Food Day coordinators or FAO contacts who will be able to assist you in events in your community or find ways for you to join in events they have already scheduled. Volunteers in the past have been on the national World Food Day planning committees.
4. Spread your enthusiasm and World Food Day ideas to other Volunteers, your Country Director or APCD, your host national counterparts, and your friends and family in the U.S. Share your plans, posters, lessons, contests, or award-winning essays connected with World Food Day with others through Peace Corps/Washington. World Food Day can be a great opportunity to enhance your project. Get involved with it! Direct any questions or ideas you want to share to Anand Pandya, World Food Day Coordinator, Office of Private Sector Relations, Peace Corps Washington, D.C. 20526

More Opportunities

Columbia Fellows Program

Every year hundreds of veteran Peace Corps educators return to the U.S. with the qualifications and motivation needed to teach in the inner city schools, but many lack the necessary certification. In an exemplary model of cooperation with an institution of higher education, the government and the private sector, RPCVs are being recruited to teach in the public schools of New York City.

The Peace Corps Fellows Program, designed by Columbia University's Teachers College, offers returned Volunteers a teaching position with the New York City Board of Education and an opportunity to earn both a master's degree in education and teaching certification.

Throughout the nation, shortages of qualified mathematics, science, special education and English as a Second Language teachers exist. This problem is particularly acute in inner-city schools in which educators must have multi-cultural sensitivity and tolerance and must be especially creative, flexible and dedicated. These qualities are ones which are specifically nurtured by Peace Corps service. With the support of the Xerox Corporation, Hebrew Technical Institute, the Board of Education of New York City and an anonymous donor,

Teachers College has been able to offer generous tuition grants to attract RPCVs to teach in fields where critical shortages exist.

Returned Volunteers are eligible to participate in two programs. 1. A math or science master's program with three-fourths tuition scholarship for both years. 2. Fellowships and scholarships in special education, nursing education and bi-lingual education which cover from 30 to 50 percent of tuition for the master's program.

Teachers College, in conjunction with New York City, will place the Fellows in teaching positions. Starting salaries will be about \$21,500, with credit given for overseas teaching experience. Fellows must complete the 32-credit master's program at the end of the two year period.

Volunteers who need to plan for their careers before returning to the States who are interested in the Fellows program, should write to:

Henry Fernandez
Peace Corps Fellows Program
Box 301
Teachers College, Columbia University
New York, NY 10027

lor's degrees and two years of Peace Corps experience have been hired as APCDs, consultants, and staff members BUT it is competitive and it often comes down to having the right skills, the right contacts and being in the right place at the right time. The TAICH Directory of Non-Profit Organizations Working in Development Assistance Abroad, the Overseas List and the listing of Current Technical Contracts and Grants for USAID are all resources to help you generate a target list of organizations with which to begin making contact.

Organizations you don't want to overlook.

Seriously consider taking the Foreign Service Exam. It's given every December and Returned Volunteer Services sends the registration and information booklets to all country posts. Usually the registration deadline is in late October. By taking the exam and passing it and the following oral panel interview, a candidate becomes eligible for opportunities in Foreign Service with the State Department, USIA and the Department of Commerce.

The test is free. For those living abroad, many of the embassies are the sites where the exam is given. It is, however, a good idea to brush up on verbal skills as the comments I've heard from the Volunteers taking the most recent examination is that the current events questions and hypothetical situation questions are relatively easy, but the verbal section is reminiscent of a very rigorous GRE verbal test.

In addition, CARE and Catholic Relief Services have asked that we make staff members particularly aware of their organizations as a possible way of continuing your commitment to development issues. Patrick Shields, the International Personnel Director for CARE is a returned Volunteer himself, and he has mentioned an interest in staff members who are finishing their term of employment and are looking to stay in international development. You can contact Patrick with a resume at:

CARE
660 First Avenue
New York, NY 10016

Maria White, Director of Recruitment at Catholic Relief Services, has also mentioned an interest in returning Peace Corps staff member for openings within her organization. You may contact her at:

Catholic Relief Services
1011 First Avenue
New York, NY 10022

USAID also has an intern program called the IDI program. Typically SF-171 forms need to be sent to Angella Green, Director of Recruitment, for consideration by June 30th every year. By the way it is a good idea to read the USAID brochure on the IDI program.

(Continued on Page 19)
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Returned Volunteer Services Reports On International Job Opportunities

There are many opportunities with organizations interested in the returned Volunteer and staff members. There are also some basic recurring themes I've come across in investigating questions posed by staff and Volunteers. By identifying and understanding these considerations the job search can be more effective and less frustrating.

Do I need a master's degree or will experience do?

The great majority of non-profit organizations, consulting firms and private voluntary organizations in international development as well as USAID, foreign agriculture and some positions in the international trade commission prefer candidates with master's degrees. This is also true of our own agency, Peace Corps, when filling Associate Peace Corps Directors positions. The reason behind the need for the degree has to do with supply, demand and competition. Frequently, we are asked whether experience can substitute for the master's degree. The comments the recruiters in international development share with me indicate that "15 plus" years of experience in the field, with at least five of those working abroad, excellent technical skills and

French and/or Spanish add a competitive edge to an individual candidacy. In the case of a great deal of experience, this candidate is more competitive than an individual with a master's degree and less than five years of experience.

What language requirements exist?

Candidates who speak French and Spanish at a Foreign Service Institute score of three or above are always more competitive than candidates who only speak one language. Other languages become important when looking at which countries the organization is working in and for which project you may be evaluated. Usually you will be interviewed in a variety of languages as part of the interviewing process if those languages are required as part of your project.

If I don't have any of these characteristics, should I give up?

Absolutely not! If this is the career field you have decided on, you need to spend time talking with people in the field who are doing the job you'd like to do, as well as preparing yourself to learn as much as possible about the organizations working in your specialty area. Yes, people with bache-

Guest Article—Agriculture

How To Save Agriculture And Feed The World

It is in the best interests of this country—and of U.S. agriculture—to be highly supportive of efforts to increase the rate of economic development of Third World countries. This message may be, for some, difficult to understand. We have been so preoccupied with our twin problems for so much of this decade that we have had little time to think in terms of Third World development. Those twin problems are:

- * The problem of too-much debt, concentrated in too-few hands, has beaten the sector about the head and shoulders for much of the 1980's. I believe the debt problem has another two to three years to run before it is substantially resolved. But this problem will not dominate our thinking and influence policy in the 1990's as it has in the 1980's.

- * The other problem, overproduction, is not new to U.S. agriculture. It's been a problem, off and on, since the 1920's if not before. What sets the 1980's apart is that previously overproduction had been largely a national problem. We naturally turned to national-level solutions to solve the problem.

A Worldwide Food Problem

In the 1980's, overproduction has become a global problem in basic agricultural commodities. It has been a feature of the internationalization of agriculture over the past dozen years or so.

The consequences of the capacity to produce more than world consumers were able to demand have been devastating to exporting countries and at the same time have posed a cruel mirage for low-income countries. Food was there—but just out of reach.

As a result of the two crises, policy attention has been focused heavily—if not exclusively—on what will be necessary for U.S. agriculture to be strengthened.

We know that, in the short run, assistance will continue to be needed to help agriculture work through the rest of its debt problem. By the end of 1987, total farm debt had declined from a peak of \$216 billion in 1983 to about \$158 billion at the end of 1987. This counts Commodity Credit Corp. debt. About 75 percent of the problem debt has been restructured by the rational-minded lenders. A substantial amount of the problem debt remaining is held by the Farmers Home Administration and the Farm Credit System. Both were sent stern messages in the Agricultural Credit Act of 1987—restructure if that is the best solution for the lender.

In the long run, however, we must increase demand or reduce supply.

What are the chances for increased demand for food? Not good.

- * The demand for food has been fairly sluggish this decade compared to the 1970's. The last frontier for increasing the demand for food is the Third World. And those economies have not been growing very rapidly.

- * There is an awesome debt burden blocking economic growth in a number of countries. The total debt owed by Third World countries to external creditors has risen from about \$630 billion in 1980 to just over a trillion at the end of 1986 and to \$1.19 trillion at the end of 1987. The projection is for that figure to increase further—to \$1.235 trillion—by the end of this year.

The Best Way to Make Progress

It is my view that progress in the resolution of Third World debt is an absolute must if those debt-burdened economies are to grow at levels needed to meet the aspiration level of their peoples. Much of that debt can never be paid and bears a distinct resemblance to the farm debt of 1983. And the solution must be the same. The debt must be restructured, principal must be forgiven, interest rates must be reduced. There is no point in insisting that it will be paid, for it most assuredly will not. By delaying action we are compounding the problem, adding to the debt and increasing the chance for a cataclysmic international financial crisis.

One of the most important lessons of the 1980's in agriculture has been that lenders can broker losses successfully unless the losses are too large or come too fast.

But back to U.S. agriculture. At present price relationships, we are using too many of society's scarce resources to produce too much food. We are:

- * Removing land from production;
- * Discouraging tax-induced investment;
- * Implementing programs to help excess labor transition out of agriculture.

If we don't succeed in increasing demand for food, or the demand for non-food products produced from food, the amount of adjustment will be great.

What are the prospects for avoiding this kind of adjustment?

One possibility is feasible, doable. That is higher Third World income.

We know that, in many Third World countries, as much as 70 percent of additional income goes for food. The potential increase in demand is, indeed, awesome. Recent work indicates that if the entire world ate as well as the eight major agricultural-exporting countries—of which the U.S. is one—those countries could increase grain and oil-seed production by threefold to fourfold. But for Third World incomes to rise, economic development must take place. That means education, health care, highways, harbors, the entire infrastructure. Moreover, the pay-off is long-term. Progress should be measured in decades. Un-

fortunately, policy makers in Washington tend to think in modules of two, four, and six years and if progress can't be demonstrated in those time frames, there is relatively little interest.

Marshall Plan for the 1990's

What we need, I believe, is a major commitment to Third World development, a Marshall Plan for the 1990's and beyond.

But won't an accelerated pace of development merely compound our overproduction problem by helping our competitors?

Only in the short run.

It is true that economic development often involves a short-run increase in agricultural production. We've learned a great deal about development over the past 30 years. We no longer prescribe a steel mill as the surest route to development. We now know the surest route is to help countries do better than which they do imperfectly. That means food production in many instances. But as development occurs, countries turn inevitably to those economic activities they can do best. And that often involves capitalizing on their abundant labor supply, manufacturing those products the rest of the world wants and is able to pay for. Then if we maintain a comparative advantage in food production, we should be able to supply some of the increased demand for food.

We now have several examples of countries that bear this out: South Korea, Taiwan, Malaysia—much of the Pacific Rim.

The other major prong of our effort should be to achieve a global food and agriculture policy. We have learned in recent decades that it is difficult to carry out national solutions to an international problem.

With overproduction already occurring on a global scale, and with production of several major agricultural products increasing more rapidly outside the United States than within this country, the problem of managing overproduction for the United States alone are daunting. If the supply of agricultural products is reduced in the United States, producers in other countries are not likely to follow suit. The outcome could well be a sharp downsizing for U.S. agriculture and pressure to limit agriculture imports into this country.

This state of affairs provides arguments in favor of orchestrating national policies—on a global basis—to the end that (1) the necessary adjustment of resources out of agriculture is orderly and humane, (2) concerns about food security locally are addressed satisfactorily, and (3) agricultural policies are harmonized with other policies relating to trade, growth, and equity. A global food and agriculture policy needed that would include shared responsibility for maintaining reserve stocks, implementing rational

resource conservation policies and pursuing enlightened policies of resource adjustment.

What Global Food Policy Would Do

A global food policy, at best, would be exceedingly difficult to develop and implement. Compelling arguments could be made that efforts in that direction could well be futile. Without a doubt, such an approach to managing food-production problems on a worldwide basis would necessarily involve attention to several major factors.

- * A global food-production policy should involve consideration to the management of the Third World debt problem.

- * Third World development policy is obviously a part of any equation involving a rational global food and agriculture policy.

- * Exchange-rate policy is important. Shifts in rates can easily and effectively negate progress in economic development.

- * A coordinated effort on withdrawing subsidies is also, logically, a part of such a policy.

- * Because of deeply held concerns about food security in many countries, and because of the practical problems of year-to-year variability in food production everywhere, global food policy should also involve planning and funding for adequate food reserves

- * A global food and agriculture policy should take into consideration the deeply felt concerns in some countries about losing their small-farm agriculture. There is the fear that small-farm agriculture could not survive the full effects of international competition.

- * There are environmental concerns that should be addressed. It isn't just the United States that is polluting its groundwater.

- * A program of global food policy would necessarily involve attention to barriers to trade in agriculture products. Barriers could be used to undercut negotiated commitments to adjust resources out of agriculture.

- * A global food policy should be viewed as leading to rational resource allocation and adjustment, not an "OPEC-type" control program. Any program to limit production and deny the benefits of lower food cost to consumers long-term would be viewed with almost universal disapproval on humanitarian grounds as well as on the practical grounds of inability long-term to be able to maintain agricultural-commodity prices significantly above market-clearing levels.

Few would quibble with the assertion that progress toward a global food policy would likely be painfully slow and would require the type of careful, patient diplomacy practiced in areas such as arms control.

What is Future of U.S. Agriculture?

Moreover, a global food policy should be viewed as providing long-term solutions, not short-term. The need, however, for such a policy is great and growing.

We face now a series of critical decisions on the future of U.S. agriculture.

U.S. agriculture would be best served in the latter part of the 20th century with stable, rational, globally appropriate fiscal and monetary policies. The highest priority must be given to development and implementation of policies to reduce the federal budget deficit and to assurance of steady economic growth on a basis of long-term sustainability.

A shift of resources into Third World development and resolution of Third World debt problems would help to achieve the long-sought objective of alleviating world hunger and would provide long-term potential for increased demand for food. A shift of resources to these areas from defense would enhance the long-term security of this country.

If we see ourselves as being competitive internationally in a decade, our marching orders are clear: We must mount an absolutely unrelenting attack on production costs and transition toward being competitive on a largely unsubsidized basis.

It will not be easy.

From a speech to Gamma Sigma Delta, University of Illinois by Neil E. Harl. Harl is the Charles F. Curtiss Distinguished Professor of Agriculture, professor of economics at Iowa State University and a member of the Iowa Bar. Reprinted from the DES MOINES REGISTER.

Slevin New Associate Director for VRS

Edward Slevin has been named Associate Director of the Peace Corps for Volunteer Recruitment and Selection. In this new position he will be directing the long-range growth plan to double the current number of Peace Corps Volunteers. Prior to accepting this post Slevin had been Country Director in the Philippines since 1984.

Slevin first worked for Peace Corps in the early 1970s. He was Country Director in Western Samoa from 1970 to 1972 and in Malaysia from 1972 to 1973. In 1973, Slevin was named Director of the NANEAP Region.

A graduate of California Polytechnic, Slevin has worked in public relations, advertising and government relations.

(Advantage—from page 3)

During that same period those volunteers working in the field of health services led the national average gain by 40.1%, while volunteers now employed in government had an advantage of 10.6% in salary gains over other government workers during the five year period.

26.9% of the volunteers, who chose careers in a wide range of professions other than the three previously cited, reported salary gains averaging 68.8% over the five year period 1980 to 1985. The largest salary gains for returned volunteers during that five year period were reported by volunteers now working as bankers, where the average gain was 189.6%.

The salary and career mobility advantages enjoyed by former volunteers are particularly impressive when specific groups of Volunteers are compared to otherwise comparable groups which lack the Peace Corps experience, according to the authors of the report, Joseph O'Donoghue and Mary Ann McDevitt-O'Donoghue, faculty members in the Psychology Department of Mercy College, Dobbs Ferry, N.Y.

For example, college faculty who were recipients of Fulbright Grants, government awards which provide faculty with up to one year of overseas experience as teachers or researchers, averaged a salary increase of 29.9% over a recent five year period. In that same period the returned Peace Corps Volunteers, who are now employed as college faculty, and who did not receive Fulbright Grants, had salary advances averaging 54.4%, or total gains almost double those given to other faculty with overseas experience.

For 90% of the Volunteers surveyed, who commented on the impact of Peace Corps service on their individual lives, that overseas experience was a period of profound personal transformation, shaping career and behavior choices throughout the balance of their lives. The Volunteers reported that they currently average 46.5 contacts per year in community and nationally based organizations.

(Opportunities—from page 17)

gram which describes the qualifications and educational preferences for the intern positions before submitting your SF-171. We are told that a large percentage of every IDI class is filled with returned Volunteers and staff. You can write to Angella at:

Chief, Recruitment
USAID
2401 E Street NW
Rm 1430
Columbia Plaza, SA-1
Washington, DC 20523

Best of luck in your job search.

(Reprinted from Sept-Oct 1987) Mary Jo Morgan

Best Shot Photo Contest

What a wonderful cache of photos we're getting and more terrific letters.

On the back cover you probably noticed the photo of the large, male gorilla, Cyane. It was taken by Dave Vekasy who works at the African Wildlife Foundation's Mountain Gorilla Project in Rwanda.

Dave says, "After only five months at post, I'm convinced that indeed, I do have the ultimate Peace Corps assignment." Dave is a graduate of Hiram College in Ohio and has done other volunteer work in Tasmania and the Virgin Islands in research and resource management. His job in Rwanda is in conservation and endangered species management. He's involved in the field activities related to the health and protection of the endangered mountain gorilla which he visits every day. "Talking with tourists from all parts of the globe and with the local children about our unique 'experiment' is always a high and an energy boost." Dave invited the Times to "come to Rwanda and meet Cyane, face to face, for an unforgettable experience." Er, thanks, Dave, but we'll wait for the movie.

Also on the back cover (upper right) is "Hurrying Home from the Market," from Donna Kaplan, Chichicastenango, El Quiche, Guatemala. She took this photo in front of her house. (We wish we had color printing to show you the spectacular hues of the woman's garments.) Originally from Rhode Island, Donna is a nutrition worker who travels, mostly by foot, to the surrounding villages and gives classes on nutrition, hygiene and child care.

Kentuckian William Brockenborough sent us this wonderful photo of "Moroccan Men at Work." (Back cover, upper left.) According to William, the men are digging a trench to bring water to the souk (market) below. This photo has everything, the workers, the mosque and the mountains in the background. "I am in the rural water program in Agadir and am loving it so much I'm extending for another year," he said. (What is your second choice as a prize?)

PCVs at Work and Play

"The Leaning Tower of Lesotho," from Kathy Sheerin in Lesotho provided a good laugh. Kathy told us they had had the biggest rainy season in 30 years in her area. "I'm supplying this weather report to explain the appearance of my self-constructed out-house. As you can see, my VIP toilet didn't weather the storm too well—four weeks of solid downpour. I thought this photo might strike a funny note with those of us who try to maintain some sense of humor during these soggy southern hemisphere rainy seasons."

Kathy's tour is over in December and she says, "After a slow trip home, I hope to pursue a career in construction . . . or not!"



"Gringa Plays Santa," comes from Liz Howard in Costa Rica.



"Off to Work," or living dangerously, was submitted by John B. Larus, Jr., in Sulaco, Honduras.

PCVs at Work and Play

Her thoughts on the photo contest, "It's great to see other Volunteers and their surroundings. The photos really show how similar our situations are . . . all over the world."

"Off To Work," is how John B. Larus, Jr., describes his photo. We called it, "Precarious Peregrination." John is an irrigation and soil conservation technician in Sulaco, Yoro, Honduras. "One half of the year I'm trying to get enough water into the fields for good crop production and the other half I'm working to keep the water out." (It was ever thus.) "It has been interesting dealing with the opposite extremes of the same job."

From Liberia, "Lunch with the Chief," was submitted by Huy Pham, a fisheries Volunteer in Nimba County. Huy took the photo of his fellow PCV "fishheads" (as he calls them) Tom and Sarah Morgan and Andrea Smith. Huy is from Madison and is a graduate of the University of Wisconsin.

"Gringa Plays Santa," was Liz Howard's caption on her photo. Liz says, "Last year the pre-school teacher was having a hard time finding a guy to play Santa. In desperation, she asked me." Liz is an adult education Volunteer in Monterrey de San Carlos, Costa Rica. (We think you made a great Santa!) By now, you've probably received your chocolate chips, brought by Paco, but about the pizza sauce to Chris Rasmussen in Sierra Leone . . . no glass in the mail.

Host Country Friends

"The Bush Taxi Park," was taken in Cameroon by Cathy O'Neil. "I wanted to show where we Cameroon Volunteers spend much time, the bastion of public transportation, the bush taxi park," Cathy says. Cathy is an inland fisheries Volunteer posted in Betare Oya. Note to the Philippines—"The Ghost Busters-PCV Style, was very apropos. I know it will calm the fears and frustrations of more than one PCV." (We thought so too.) Cathy, we don't know where to locate those old T-shirts, so we'll go ahead with the M & Ms.

"On Lake Malawi," from Leigh Giurlando cries out for color printing, but alas. This young boy paddles a perfect example of a "dug out" canoe. Leigh is from Salisbury Cove, Maine (is that near Crabapple Cove?) and is a graduate of Smith College. She teaches English and is extending for a third year.

"Prepared for Rain," is Dave Brandt's title for this photo he took while hiking outside Bagac, Bataan in the Philippines. "As I passed the woman, I could see a storm was in the offing. She was carrying her laundry on her head, smoking a cigarette and had the good sense to be carrying an umbrella. I don't know if she was pleased that I took the photo but I was happy with the way it turned out," Dave says. (So are we!) From

Camp Hill, Penn., Dave is serving as an agriculture production Volunteer in Bagac.

"Di train foh Bo, neh de gree foh goh," the train for Bo doesn't want to go, is the Krio song the neighborhood children sing on PCV Julia Washburn's veranda in Sierra Leone. "When I clean my house, I usually move my furniture onto the veranda and the children make a motorcar, using a frisbee for a steering wheel, a small cross-cultural exchange. These children are Menda and speak Krio (the lingua franca) and some English—between the three we communicate pretty well. The children are the reason I joined Peace Corps and the reason I stayed. They helped me through the tough times. Incidentally, the boy behind the box, Jimmy, is the son of RPCV Bob Meran who married a Sierra Leonian and has lived here in Tikonko for 16 years. The driver is Osman, a special friend and the others are his brother, Junior and Abdulai." Julia, a secondary science teacher, COSed in May and is doing some traveling before she returns home to pursue a career in science education.

"Recess," from Greg Janzen was taken when he was doing his practice teaching at a school in Tangalla on the southern coast of Sri Lanka. Greg is an elementary education grad from Central Washington University. Greg and his colleagues are currently at work on a Sri Lanka photo feature for the Times.

"Another Beach View," was submitted by Mike Flaherty in the Marshall Islands. The acrobat lives in Ebeye where Mike was before moving to an outer island, Buoji Ailinglaplap. Mike didn't tell us anything

about himself but did elaborate on the friend he wants his prize sent to . . . Anne Colgan in Yemen, the second, second generation PCV we've found as a result of the photo contest. Anne's parents, Tom and Jacqueline Colgan were PCVs in Malaysia from 1963 to 1965 and Anne was born there.

This is twice we've been requested to send prizes to a PCV in another country. Is



"The Leaning Tower of Lesotho," was submitted by the architect, Kathy Sheerin, Lesotho.



"Lunch with the Chief," was taken by Huy Pham of his fellow fisheries Volunteers in Liberia.

Host Country Friends

the Times being used as a modern day John Alden, (remember your American history) or what? Not that we mind, of course. Just curious.

From COSing Volunteer Eileen Barron comes the photo of a Ghanaian woman and her baby. Eileen was sponsored by the Ghana Business and Professional Women. The B & PW works in development with women farmers, women entrepreneurs and prospective businesswomen. One of their accomplishments was the construction of a clinic in Madina for mothers and babies. Eileen's photo is of a mother and child on a visit to the clinic. Eileen said, "I was 59 when I joined Peace Corps and celebrated my last two birthdays in Ghana. I have three sons, one daughter and one granddaughter and I'm the first member of my family to be a PCV."

You Too, Can Be A Winner!

All Volunteers and staff are invited to participate in the "Best Shot" Photo Contest which is an ongoing feature in the Times.

The photos should reflect your Peace Corps experience . . . your assignment, site, the people you work and/or play with, your home, your friends . . . nearly anything will be acceptable. Black and white prints are best for reproduction but the Times will accept color slides and prints.

Be sure to write your name and address on each photo or slide so we can return them to you. If you're nearing close of service you may want to have them sent home instead of back to country. also, the Times must keep the photos until they are used so

it may be three or four months (what with the mail and all) before your pictures are returned.

Tell us about yourself . . . what you do, where you're from in the USA, how long you have been in country, what your job is . . . anything you'd like to see in print. If someone else took the photo, let us know who it was. If you took the photo please tell us who or what the subject is. If it's another PCV tell us something about him/her too.

One request and one suggestion. PLEASE tell us who is in the photo and what is going on. Sometimes still we have to guess. And, we're noting that Volunteers are noticeably absent in the photos. When you get back to



"Recess," was taken by Greg Janzen at his training school on the coast of Sri Lanka.



"Di train for Bo," (the train for Bo) comes from PCV Julia Washburn and was taken at her home in Tikonko, Sierra Leone.



"Another Beach View," (and it certainly is) was taken by Mike Flaherty in the Marshall Islands.



"The Bush Taxi Park," or "where we spend a lot of times," taken by Cathy O'Neil in Cameroon.

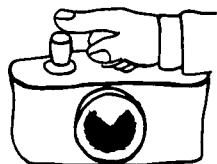
the States you'll wish you had been in more of them yourselves. Hand the camera to someone else or take a few time exposures and get in the picture.

The prizes go to the person who actually sends the photo to the *Times*. However, you may want the actual photographer to receive the certificate. Please give some thought to the prize and the certificate before you mail the photo.

Prizes are negotiable, depending on the winners' whims. Favorites will probably include M & Ms, film, stationery so you can write home . . . tell us what you have in mind. Prizes are being donated by the Peace Corps *Times* Auxiliary.

We, here at the *Times*, would like to take this opportunity to make a permanent and ongoing apology for any names of people and places that we spell incorrectly in this photo feature. Short of a 1988 model of the Rosetta Stone we have no way of deciphering some of the handwriting in the letters we receive. We do our best so please bear with us.

Dixie Dodd



Mark Toner, who is listed on the masthead as Editorial Assistant, is a Peace Corps Volunteer serving in Liberia. While Mark was on medevac here in Washington he walked into the *Times* office. He wanted to do some volunteer work and wondered if we could use some extra help for a few weeks?

Since the *Times* was short-staffed at the time, his appearance was right on cue. Could we use him? You bet!

Mark is a graduate of Notre Dame and is a health care worker in Liberia. He was scheduled to return to his post in mid-September.

Thanks, Mark for all your help!



Mother and child en route to the clinic was taken by Eileen Barron, recently COSed PCV in Ghana.



"Prepared for Rain," taken by Dave Brandt in the Philippines while hiking near his site on Bataan.



"On Lake Malawi," was superbly taken by PCV Leigh Giurlando who serves in Rumphi, Malawi.



"Moroccan Men at Work," was taken by rural water worker William Brockenborough.



"Hurrying Home from the Market," was photographed by Donna Kaplan, Chichicastenango, Guatemala.

Meet "Cyane," the large, male gorilla (an endangered species) and the favorite subject of PCV Dave Vekasy who works at the African Wildlife Foundation's Mountain Gorilla Project in Rwanda.

