

PEACE CORPS

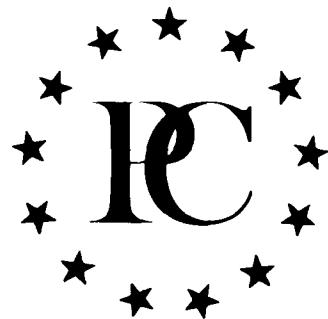
Congressional Presentation

Fiscal Year 1968

May 1967

U. S. Peace Corps

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PEACE CORPS CONGRESSIONAL PRESENTATION

FISCAL YEAR 1968

TABLE OF CONTENTS

	<u>PAGE</u>
LETTER OF TRANSMITTAL	
WHERE WE STAND.....	1
NEW DEPARTURES	
Recruiting.....	9
Selection.....	10
Training.....	11
Other New Departures.....	14
MAPS AND CHARTS	A-1
THE BUDGET	
The Budget for FY 1968.....	B-1
Cost Reduction Achievement.....	B-5
Summary of Obligations.....	B-18
Volunteer and Project Costs.....	B-19
Pre-Training.....	B-22
Training.....	B-24
Overseas.....	B-38
Readjustment Allowance.....	B-47
Encouragement of Volunteer Service Programs.	B-48
School Partnership Program.....	B-49
Administrative Expenses.....	B-50
Administrative Personnel.....	B-54
Cost Computations.....	B-57
Financial Summary Tables.....	B-66
OTHER AREAS OF INTEREST.....	C-1



PEACE CORPS

WASHINGTON

OFFICE OF
THE DIRECTOR

Members of the Congress:

It has been our privilege to present annually the state of the Peace Corps' development, its programs, its cost, its new directions. We are proud of new savings conceived this year, and of effective new ways in which we do our job overseas and at home. In part this report details such information.

This year the Peace Corps has been engaged in extensive self-assessment. The Peace Corps is young -- but six years is long enough for us to affirm what we stand for and declare what we are doing to implement our beliefs.

No more appropriate forum exists for such a summation than our annual presentation to the Congress. Therefore, in the section immediately following, we have analyzed the Peace Corps in terms relevant to it and forecast its direction for several years to come.

The Peace Corps is growing: \$118.7 million are being requested to operate a Peace Corps of 17,750 Volunteers and trainees by August 31, 1968. If we are stimulated to reflection this year, the facts of size and cost alone warrant it. There is more, however: Two out of every three college seniors in America give some serious consideration to joining the Peace Corps. More than 210,000 have applied since its inception. Requests for Volunteers continue to increase, and equally important, the jobs grow more demanding.

Therefore, it has become necessary to state now the framework we think best suited to Peace Corps service in the years ahead. This we have endeavored to do.

With high regard,

Sincerely,

A handwritten signature in black ink that reads "Jack Vaughn".

Jack Vaughn
Director

WHERE WE STAND: PEACE CORPS, 1968

There is a Peace Corps Volunteer somewhere who turned to his work this morning conscious of an elusive discontent which has been his companion for many weeks.

He is well, physically. Also, he knows his way around. He has been on the job long enough to separate friends from acquaintances, and he is on speaking terms with the language. He is no longer a stranger.

Nor is he troubled by the way things are going. In fact, the job most likely is moving along at a reasonable pace. The school is being built; or the students are taking an interest; or the clinic is cleaner, better staffed, and above all, used; organizations he has fostered are beginning to flourish.

Even that things seem to be going right, irritates. Below the surface, there is a prodding disquiet -- a mood of searching not rare in people of good intentions. In this instance, it is a probing for relevance.

To such a Volunteer, the issue of Peace Corps service no longer is whether "it works," but rather, whether "it matters." Where does his work fit into the scheme of things -- and if it fits, still is the scheme itself relevant? Does it, and does he, go deep enough?

For such a Volunteer, success cannot be measured by what he builds, but by what he sets in motion, with a chance to stay in motion. For him, achievement probably will remain just a tantalizing doubt beyond reach.

Yet this Volunteer -- and his number is legion -- is key to whatever is profoundly dynamic in the Peace Corps. For his doubts become demands, underscoring our own resolve to make of Peace Corps service more than a series of successful encounters with the surface of needs abroad.

As this Volunteer becomes more certain, more articulate in his discontent, he matures in his understanding of what is relevant overseas. As his number multiplies, the Peace Corps grows up.

Fiscal Year 1968 is dedicated to him.

Of this we are certain: he is going to have company. On April 1, 1967, 28,189 Americans were serving or had served in the Peace Corps. A handful six years ago, now the Peace Corps is the nation's largest single "employer" of new college graduates. We are oversubscribed -- with women as with men -- despite new, more stringent selection standards adopted this year.

Growth is built into our request for funds.

This year, we are asking the Congress for \$118.7 million to operate the Peace Corps -- \$8.7 million more than last year. Such an appropriation will maintain a Peace Corps of 17,750 Volunteers and trainees by August 31, 1968 -- 2,350 more than this year. Volunteers will serve in at least 56 countries -- four more than last year.

Our responsibility to any Volunteer, however, is not merely that the Peace Corps be more than last year -- but also that his own work be more important, in any year. That responsibility puts us squarely in the vanguard of our Volunteer's search for the meaningful, the creative as well as the successful in overseas service.

For the Peace Corps success has had a variety of implications -- all of them difficult to measure. Right now, however, we are as concerned with the definition of success as we are with its measurement. This is not simple, for success in the Peace Corps can never be static. It has had to evolve, and with good fortune it will continue to evolve as we pin-point with increasing accuracy "what matters" in contrast to "what works." Behind the implications of success lies the growing recognition that the two are not always the same.

Success in performance has been gratifying. As the President reported in his letter to Congress of March 6, 1967:

"In 1968 Peace Corps Volunteers will:

"Assist more than 400,000 farmers in their struggle against hunger.

"Help educate more than 700,000 school children.

"Help train 55,000 teachers.

"Provide health services to more than 200,000 persons.

"Help 75,000 men and women help themselves through private enterprise.

"Bring greater opportunity to thousands of people through community development."

Our work is indeed moving along at a reasonable pace:

In the Philippines, one district's public school children -- Peace Corps students -- swept the Math/Science prizes traditionally won by private school contestants. The nation's first Filipino-produced curriculum guide is now in use, prepared with the aid of Peace Corps Volunteers.

A two-year-old fishing cooperative launched with Volunteer help in British Honduras will gross \$450,000 this year, without Peace Corps help, and the members' share will at least triple their income of four years ago.

With Volunteer guidance, a farmers' cooperative in Sierra Leone grew from 15 to 185 members in a single year, introducing new farming and marketing procedures, and increasing income. Credit cooperatives more than tripled in number and membership in just two years in Ecuador.

Volunteers in a Niger agricultural school managed to convince school officials that field work should comprise one-third of a student's grade, instead of two per cent. And a three-year-old fish farming program in Togo should yield 150,000 pounds of fish this year, returning at least a 1,000 per cent income gain to its participants.

A wool-dyeing center in Peru is backed up with orders "for years," and recently hired its ninetieth worker.

A new Volunteer public health worker arriving in Brazil encountered a hospital with "pigs under foot, flies in the sterilizer, bats in the linen closet, only one working toilet, an illiterate dispensing medicines, and patients who had to bring their own dressings." In one year, nursing procedures were re-established, nurses aides are in training, the hospital had been cleaned and painted, and most important, the town's few affluent citizens had discovered the hospital as a civic responsibility.

Townspeople in a remote part of Nepal found the money to defray overland portage for two Volunteers who re-established a nearly defunct school -- developing it along modern lines -- and were so pleased with the result they encouraged local teachers to follow modern teaching methods.

South Korea, Guyana, Paraguay, Chad, Botswana, Mauritania, and Libya joined the list of Peace Corps countries this year and programs in The Gambia, Upper Volta, Ceylon, Western Samoa, and Lesotho were recently announced. Volunteers began work, also, in the Trust Territory of the Pacific Islands. In two centuries of changing hands -- usually at the conclusions of other people's wars -- Micronesians never had invited any foreigners to their islands, until they asked for Peace Corps help last year.

Optimism about the Peace Corps is understandable and, we think, justified. With encouraging fortune, the idea behind it commands even greater conviction than it did six years ago. Moreover, it has captured the imagination of young people at home and in other lands: 54 countries now have some form of voluntary service, 18 of them

devoted to service overseas. "Peace Corps" has acquired the character of a favorable adjective as well as a uniquely American noun.

As with our pensive Volunteer, however, knowing that things are going well is only one small part of being relevant. Assuring that we matter means more. However, what matters in progress overseas usually depends upon the point of view from which progress is perceived. Theories about what is relevant to progress presumably are as abundant as academicians -- or officials -- or Peace Corps Volunteers. Situations and experiences overseas vary radically. Choosing the right point of view for the Peace Corps, however, requires that we unravel a number of conceptions about Peace Corps service, including several of our own.

Not the least of these has required that we disentangle the form of a Volunteer's work overseas from his ultimate service. Volunteers have been sent abroad "to teach" or "to be public health workers" or "to help develop credit cooperatives." Projects tend to be conceived and shaped in the minds of an officialdom whose attention is focused on modern specialties. And Peace Corps applicants like to be told what they are "going to do" overseas.

The various forms of Peace Corps service are as familiar as the appealing photographs. Volunteers do teach; they are public health workers; they do develop cooperatives. And they engage in a host of other activities familiar to people throughout the world.

Rarely, however, do the vague impressions -- and hardly ever, do the photographs -- convey what is at once the most sensitive and dynamic attribute of Peace Corps service: the encounter with attitudes.

No aspect of Peace Corps service has altered quite so radically. At the outset, change of attitude was perceived as a valuable dividend of progress. Seen Volunteer-close, however, attitude change becomes not merely a dividend, but a new imperative in overseas service. Lasting results can begin only when people perceive, as in some mirror, "the best that is within them to become." The ultimate service of a Peace Corps Volunteer, regardless of the form in which he serves, is to help generate that sense of self-recognition.

Understandably, we have been absorbed with the form of Peace Corps service, and with all that form entails: We are wedded to measurable results because we need to plan effectively. Our Volunteers need the human satisfaction of seeing a job done well; officials abroad and at home need the confidence "results" convey. And the fact that new things "work" is one solid thread with which attitudes are woven.

But our business is people. And attitudes do not evolve from the pages of a country plan -- nor is their trend measurable in fiscal

years. Any system of administration which distorts the Peace Corps' focus in this regard courts the risk of well-run failure.

Our Volunteer's dilemma is, in microcosm, the hazard we face as an agency and as an idea as the Peace Corps becomes seasoned, attaining, not popularity, but responsibility; not sympathy, but effectiveness. On both sides of the ocean, the Peace Corps' context has been neatly labeled "development." But development, in the sense with which it has been applied to us, is a word loaded with meanings we Americans have created and conveyed to others. It is colored with the optimism of our own nation's good fortune. It suggests a linear sense of building, of making things fit together, of getting bigger and better.

Born in this setting, we are compelled to create and assess our values in its terms. But when we assess where we fit in, we find ourselves measuring form, not function.

No display of numbers, however encouraging, should dissuade us from the elusive and hardly measurable substance of Peace Corps work. Chained to principles other than the unique spirit which gave it birth, the Peace Corps would be less than strategic. It would become a tactical device, useful for its shiny surface, praised for its "contribution," ignored for its leadership, uncertain of its meaning from year to year.

Precisely that vagueness of meaning invokes the restlessness of the maturing Volunteer.

A strategy for the Peace Corps rightly suggests a restoration of the word "develop" to its prime dictionary condition: "1. to lay open by degrees or in detail: to disclose; reveal. 2. to unfold more completely; to evolve the possibilities of; to make active something latent." And then only: "advance, further; to promote the growth of . . ."

Such a definition puts first things first. It suggests that self-discovery for people is at least as intimate to progress as is the building process which thereafter ensues. It offers little in the way of spectacular triumphs, however. Rather, it suggests that development involves patience, living with problems, searching for footholds.

"What matters," on such terms, is that people quicken to a sense of the possible, and respond with action.

In Panama last year, people who with Volunteer help had learned the possibilities of cooperation by banding together to construct long-needed wells and latrines, also discovered they had the temerity to demand police protection in their neighborhood.

In response to disastrous flooding in Honduras, Volunteers organized groups of up to 3,000 workers to repair damaged roads, schools, and irrigation systems. The work was useful in itself -- but it also triggered enactment of a national community development agency.

The Chilean town of Trovolhue flooded every winter after a 1960 earthquake sank the earth beneath it. People finally gave up waiting for "someone to do something" after newly-arrived Volunteers induced them to discover how much they could do for themselves. Galvanized to action, they attracted attention from others. Then, outside help emerged, and a proud townspeople are now building their own new town at a higher elevation.

In such instances -- and there have been a host of them since the Peace Corps began -- it was the receptive attitude of people which led the way. Success in such cases is not merely a measure of what is built, but of the force which sets building in motion and persists when the job is done.

For the remainder of this century and well into the next, in nations where Peace Corps Volunteers serve, people's attitudes will continue to be at least as important as the visible signs of advancement. No aspect of free development is more elusive; none is more essential. Some of history's most spectacular monuments entailed the work of slaves. Development for free people, on the other hand, requires a critical meeting in history, where self-discovery and opportunity encounter each other.

In the developing nations, such promising encounters have been few, usually sporadic, often irrelevant. Properly placed, Peace Corps Volunteers can see to it that there are many more such encounters. Properly prepared, they can see to it that they matter.

It is precisely the restless, probing Volunteer who presses us hardest for a chance to do the job right. It is through him that we -- and others who know the Peace Corps -- have become conscious of the value of the Volunteer as leverage in the critical process of human self-discovery.

In just six years these capable, committed young people have moved the Peace Corps to recognize its highest potential as an instrument of development.

Long-range plans for the Peace Corps are now devised with this recognition in mind. During the last year, Peace Corps programs and commitments overseas underwent fresh analysis and revision. Programs which have been devised with a technician's certainty, now are being restudied for what they allow in human qualities as well. Regional

and country programs are being examined in terms of the leverage Volunteers afford.

In Africa, for example, the needs of rural development are enormous. Moreover, work in food production permits people in remote areas to see and feel desperately needed results. The impact of Volunteer leverage consequently is quite high.

Accordingly, the next five years in Africa will see a major re-deployment of Volunteers, the proportion serving in agricultural development more than doubling, the proportion in education declining from nearly three-quarters, at present, to less than a third. At the same time, health and community development programs will account for twice their present share of Volunteers by the end of the same period.

In Latin America, where rural development programs have played an important role from the outset, the emphasis in community development will be continued. Programs in education in Latin America also show promise, especially in teacher training and mass media (educational broadcasting) programs. Consequently, the proportion of education Volunteers in Latin America will grow.

With few exceptions programs planned and administered through national agencies in Latin America fare better and are more stable than local projects of limited duration. Program plans in Latin America, accordingly, will tend to follow national lines.

Country programs in the North Africa-Near East-South Asia (NANESA) region traditionally have been as widely varied in nature as are the nations within the region. However, we note the same trend in Peace Corps programs in that region as in African countries: Programs in food production (e.g., India) will claim the largest and fastest growing share of Volunteers. At the same time, the growth in education programs will be relatively small. In NANESA, also, increasing concern is anticipated during the foreseeable future with programs in family planning.

In East Asia, new vantage was perceived in public health programs, using Volunteers as an entering wedge to break the cycle of high population, low productivity, and perennial disease. A program on the Korean island of Cheju-do leads the way. Also, most education programs will be continued. Volunteers in East Asia have been heavily engaged in teaching English, science, and math. English is regarded throughout the region as a useful tool for national development; and both science and math are presently relevant to the careers of enough young people to make the effort worthwhile.

Long-range planning entails new disciplines to which we are slowly becoming accustomed. The PPBS system of planning and cost

effectiveness is our best tool, although it will have to be adjusted to fit the job of the Peace Corps. We will not resign our mission to follow another purpose more readily reduced to numbers. It will be up to us instead to devise planning and measuring systems by which we can learn our own way in this most uncertain corridor of development, where there are no easy measurements, where the variables are human, and success is as elusive as a mood.

At the heart of our strategy remains the element around which all Peace Corps planning has revolved since the outset: the American college graduate. He has proved himself a remarkable, versatile instrument. Skepticism abroad of his ability to convey new skills is now on the decline. Moreover, where planners persist in demanding technicians -- we shall persist in our faith in the Volunteers to do, now, what may have to wait a generation, until specialists can be found. We will stand behind the young graduate -- not merely because he is our prime resource, but because his optimism, persistence, imagination and enthusiasm already have paid off in concrete results, touching just the sources from which lasting human development derives.

And in the long run, it will be the Volunteer who charts the course and commits us to action. The Volunteer who went to work restless this morning will end the day no more certain. It is he who will sense the failures, and he who will spot what is relevant. The strategy of development to which we commit him is studded neither with signposts nor landmarks. As he learns, we learn -- in an unfolding, a revealing, a self-discovery as natural to the Peace Corps as the idea of development we adhere to abroad.

In that idea, as in the Peace Corps itself, the Volunteer leads, and we follow -- learning what can never be taught.

* * * * *

NEW DEPARTURES

A broad variety of new activities and changes in old activities represent the Peace Corps' efforts to recruit and select the very best possible candidates for Peace Corps service, and to offer them the best training we know how to supply. These and other ways in which the Peace Corps will stay "new" this year are set forth in this chapter.

RECRUITING

This year new techniques of Peace Corps recruiting took shape, combining systematic organization with spontaneous qualities uniquely suited to our service.

At the outset, recruiting organization hardly took form in the Peace Corps. After all, the Peace Corps was for Volunteers. They merely had to be informed of the opportunity; then they would join. Such recruiting as existed therefore was a by-product of "publicity."

Within two years, we found ourselves at another extreme: An experimental "blitzkrieg" recruiting effort at a large Midwestern campus had produced unprecedented applications. Immediately, a hit-and-run system of campus recruiting got under way. Applications stabilized -- but all-important relationships between the Peace Corps and the universities became little more than abrupt encounters. Moreover, Peace Corps staff members (including administrators and secretaries), doing double duty as recruiters, never were uniformly familiar with life in the Peace Corps overseas.

Our new recruiting system embodies the best of our experience. The bulk of Peace Corps Volunteers continue to be recent college graduates. 86 per cent of the jobs to be filled last year called for a bachelor's degree. Accordingly, the heart of the system still is the college campus.

This year, however, every member of the campus recruiting staff is a returned Peace Corps Volunteer; almost all are serving in a part of the United States where they attended college. These young people are the very best "recruiters" the Peace Corps can have. They speak the language, and they speak from experience. Most important, they are the message.

They spend much more time on campus, establishing fruitful relationships with administrators and faculty, and laying out careful plans for longer recruiting visits. To support them better, we have opened regional recruiting headquarters in Chicago (for the Midwest) and San Francisco (for the Far West). Washington continues to be headquarters for the South and Northeast. Recruiters are thoroughly

briefed on Peace Corps activities world-wide. They enter the campus situation less as salesmen than as visiting lecturers, uniquely qualified to offer something of value to classrooms where they are invited to speak.

To be more efficient, approximately 300 schools with little or no record of interest have been dropped from the regular schedule of visits. The recruiting objective is to meet personally with every man and woman earning a degree at the end of the year. All lower classmen, on the other hand, are followed less intensively through the new Peace Corps Action Card which has replaced the Peace Corps Application for students who will not be available for service by the following summer.

Visits are scheduled much earlier and more regularly in the school year -- yielding an earlier and more regular flow of applications, rendering their processing much more efficient and thorough, and reducing seasonal overtime costs.

The system works. 60 per cent of the applicants ready for service this summer come from the more than 800 schools visited by returned Volunteer recruiters during the eight months ending March 31. This year, 20,000 seniors applied to the Peace Corps, representing 3.5 per cent of the nation's senior class. More important, the recruiting system, integrated with innovations in selection outlined below, produced Volunteers better informed, better motivated, and better qualified to serve.

SELECTION

Most of the innovations in selection this year have been instituted (1) to improve the calibre of applicants entering training and thereby enhancing the quality and the preparation of Volunteers assigned overseas; while (2) at the same time reducing costs.

Approximately 50 per cent more applicants are being rejected or deferred than was recently the case. Under more stringent standards, we are inviting to training only those applicants who we are satisfied show convincing prospects for successful Volunteer service.

To do better, we are currently studying systematic screening procedures designed to identify early those with little probability of success in training and to produce a systematic profile of an applicant in order to allow greater time for thorough analysis in each case. This procedure will enable us (1) to focus more thoroughly on the "likely" and (2) thereby issue earlier invitations, thus permitting far more accurate forecasting and efficient management of training groups.

Savings also have been derived from more effective use of the applicant himself in processing his application. Nearly one-half million references will be sought in the coming year. The Peace Corps Application has been revised to simplify that process.

Significant innovations have been made in the full field investigation process. With the close cooperation of the Civil Service Commission, the utility and focus of full field investigations of Volunteer applicants are being improved so that the investigation is directed to portions of the applicant's background relevant to his possible service as a Volunteer. At the same time, the investigation reports are being delivered to the Peace Corps at a sufficiently early time to be of maximum assistance in the selection process.

Thorough, realistic standards applied before training have permitted us to follow quite a different policy once training is under way. There we seek to parallel the highly individual process of development the Volunteer will undergo abroad. Each trainee's assessment becomes an "unfolding" process, and selection thus is designed to be a dialogue with each individual trainee. Accordingly, trainees ordinarily are separated only at the end of each program -- except in unusual cases. The traditional "mid-boards" are being replaced by sessions for sharing and analyzing information half-way through each program, after which trainees are informed of their standing and alerted to special problems.

As a result, a larger proportion of trainees resign rather than be separated; and fewer trainees leave feeling they have not been adequately forewarned.

The goals of this combination of policies -- more highly selective pre-training assessment and more self-selection during training -- are a decrease of at least 25 per cent in the number of those who fail to complete training, representing considerable cost savings; and a higher probability of successful service for Volunteers heading overseas.

TRAINING

Training has emerged as the focal point around which all other pre-service plans and operations are arranged. Program descriptions originating overseas are cast, more carefully than ever before, to describe training requirements more precisely. Moreover, program descriptions arrive in Washington earlier now, to afford greater opportunity both for improved applicant selection and for more thorough planning of training programs.

Recruiting and selection efforts are paced to fit more orderly development of training plans. The entire cycle has been shifted in

such a way that training agreements can be reached early in the year. The result is more careful analysis of program content, more time to negotiate program changes, fewer costly, last-minute pressures.

Such policies have dislocated traditional schedules. They have also helped make training virtually a universal responsibility within the Peace Corps. To emphasize this responsibility, staff members from a variety of Peace Corps divisions (including the Director) will serve as Training Officers this summer -- broadening their own experience, enriching the preparation and content of programs, and reducing costs.

This year also will see a wide new variety in training activities. Volunteers and overseas staff members alike report considerable satisfaction with training conducted at the Peace Corps' own training centers. Therefore, we will increase our direct training capacity from the present nine per cent to 14 per cent of those entering training this summer -- with even greater expansion anticipated during Fiscal Year 1968. A new training center at St. Thomas will join those already in operation on St. Croix and Puerto Rico. A temporary center on Udot in the Truk Lagoon also will be in operation for programs in the Trust Territory.

Significantly increased, also, are programs affording a portion of training in the country of assignment. Approximately 20 per cent of all Volunteers will have some in-country training during the coming summer months.

Such extensive use of training opportunities overseas and at Peace Corps centers reflects our determination to make training more than a mere three-month extension of the college education. Even in university training programs, the campus itself is no longer considered the most desirable training site. Trainees are now confronting cultural differences in city slums, depressed rural areas, migrant labor camps and so forth under conditions most have never known before.

Moreover, this training is taking place under the direction of a variety of groups. Whether a university, a private corporation, a non-profit educational organization, or the Peace Corps itself, each has been chosen to prepare Volunteers to greatest advantage.

We are also continuing to explore the advantages of our Advanced Training Programs. They afford unique opportunities for the training of Volunteers whose work will require knowledge of more than one language overseas, or special skills which can be acquired only over an extended period. On the other hand, high attrition has resulted in higher Volunteer costs. We are continuing to improve results by closer coordination with the applicant during his senior year on campus, and by devising, with the universities, plans to make Peace

Corps training and service overseas integral parts of the applicant's own professional and personal development.

An important new departure in this direction is the establishment of degree programs in which participants take college courses related to their future Peace Corps service. Two such programs have been undertaken. One, with Wilmington College in Ohio, will provide agriculture-trained Volunteers after two years of college work; students will return to complete undergraduate degrees at the end of Peace Corps service. In the other program, mathematics and science students of the State University of New York at Brockport will serve in the Peace Corps after receiving their bachelor's degrees, then return to complete master's degrees in their fields. In both programs, students to be enrolled will first be approved by the Peace Corps. Volunteer authorities in the Peace Corps Act applicable to these participants during "any period of training" are not applicable to them during most of their on-campus participation because during that time they are not in a "period" of training. A number of other colleges and universities have expressed interest in such programs, and it is planned that a small number of additional degree programs on a pilot basis will be initiated. We intend to proceed slowly and evaluate carefully. On the other hand, such programs could result in excellent new relationships with the academic community -- and in the supply of more highly skilled Volunteers abroad.

Other forms of advance training are also being tried this year. Having found field training to be highly relevant to successful Volunteer performance, we will train 500 Volunteer applicants with the VISTA Associates program this summer. They will work for about ten weeks in rural poverty areas, urban centers, Indian reservations and migrant labor centers, then return to their campuses for a final year of college. Next summer, as college graduates, they will conclude Peace Corps training and begin their Volunteer service overseas.

This year also we will offer an experimental program of pre-training to young people of limited cultural backgrounds to help them qualify for regular Peace Corps training programs.

The content of the Peace Corps training program is continually adjusted to the needs of the Volunteer overseas, with more than half of the program devoted to language training. By the end of the current program year, the Peace Corps will have trained 50,000 people to speak more than 100 different languages, making our experience in this area the widest known. Many groups have come to us for material and advice on language teaching. Peace Corps language classes continue to shrink; the present permissible maximum is six trainees to one instructor. Also, we continue our efforts to win the interest and support of the best language resources in the United States.

Nevertheless, we have not yet solved all of the Volunteer's language problems abroad. For example, Volunteers often live in areas where there are two major languages. The general level of all language proficiency requires improvement. A minimum of 400 hours of training may be necessary. We can only experiment with such training in a few programs this year. However, we have established the minimum at 300 hours -- better, in many instances, than had been the case before. Meanwhile, more effective training materials, and programs of continued language training abroad, are being developed.

In all programs, a most significant trend is the increased reliance upon returned Peace Corps Volunteers. They are being afforded much more responsibility -- both administrative and instructional -- in all varieties of training programs. On the other hand, responsibility entails greater care in the choice of returned Volunteers for such sensitive work. Upon returned Volunteers, especially, will fall the responsibility for conveying the critical importance of attitude formation -- in the trainee, and through him, in people among whom he will serve overseas. Accordingly, overseas staff members have screened candidates for training assignments with increased care; and training and orientation programs have been conducted for them well in advance of the training cycle. Wherever possible, returned Volunteers have shared in planning programs in which they will serve.

OTHER NEW DEPARTURES

The Peace Corps is also instituting a variety of other innovations designed to make our Volunteers more effective overseas.

Volunteers occasionally identify needs within their communities which can be met fully only by material support which is often unavailable. Accordingly, we are cooperating much more closely with AID in projects which meet our respective goals. There are already 200 projects throughout the world in which we collaborate. For example, in Thailand and Bolivia AID supplies equipment and vehicles to community development projects in which Volunteers participate as village workers. In a number of countries AID-built schools and hospitals are staffed by Peace Corps-trained technicians. Nepal and Afghanistan are just two of many countries in which the impact of AID technical experts is broadened through the use of Volunteers. Volunteers in turn are made more effective by the support they receive from the AID experts. We are now working closely with AID in the development of educational television, family planning and other major areas of joint concern.

In countries where AID does not have missions, other cooperation exists. The AID "Special Self Help Fund," which supports short-term grass-roots projects, has been made available to Volunteers for projects that have evolved in their communities.

Also, we have been discussing with the Public Health Service the mutual desirability of increased cooperation. For five years, the PHS has been supplying us with doctors who provide medical care to Volunteers overseas. Now we are discussing the utilization of PHS expertise in the planning, training, technical support and evaluation of health projects. The PHS Communicable Disease Center at Atlanta is handling the technical component of a training program which is preparing 30 trainees for schistosomiasis control in Brazil.

Also, negotiations are under way with PHS's Division of Indian Health regarding the major new health program in Korea, in which more than 200 Volunteers will work in rural health projects throughout the country. A PHS expert has been in Korea on detail helping to plan the program, and PHS may continue its assistance through all phases of this program, including Volunteer training and professional support overseas.

New programs are under way for Volunteer doctors abroad. At first, we programmed Volunteer doctors into clinical jobs. However, we have become increasingly aware during the past two years that we were not able to supply enough clinical doctors to make a meaningful impact on the over-all health needs of the host countries. We have, therefore, shifted our focus away from short-term clinical needs and have instead programmed doctors to work on a full-time basis in public health programs where their opportunity to contribute to long-term solutions of host country medical problems has been greatly enhanced. In these public health programs, some of our Volunteer doctors provide expert guidance to generalist Volunteers, and were thus assigned as Volunteer Leaders. As Volunteer Leaders, several of our doctors were permitted to have non-Volunteer spouses and young children with them overseas.

This broader impact is also being achieved by programming Volunteer doctors in teaching positions in medical schools. Notable results have been achieved in Afghanistan where since 1965 six Volunteer doctors have strengthened the faculty of a four-year medical school at Jalalabad. The doctors there are not only teaching all aspects of clinical medicine but also have the opportunity to direct the emphasis of medical education toward community health practices and preventive medicine which is sorely needed in this area. To emphasize this approach, the doctors travel with their students to rural areas where few of the region's half million people have ever come in contact with professional medical care. Such personal contact at the village level is one of the keys to Peace Corps success.

We have found, however, that specialists are essential to the effectiveness of our new non-clinical programming emphasis. Three specialists -- in orthopedics, internal medicine and pediatrics -- are currently teaching in the Afghanistan medical school. Several

more have been requested -- in general surgery, public health and pathology. Because the needed specialists will likely be older and have families, some will be programmed as Volunteer Leaders. But their special duties and responsibilities will be vis-a-vis their host country counterparts and students rather than Volunteers. Also, when it is not possible to utilize the skills of certain non-specialist doctors in programs involving generalist Volunteers, such doctors may be programmed as Volunteer Leaders with similar special duties and responsibilities.

We are concentrating on providing Volunteers with more and better professional and technical support in all areas. As a result, we have added this year a new category of overseas staff members called Professional and Technical Representatives (PTR). PTR's will spend a majority of their time providing Volunteers with technical rather than administrative support in fields such as agriculture, teaching and community development. Wherever possible, they will replace Contractors Overseas Representatives who would have performed the same functions under contract. This change to direct-hire will result in significant savings to the Peace Corps.

Finally, at the instance of the President and the Congress, we have substantially increased our School Partnership Program this year and anticipate continued growth. By involving Volunteers in the kind of self-help community effort necessary for a successful School Partnership project, we enhance their effectiveness in community development.

The program also has enabled American school children to make a meaningful contribution to the development of schools in other lands. More than 663,000 American students will have had a share in this effort. These students will have gained a sense of participation outside the classroom; in addition, the continuing exchange between partner schools will have broadened and enriched curricula inside their classroom.

From April, 1964, when the School-to-School program began, until June 30, 1966, 123 schools were constructed in 28 countries. Between then and now, 132 new partnerships have been created in 32 countries, and by mid-summer, this figure will have climbed to more than 443 new partnerships created during this school year. This will represent more than 900 new classrooms in which approximately 45,000 children will be educated.

The most important innovation in this year's School Partnership Program was the adoption of large-scale national projects abroad. This shift from scattered, individual projects to joint United States-Host Country Government programs should result in heightened impact from the grass-roots level to the ministries of Government. These

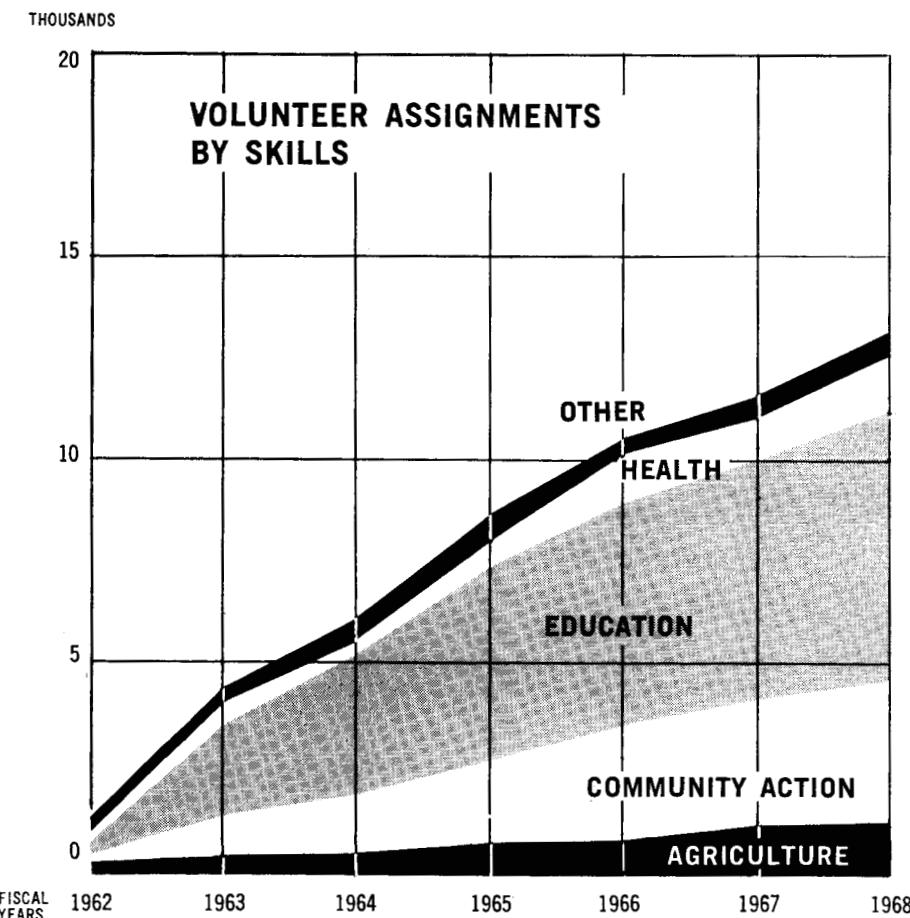
national programs were matched with specific geographic areas of the United States. For example, a successful campaign was launched to match 50 schools in the State of Michigan with 50 partner schools in Tanzania. A similar program is matching 60 schools in the State of Illinois with an equal number of partner schools in Iran.

Mass mailings have been made to all secondary school student council presidents, junior and senior high school principals, superintendents and state commissioners of education, and all private schools; articles have been written for various National Education Association publications; speeches were made at national and state student council meetings; efforts have been made to enlist the support of returned volunteers and Peace Corps Councils.

The President has called for a goal of 1,000 partnership schools by summer, 1968. The success of these efforts in generating enthusiasm and commitment on the part of United States schools makes it seem likely that that goal will be reached even earlier, probably between January and March of next year.

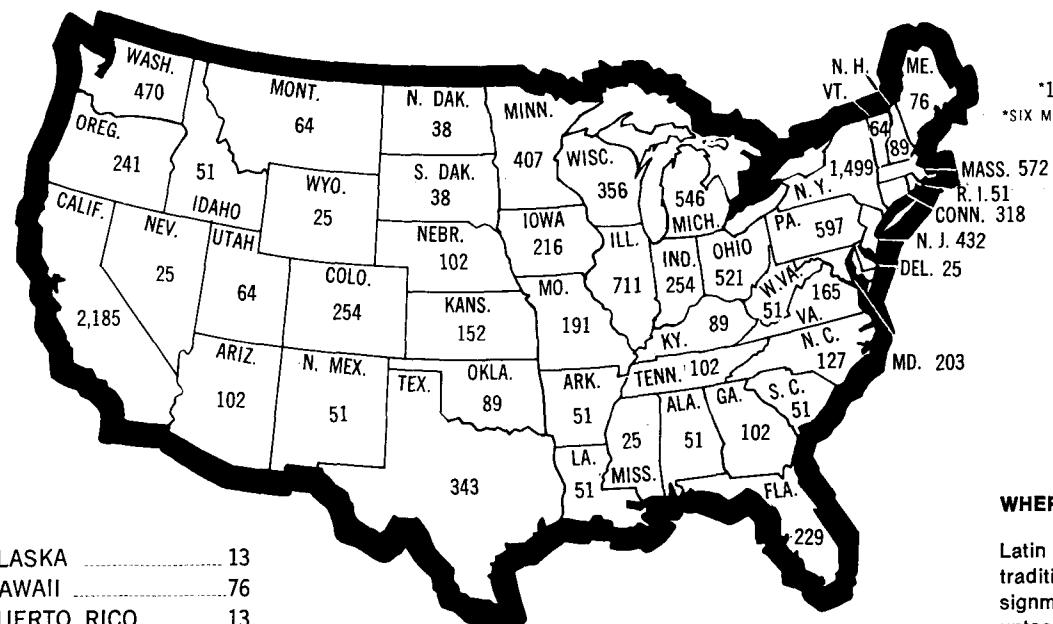
THE NUMBERS

Statistics alone cannot tell the Peace Corps story, but they do provide a framework for understanding the scope of its activities. By June 30, 1966—end of fifth full year of operations—more than 20,000 Volunteers had gone overseas and more than 10,000 were still serving.



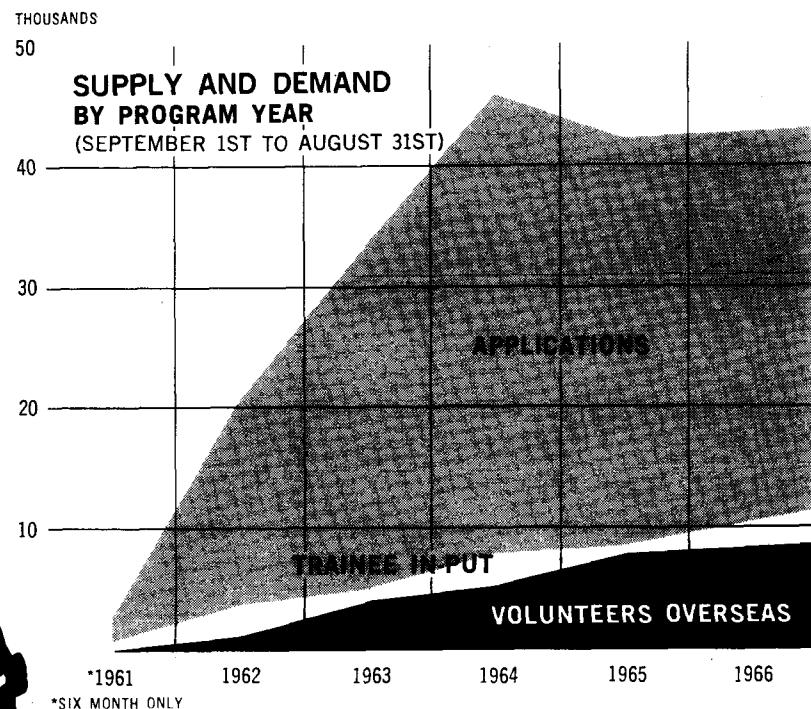
ORIGINS, DESTINATIONS

The Peace Corps idea appealed to a wide variety of Americans, but after five years of experience a profile of the typical Volunteer began to emerge: he (63% are male) is college educated (95% have attended some college, 80% have at least a B.A. degree). They average 24.2 years of age, although 160 of Volunteers serving last year were over 50 years of age. Today, a surprisingly large number (2,460 or 19%) are married; most came into the Peace Corps that way, but over 200 have been recently married in training or overseas.



WHERE VOLUNTEERS COME FROM

California, New York and Illinois are the big contributors. Western states account for one out of four Peace Corpsmen. Biggest per capita states: Washington, Oregon, Vermont, Colorado and New Hampshire.



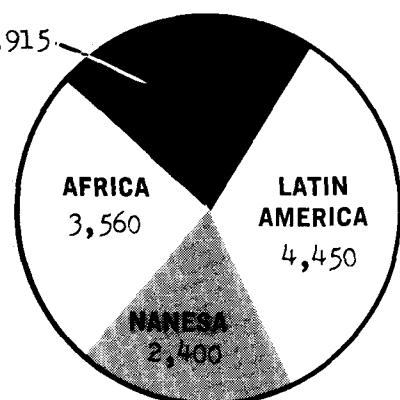
Over 222,000 Americans applied for Peace Corps duty since 1961, but only about one in seven was selected for training. Between 70 and 80% of trainees were finally sent overseas.

Projection of Volunteers Overseas
(as of June 30, 1968)

EAST ASIA / PACIFIC 2,915

WHERE ARE THEY GOING?

Latin America and Africa have traditionally been the major assignments for Peace Corps Volunteers with 41 of the 52 host countries located on the two continents. How Peace Corps is represented in its four major regions, what it is doing today and what it is planning to do are detailed graphically on the next 4 pages.

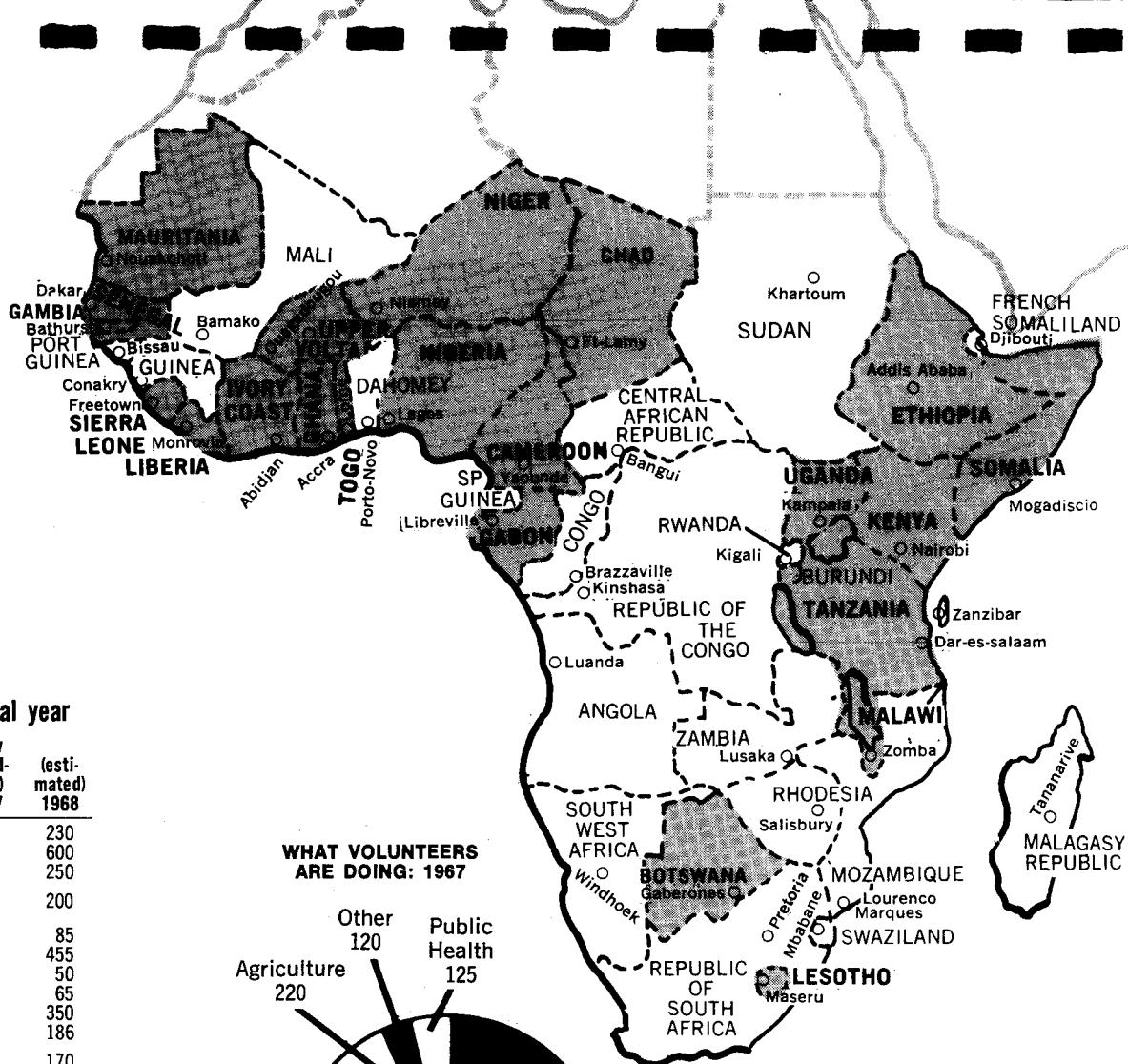


AFRICA

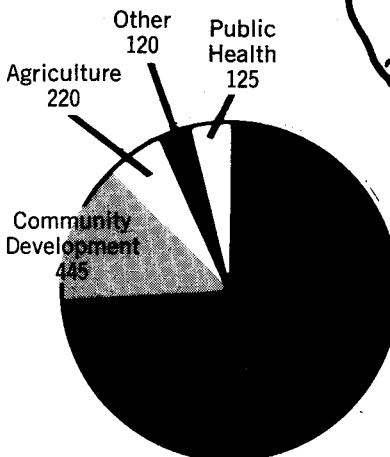
Sub-Saharan Africa continues as a broad and expanding field for Peace Corps programs. In 1966, Chad, Mauritania and newly-independent Botswana requested and received Volunteers for the first time. In 1967, The Gambia, Upper Volta and Lesotho have asked for Peace Corps assistance. These three bring to 22 the number of sub-Saharan African nations in which Volunteers will be serving by the end of the year, taking part in nation-building at the critical, formative stage of independent nations' development.

SEVEN YEAR SUMMARY: Volunteers in country at end of fiscal year

	1962	1963	1964	1965	1966	(now sched- uled) 1967	(esti- mated) 1968
Ghana	51	129	136	110	111	216	230
Nigeria	109	258	508	634	718	697	600
Sierra Leone	37	120	159	130	233	237	250
Tanzania }	35	26	125	326	366	322	200
Tanganyika }							
Cameroon	39	88	103	118	80	80	85
Ethiopia	278	402	564	567	434	434	455
Gabon	41	70	35	49	46	46	50
Ivory Coast	49	51	55	63	60	60	65
Liberia	132	272	335	399	332	332	350
Niger	16	12	43	48	176	176	186
Malawi	42	97	230	231	162	162	170
Nyasaland							
Senegal	34	62	51	55	88	88	95
Somali Rep.	35		58	80	144	144	100
Togo	44	59	56	49	81	81	85
Guinea		52	95	81			
Kenya		129	197	235	235	250	
Uganda		35	56	113	113	120	
Botswana					57	60	
Chad					33	33	35
Mauritania					12	12	15
Gambia							18
Upper Volta						51	
Lesotho						90	
Totals	232	1,243	2,093	2,989	3,421	3,525	3,560

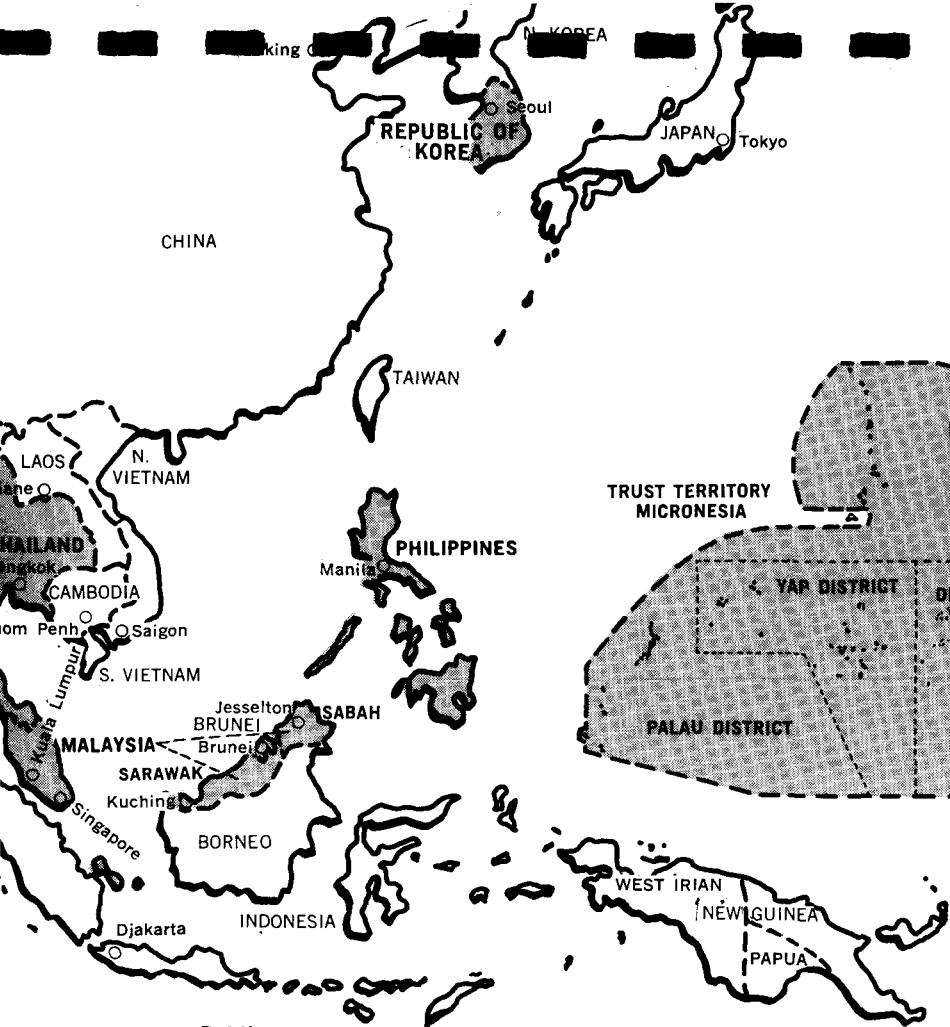


WHAT VOLUNTEERS ARE DOING: 1967



WHAT VOLUNTEERS WILL BE DOING IN AFRICA: 1968

Although concentrating in education, the Peace Corps will be giving greater attention in Africa to needs in agriculture, public health and community development in a broad effort toward aiding rural societies to adjust to the complexities of a modern world.



EAST ASIA/PACIFIC

This region assumed new responsibilities a year ago when the Members of the Congress of Micronesia invited the Peace Corps to send Volunteers to U.S. managed Pacific Trust Territory (Micronesia). Assignments in teaching, health, public works sent Volunteers to many of the populated islands of the huge chain which stretches over 3 million square miles of western Pacific. Another new Peace Corps nation during 1966: Korea, which requested Peace Corps teachers. By the end of this year the Peace Corps will also have its first contingent of Volunteers in Western Samoa — the first independent Polynesian country. Eventually numbering 300, Volunteers will work in education, public health, public works, agriculture and community development projects.

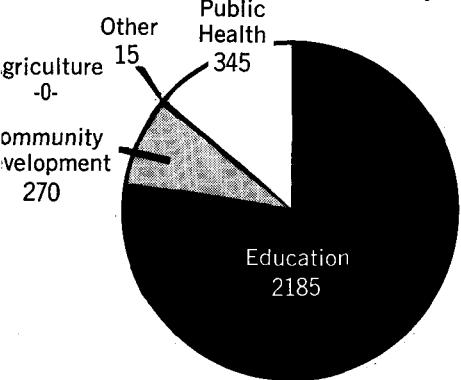
WHAT VOLUNTEERS WILL BE DOING IN EAST ASIA/PACIFIC: 1968

By 1968, increasing numbers of Volunteers will be serving as public health workers in addition to the continued large contingents of teachers who for the past six years have made up more than three quarters of all Volunteers in the East Asia and Pacific area.

SEVEN YEAR SUMMARY: Volunteers in country at end of fiscal year

	1962	1963	1964	1965	1966	(now sched- uled) 1967	(estim- ated) 1968
Malaysia				378	561	569	550
Malaya	67	169	206				
Sabah/Sarawak		91	124				
Philippines	218	472	286	227	571	319	385
Thailand	45	227	245	242	356	296	345
Indonesia		17	31				
Korea						320	350
Micronesia						438	665
Western Samoa						270	
New Countries							350
Totals	330	976	892	847	1,488	1,942	2,915

WHAT VOLUNTEERS
ARE DOING: 1967



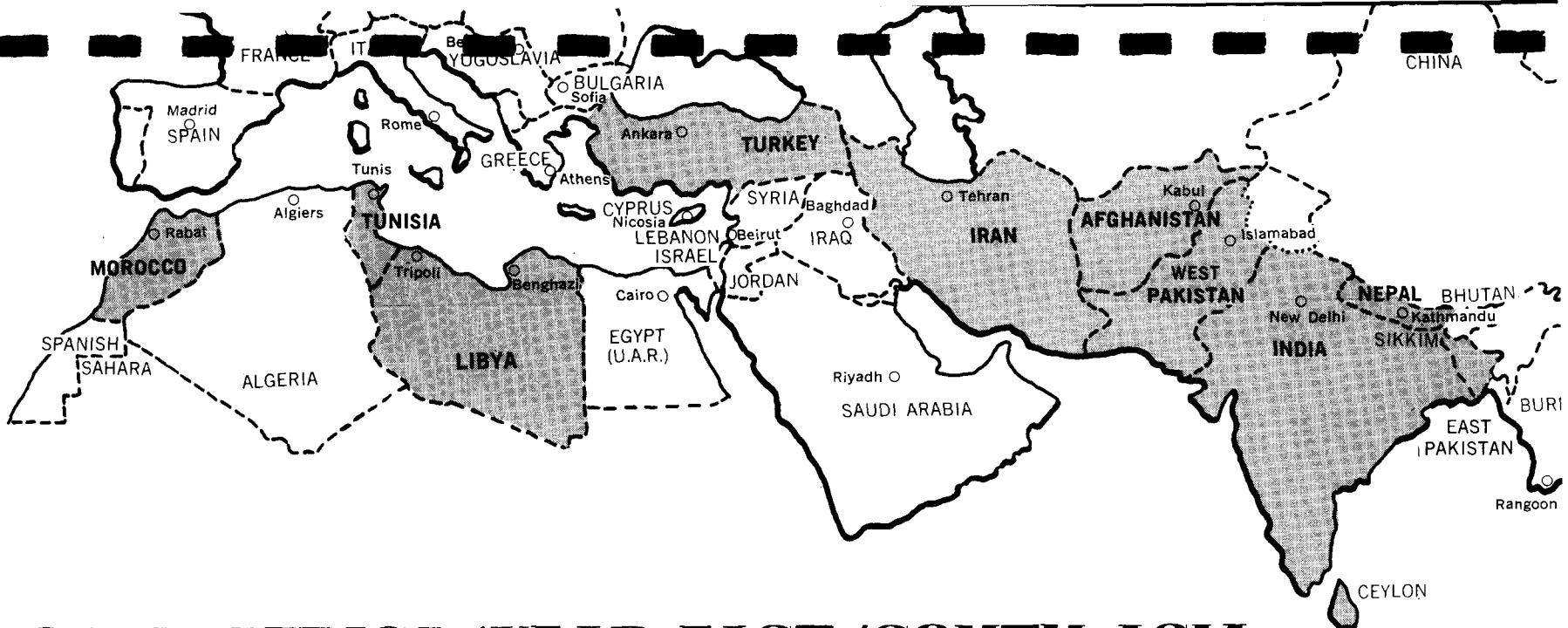


LATIN AMERICA

The largest of all Peace Corps regions (some 9,680 Volunteers have served in Central and South America since 1961) added two more nations to its list this year: Guyana (formerly British Guiana) and Paraguay. The heart of the programs in all 19 countries is community development, which takes many forms but has only one basic goal: to create a sense of identity, promote the idea of self-help.

SEVEN YEAR SUMMARY: Volunteers in country at end of fiscal year

	Now Sched. Est.						
	1962	1963	1964	1965	1966	1967	1968
Brazil	43	168	210	548	639	621	655
Chile	45	99	106	294	397	388	410
Colombia	103	229	561	544	506	565	600
El Salvador	25	21	49	55	51	112	120
Jamaica	38	32	62	77	70	100	105
Windward/Leeward Islands	15	14	17	9	45	85	90
Venezuela	5	83	117	265	292	396	415
Bolivia	112	126	220	266	338	355	
British Honduras	33	18	49	33	39	45	
Costa Rica	26	65	61	107	162	170	
Dominican Republic	144	171	85	101	142	150	
Ecuador	156	236	309	211	267	285	
Guatemala	27	105	83	69	142	150	
Honduras	27	46	103	107	154	165	
Panama	28	76	133	196	180	190	
Peru	285	293	379	301	376	400	
Uruguay		18	48	65	70		
Guyana					42	40	
Paraguay					36	35	
Totals	274	1,484	2,276	3,214	3,439	4,210	4,450



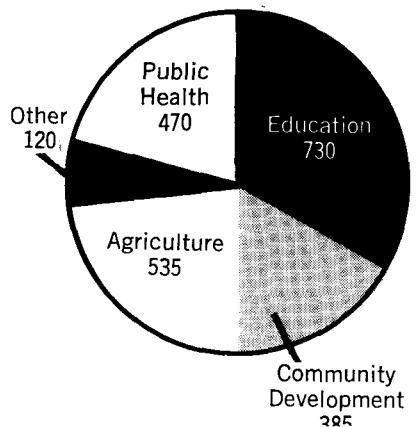
NORTH AFRICA/NEAR EAST/SOUTH ASIA

Farthest flung of Peace Corps regions, this one (called NANESA) begins on the Atlantic, and includes countries touched by the Mediterranean, Persian Gulf, Indian Ocean and the Bay of Bengal. It includes ten nations (including one new one added this past year: Libya), and a former one, Ceylon, to which the Peace Corps will return after an absence of nearly three years. Peace Corps activities are as diverse as the geography: modest-sized teaching and TB control programs are among the activities in Morocco, while Tunisia projects include architect Volunteers who help design public housing and municipal facilities. On the other end of the scale is a massive (by Peace Corps standards) attack on India's food production and nutrition problems. More than 1,200 specially trained Volunteers are assigned there.

WHAT VOLUNTEERS WILL BE DOING IN NANESA: 1968

Although programs vary widely from country to country, education is still a prime job of Volunteers. Agriculture work is due for biggest growth.

WHAT VOLUNTEERS ARE DOING: 1967



SEVEN YEAR SUMMARY: Volunteers in country at end of fiscal year

	1962	1963	1964	1965	1966	(now) (scheduled)	(estimated)
					1967	1968	
India	26	115	153	401	754	1,063	1,075
Pakistan East	29						
West	28	172	191	141	35		
Morocco	56	102	133	117		83	85
Tunisia	94	48	135	192		259	265
Afghanistan	35	62	136	181		184	190
Ceylon	36						81
Cyprus	23						
Iran	41	36	149	272		217	220
Nepal	65	96	120	150		228	236
Turkey	39	114	338	481		188	190
Libya						18	18
New Countries							40
Totals	83	676	802	1,553	2,182	2,240	2,400

THE RETURNED VOLUNTEER

(Cumulative)

THOUSANDS

40

30

20

10

0

OVERSEAS

RETURNEES

1962

1963

1964

1965

1966

1967

1968

THOUSANDS

3

2

1

0

WHAT THE RETURNED VOLUNTEERS ARE DOING

CONTINUING
EDUCA-
TION
2,807

TEACH-
ING
1,421

FEDERAL
STATE &
LOCAL
GOVT.
1,253

BUSI-
NESS &
PROFIT
ORGN.
868

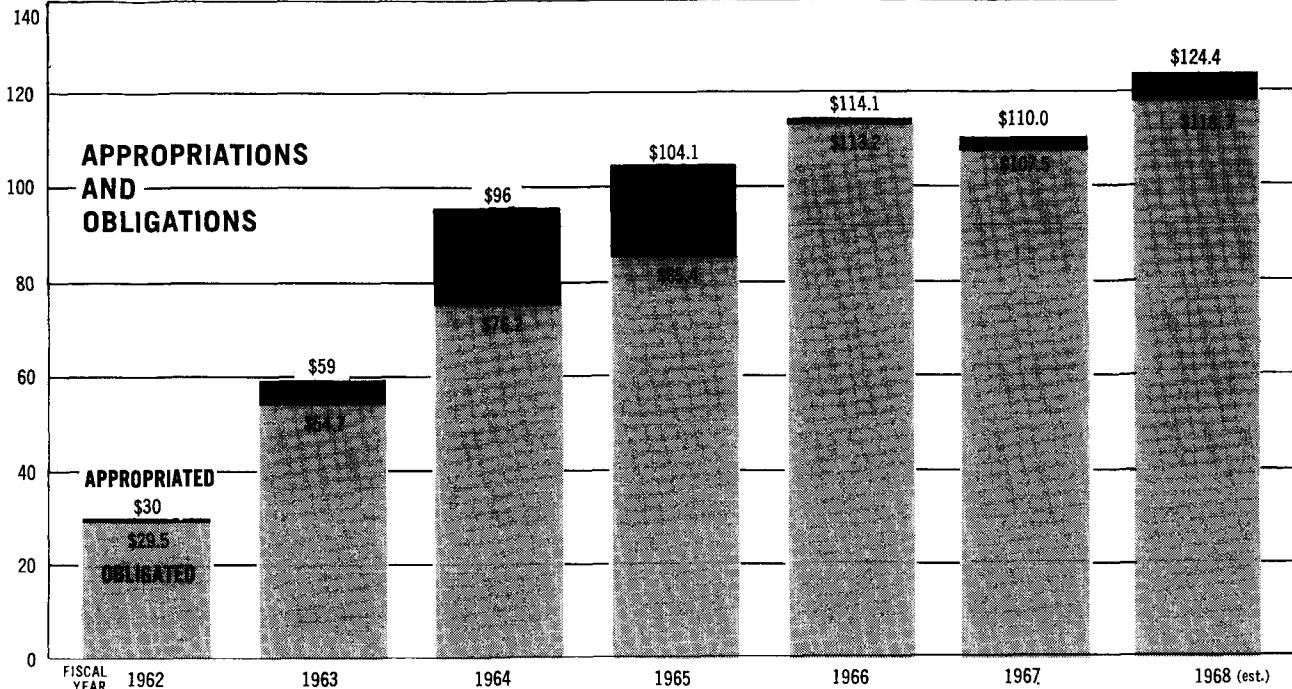
NON-
PROFIT
ORGN.
584

HOUSE-
WIFE
324

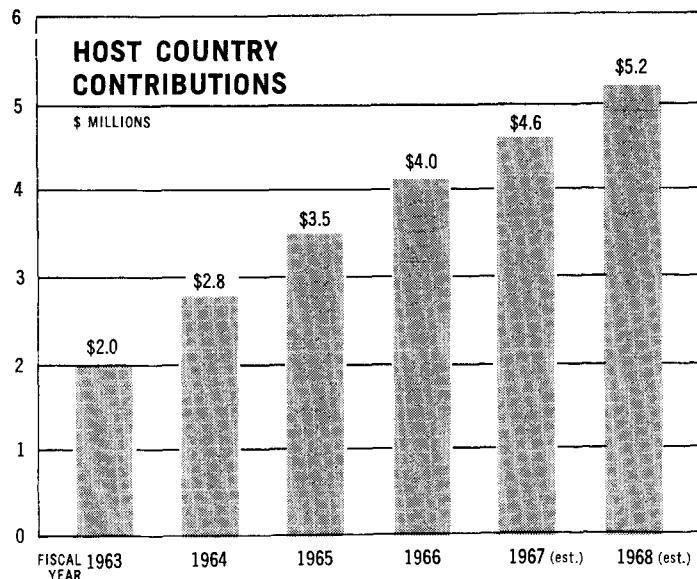
OTHER
240

* Other categories include 601 Volunteers who extended their term of service; servicemen, those traveling and others who have subsequently retired. These figures are based on responses by 8,098 out of 11,659 returned Volunteers.

\$ MILLIONS



FY 1967 obligations are estimated to total \$107.5 million of the \$110.0 million appropriated. For FY 1968 a total of \$124.4 million has been approved as the appropriation request. However, cost reductions and program adjustments now indicate that \$118.7 million will be required.

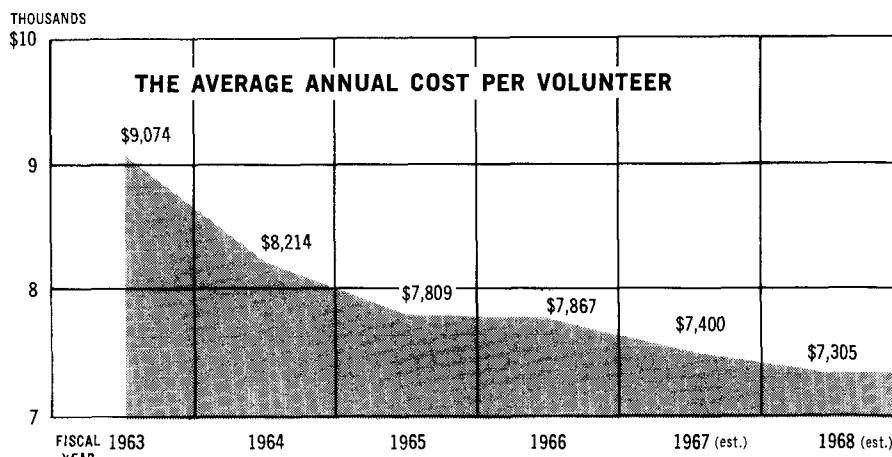


Growth in direct aid for Volunteers furnished by host governments will approach \$5.2 million in FY 1968. Majority of these contributions are in form of vehicles, housing, and other goods and services.

A9

THE COST

Between the end of PY 1962 (first full year of the Peace Corps) and 1968 its total strength will grow from 2,816 to 17,750 trainees and Volunteers. In the same period of time appropriations increased from \$30 million to \$110.0 million in FY 1967 and \$118.6 million requested for FY 1968. Increased efficiency in selection, training and administration of overseas programs, restraints and size of Washington headquarters staff help the agency keep costs down.



Peace Corps' basic denominator is the average annual cost per Volunteer which includes recruiting, selecting, training, transporting, administrative expenses, living allowances and all other costs provided in the appropriation.

The Budget

The Budget

THE BUDGET FOR FY 1968

Guidelines

In the Budget Message to the Congress of the United States, the President said:

"In the long run, greater opportunities and security for our own citizens will be possible only if other peoples also share in progress toward a better and more secure life. To this end, our international programs in the coming year will emphasize helping the less developed nations to increase their food production, expand their educational opportunities, and improve the health of their citizens."

The President also pointed out in the conclusion of his message:

"The pursuit of peace is essential for the continued advancement of our Nation and all mankind."

This charter is the foundation of the Peace Corps Budget request. It is built upon a structure of guidelines made clear by the President's budget memorandum of May 1965 wherein he specified:

"First, formulating imaginative new ideas and programs and

"Second, carrying out hardhitting, tough-minded reforms in existing programs."

The budget request for Fiscal Year 1968, as submitted to the Congress in January 1967, totalled \$124.4 million. It has subsequently been amended to \$118.7 million in order to reflect more current experience in training and overseas programs and costs.

That amount--\$118.7 million--compares to \$114.1 million and \$110.0 million appropriated in fiscal years 1966 and 1967 respectively. In short, the amended request for Fiscal Year 1968 represents a \$4.6 million or 4% increase over Fiscal Year 1966 and an \$8.7 million increase or 8% over Fiscal Year 1967. A complete history of all Peace Corps appropriations since 1962 is appended to this presentation.

Major Summary Indices

The FY 1968 request of \$118.7 million, representing an increase of 8% over Fiscal Year 1967, may be viewed in the context of these

three major summary indices:

1. During the related program year 1968, total Volunteer and trainee strength will increase from an estimated 15,300 to an estimated 17,750--an increase of 16%.

2. Similarly, the number of Volunteers overseas will increase from an estimated 10,345 to an estimated 12,670--an increase of 22%.

3. The annual average cost per Volunteer index is as follows:

FY 1966	\$7867
FY 1967	\$7400
FY 1968	\$7305

Cost Reduction Achievement

Every item or factor of expense, controllable by the Peace Corps, has been subjected to careful, pragmatic review. All Washington offices and every one of the overseas countries have been involved in this effort. A reflection of the results may be noted in the fact that every program cost factor now estimated for fiscal years 1967 and 1968 is lower than the comparable program cost factors actually experienced in 1966.

If the Peace Corps had paralleled the costs and methods of operation in Fiscal Year 1966, the 1967 program would have required at least \$7.4 million more than currently estimated and the 1968 appropriation request would be \$10.1 million more than now before you. These reductions represent literally hundreds of individual actions on the part of the entire Peace Corps. Illustrations of these efforts are appended to this presentation.

The following table summarizes the magnitude of cost decreases for fiscal years 1967 and 1968 as compared to accomplishing these programs parallel with actual unit costs and methods of operation in Fiscal Year 1966.

Category of Cost	\$Millions	
	1967	1968
Training	3.0	5.3
Overseas Volunteer Costs	3.3	4.1
Travel	.2	.3
Allowances	1.1	1.4
Various supplies, services and equipment	.6	.6
Professional-Technical support	1.3	1.5
Miscellaneous	.1	.3
Administrative Costs	1.1	.7
Total	7.4	10.1

Financial Plan Estimates

Our financial plans for Fiscal Year 1968 give primary emphasis to Volunteer and Project costs. Administrative Expenses have been held to absolute minimums and require continued and stringent fiscal control. We plan to allocate our Fiscal Year 1968 financial resources as follows:

\$90,300,000 for Volunteer and Project Costs. The proportion of Volunteer and Project Costs to the total financial plan is 76.1%.

\$28,400,000 for Administrative Expenses. The proportion of Administrative Expenses to the total financial plan is 23.9%.

There is a continuing interest in the percentage of the total appropriation represented by Administrative Expenses. As indicated above for Fiscal Year 1968, the percentage is 23.9 and compares to 23.2% in 1967. This small increase is almost entirely attributable to the very necessary addition to staff support including new country staff requirements.

Host Country Contributions

Host country contributions in cash and in-kind are a principal means of reducing the cost of the Peace Corps program to the U.S. Taxpayer. Host country contributions for FY 1966, and anticipated contributions for FY's 1967 and 1968 are tabulated below:

<u>Fiscal Year</u>	<u>Contribution</u>
1966	\$3,981,000
1967	\$4,575,000
1968	\$5,200,000

Financial Management Systems

During Fiscal Year 1967, the Peace Corps has initiated financial management systems and procedures to assure:

1. Provision of adequate information for financial management and decisions;
2. Effective control over and accountability for funds;
3. Reliable information to serve as the basis for the preparation and execution of our budgets; and

4. Integration of cost data with program planning.

We have consulted with the General Accounting Office, the Bureau of the Budget and noted Public Accounting firms for such purposes. The results of these efforts are an improved cost control and financial management systems.

Financial Outlook for FY 1968

The total appropriation request has been estimated on the basis of the most conservative factors possible. To accomplish the program represented by the request will require the use of continued and constraining financial controls.

There is an appropriate distribution between administrative funds and the balance of the appropriation. Therefore, adjustments of any dimension will impact on either the numbers of Volunteers or the adequacy of administration and supervision available to them.

These estimates represent minimum requirements for the Peace Corps program for Fiscal Year 1968.

Summary of Cost Reduction Achievement

The following table summarizes the magnitude of cost decreases for fiscal years 1967 and 1968 as compared to accomplishing these programs parallel with actual unit costs and methods of operation in fiscal year 1966.

<u>Category of Cost</u>	(\$ millions)	
	<u>1967</u>	<u>1968</u>
<u>Training</u>	3.0	5.3
<u>Overseas Volunteer Costs:</u>	3.3	4.1
Travel	.2	.3
Allowances	1.1	1.4
Various supplies, services and equipment	.6	.6
Professional-Technical Support	1.3	1.5
Miscellaneous	.1	.3
<u>Administrative Costs</u>	1.1	.7
Total	7.4	10.1

COST REDUCTION ACHIEVEMENT

During the past year, the Peace Corps embarked upon an agency-wide cost reduction program that has extended to all levels of management both overseas and in Washington. Basic to this effort has been the guidance that equally important with cost reduction is increased effectiveness. The Peace Corps effort has, therefore, been a positive program with expectation in two directions: more excellent programs and performance with full consideration of costs. The following illustrations indicate the magnitude of cost decreases for FYs 1967 and 1968 as compared to accomplishing these programs parallel with actual unit costs and methods of operation in 1966.

Cost reductions in millions of dollars over the cost and programs of FY 1966	
<u>1967</u>	<u>1968</u>
<u>Training Costs</u>	\$3.0 \$5.3

A major, concentrated effort has been expended during this year to reduce the costs of training as compared to FY 1966. In addition, a series of improved training methods designed to increase the relevance and benefits of the training experience have been instituted. Procedural changes have also been made, which allow more reasonable planning and contract scheduling lead times than previously available. The implementation of the lead time system allows more careful selection of contractors and earlier contracting. It also permits a detailed study of the training plan and budget allowing the opportunity to select less expensive alternatives.

The following table sets forth the unit prices of training as currently estimated for 1967 and 1968, comparing them to the actual experience of 1966.

Unit Cost Per Trainee

<u>Type of Program</u>	<u>1966 Actual</u>	<u>1967 Estimate</u>	<u>1968 Estimate</u>
<u>Regular Complete Training:</u>			
Contract Training Centers (PR & VI)	\$2,912 2,676	\$2,750 2,506	\$2,725 2,506
<u>In-Country Training:</u>			
*Complete	--	2,200	2,200
*Contract and In-Country	--	2,500	2,500
<u>Advance</u>			
Advance Training Program (ATP)	4,106	3,396	3,396
*Degree Programs	--	2,750	2,725
*PC/VISTA Associates	--	2,200	2,200

*New programs for Fiscal Years 1967 and 1968

A series of many individual items constitute the reduction of the unit costs per trainee. Among these are: a requirement that training programs meet or exceed minimum economic input numbers; improved logistics in handling and shipping of training materials; elimination of certain areas of health education which can be better handled overseas; physical education has been integrated into the other parts of the training project and eliminated as a separately financed component; off-campus housing, which is less expensive than campus dormitory housing, is called for in many training contracts.

Several other combined factors have reduced the total cost of training. Among them are, for example: the discontinuance of a home leave period with related per diem and travel costs so that Volunteers depart more directly for ports of embarkation after the completion of training; the design and development of less costly advance training programs; and the expansion of in-house and in-country training.

A very important contribution to reduced total training costs is the institution of improved selection criteria and procedures. Historically, the success-in-training rate has been about 75 per cent or an attrition rate of 25 per cent. We now estimate an improvement in this rate to the extent of approximately 80 per cent success-in-training, or an attrition rate of 20 per cent. For example, it formerly has been necessary to enter 1,333 trainees in order to train out 1,000 Volunteers. We estimate that starting with this summer's training schedule and thereafter, an input of 1,250 trainees will be required to train out 1,000 Volunteers.

Volunteer and Project Costs3.34.1

Substantial cost reductions have accrued from the actions of Peace Corps Representative overseas, and Washington offices which support overseas operations. The following list of major cost areas describes these savings and the actions taken in the field and PC/Washington to effect these cost reductions.

International Travel.1.2

Improved administrative coordination has led to the earlier establishment of dates for overseas departure, thus allowing the Peace Corps to make increased use of charter aircraft. At the present time, there are 14 charter flights scheduled during the period June 24 to September 26, 1967, to carry 2,118 Volunteers to their assigned countries.

Living Allowances1.01.2

Living allowances paid each Volunteer overseas are continuously reviewed for adequacy in accordance with the country and area of assignment. In several instances specific allowances have been increased but, the average has been reduced from \$1,276 per year in 1966 to an estimated \$1,190 for 1967 and \$1,180 for 1968. This overall average decrease in living allowances will result in a total savings of \$2.2 million in fiscal years 1967 and 1968. Certain other related actions have also been taken overseas. For example, re-use of furniture available when Volunteers leave a country has been instituted in connection with improved inventory procedures, and allowances required for "settling-in" expenses are subject to individual needs rather than the use of flat rates as formerly approved.

Clothing Allowances.1.2

The actual unit costs for clothing allowances in 1966 were \$110 for each successful trainee and \$63 for each Volunteer completing one year of service overseas. In 1967, these unit costs are \$100 and \$50, respectively, effecting a savings of \$100,000 in 1967 and \$200,000 in 1968.

Medical Supplies and Services.1.1

The Peace Corps is increasingly utilizing overseas DOD supply points for medical logistical support. Generally, prices for medical supplies and drugs purchased through the Defense Supply Agency offer significant savings over the open market. Lead time is also reduced and often eliminates the need for local emergency procurement. In addition, the contents of PCV medical kits assembled for distribution in FY's 1967 and 1968 have been reduced about 40 per cent in the light of usage and requirement experience and improved availability of other medical care.

In-Country Travel.1.1

A Volunteer while on official business overseas receives his transportation costs and a per diem allowance while in this status. Except for job requirements, such travel is necessary only a few times a tour--for medical treatment, mid-term and completion of service conferences, and transfers of assignment. Many steps have been taken by the Peace Corps representatives overseas to effect savings in this area:

- Small sub-regional mid-term conferences have been initiated to reduce Volunteer travel costs, and at the same time increase the effectiveness of these conferences.
- Completion of service conferences are being held on a regional rather than group basis reducing travel costs.
- Reimbursement is being made to the Volunteer for the actual cost of travel, rather than on the basis of the per diem rates.
- Discount rates are applied to PCV's on official business by some host country national airlines.
- Volunteer transfers from post to post have been curtailed.

Volunteer Supplies and Equipment.4.5

Several basic Volunteer support projects have changed. For example, there has been a reduction in the size of the booklocker provided to Volunteer sites. In the past, each Volunteer site received a book-locker containing 250 titles, but now receives one of three varieties containing 125 titles. The booklockers will be interchanged between sites making it unnecessary to replace them so often. The estimated savings effected by this new booklocker program should be \$170,000 in FY 1967. Other examples of field initiated actions creating savings in this area are:

- Revised educational aid programs have been developed avoiding expensive or difficult to maintain equipment.
- Job-related equipment is being increasingly supplied by some host countries.
- Extensive use is made by successive Volunteers of initial equipment purchases, such as bicycles, text books, hand tools, etc.

- To reduce shipping costs, procurements have been combined into large orders rather than on a piece by piece basis.
- Inventories have been maintained to avoid emergency purchases of necessary supplies and equipment at higher local market prices.

Miscellaneous Supporting Requirements

.1 .3

These costs include a wide variety of support such as Volunteer rents and utilities, maintenance, repair, and operation of vehicles and other equipment, group meetings, in-country transportation of job related supplies, Volunteer language instruction, printing and reproduction, various other small costs and reimbursement for damaged or stolen property. The summary index applicable to this category is the "cost per Volunteer man year" for the miscellaneous costs. This index for fiscal year 1966 was \$25⁴ per Volunteer man year. Our estimates for fiscal years 1967 and 1968 are \$248 and \$238, respectively.

Professional Support

1.3 1.5

A very important need of the Peace Corps has been for skilled professional personnel to serve overseas supervising, supporting, and technically backstopping the efforts of the Volunteers. Historically, much of this professional support has been provided by contracting with companies or individuals, often at a considerable cost to obtain the proper talent and provide the necessary logistics such as transportation overseas, local travel and housing. These skilled professionals, as Contractor's Overseas Representatives, represented an average man-year cost of \$40,176 in 1966. This cost has been reduced to an average of \$36,000 per man year in FY's 1967 and 1968.

In addition, in FY 1967, the Peace Corps has assigned qualified direct hire staff members in the same capacity of providing professional and technical support to Volunteers. For all expenses, including salaries, allowances, travel and quarters, the total average cost per man-year for these direct hire personnel is about \$18,000. These actions should reduce the total cost of professional support by \$2.8 million in FY's 1967 and 1968.

ADMINISTRATIVE COST REDUCTIONS

PEACE CORPS, WASHINGTON

	<u>FY 1967</u>	<u>FY 1968</u>
<u>Pay raise costs</u>	\$416,000	\$ --

The entire cost increase of \$416,000 resulting from the Federal Salary and Fringe Benefits Act of 1966 has been absorbed within the FY 1967 appropriation of \$110 million thereby eliminating the need for any supplemental appropriation for FY 1967.

<u>Overtime</u>	\$191,000	\$191,000
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Peace Corps offices have attempted to hold paid overtime costs to the absolute minimum. As a result of these efforts and, in spite of the higher salary and overtime rates effective in FY's 1967 and 1968, overtime for the Washington administrative staff has been cut almost in half, from \$391,000 in FY 1966 to the \$200,000 now estimated.

<u>Recruiting field offices</u>	\$ 72,000	\$ 72,000
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Two regional recruiting field offices have been established in FY 1967 -- one in Chicago and one in San Francisco. Recruiters now operate from these two bases and do not periodically return to Washington from southwest of the Mississippi and from the Middle West and West coast areas.

<u>Recruiting materials</u>	\$ 30,000	\$ 30,000
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Each of the recruiting regional offices submits monthly estimates of material usage. By closely watching our inventory on hand and the projected usage, we have been able to control purchasing to closely parallel our actual needs. This has reduced costs by not over-ordering material and creating an overage. Currently, materials are depleting on a scheduled basis corresponding to actual needs and projected usage.

ADMINISTRATIVE COST REDUCTIONS

PEACE CORPS, WASHINGTON

(Continued)

	<u>FY 1967</u>	<u>FY 1968</u>
<u>Recruiting itinerary scheduling</u>	\$20,000	\$40,000
In the past, recruiters used air transportation to get from one city to another. Since January, recruiters have been renting GSA cars in central areas and fanning out to the colleges within that area, in a progressively expanding arc wherever feasible. This means of travel has effectively reduced air travel costs.		
<u>Car rentals</u>	\$39,100	\$39,100
In the past, Washington staff, while traveling, were authorized the use of autos from private car rental agencies. During FY 1967, all travelers were instructed to use GSA facilities whenever possible. The cost of renting a commercial car is \$10 a day and 10 cents per mile. Cost of GSA cars is \$2.10 a day and 3.3 cents a mile.		
<u>Placement tests</u>	\$ 4,000	\$ 4,600
A redesigned questionnaire has eliminated a placement test originally designed by a contractor who received a fixed royalty per test. Elimination of this royalty payment has resulted in a cost reduction of approximately \$4,000.		
<u>Volunteer orientation</u>	\$21,000	\$21,000
Significantly fewer Peace Corps liaison officers are traveling to training sites for orientation of trainees. This responsibility is assumed by the training sites through the utilization of qualified returned Volunteers.		
<u>Headquarters communications costs</u>	\$10,000	\$10,000
Use of the GSA telex network and Western Union refile for the delivery of all Peace Corps telegrams within the United States instead of Western Union facilities for all-the-way transmission.		

ADMINISTRATIVE COST REDUCTIONSPEACE CORPS, WASHINGTON

(Continued)

	<u>FY 1967</u>	<u>FY 1968</u>
<u>Testing</u>	\$3,600	\$3,600
The General Aptitude Test has been eliminated for Peace Corps applicants who are college graduates.		
<u>Consolidation of function</u>	\$15,000	\$15,000
Invitee files and processing of invitations have been centralized in FY 1967.		
<u>Forms control</u>	\$5,000	\$5,000
A new invitation assessment form has eliminated the use of four other forms (distribution form, component sheet, track sheet, and assessment summary form) thus reducing an estimated 100,000 pieces of paper and its processing.		
<u>Field selection travel</u>	\$10,000	\$10,000
Travel costs for Field Selection Officers have been reduced by making proximity a primary criterion for assignment to a training program.		
<u>Use of space on chartered aircraft</u>	\$50,000	\$50,000
Washington staff on overseas travel and newly assigned overseas staff enroute to their posts are using vacant space on the chartered aircraft transporting Volunteers to their overseas assignments.		
<u>Centralized library</u>	\$2,000	\$2,000
Establishment of a central library has reduced individual office subscriptions to periodicals and purchases of reference books.		
<u>Use of operations officers as training officers</u>	\$40,000	\$40,000
This practice has been used wherever possible and reduced the requirement for part-time training officers. This summer the Director of the Peace Corps will serve as a training officer for a Bolivia training project.		

ADMINISTRATIVE COST REDUCTIONS

PEACE CORPS, WASHINGTON

(Continued)

	<u>FY 1967</u>	<u>FY 1968</u>
<u>Printing</u>	\$112,000	\$112,000

Washington printing requirements have been closely reviewed during FY 1967. The present estimate of \$400,000 in both FY 1967 and FY 1968 is a significant cost reduction from the \$512,000 obligated in FY 1966.

ADMINISTRATIVE COST REDUCTIONS

PEACE CORPS OVERSEAS POSTS

	<u>FY 1967</u>	<u>FY 1968</u>
<u>Use of local hire personnel</u>	\$30,400	\$30,400
Hiring foreign nationals in lieu of U. S. personnel has reduced costs as reported by the following countries:		
Bolivia	\$9,000	
Colombia	5,000	
El Salvador	6,000	
Panama	8,000	
Peru	2,400	
<u>Chile</u>	\$ 3,000	\$ 3,000
Installation of radio transceivers donated by U. S. Army from surplus, in all regional offices, thus eliminating most long distance telephone calls.		
<u>Colombia</u>	\$ 2,000	\$ 2,000
Regionalization of Colombia's operations has increased Volunteer support and improved health protection while decreasing the cost of staff travel.		
<u>Costa Rica</u>	\$ 1,500	\$ 1,500
Host country national airlines will furnish free in-country travel for staff.		
<u>Ghana</u>	\$ 3,600	\$ 3,600
Staff housing obtained in less expensive housing areas of capital city.		
<u>Honduras</u>		
Existing Peace Corps warehouse space was converted into combination office-warehouse for Regional Director instead of acquiring new office space.		

ADMINISTRATIVE COST REDUCTIONS

PEACE CORPS OVERSEAS POSTS

(Continued)

	<u>FY 1967</u>	<u>FY 1968</u>
<u>Honduras</u> (continued)		
Use of the Army's Strategic Communications (STRATCOM) facilities reduces cost of telephone calls and cables to the U. S.	\$ 900	\$ 900
<u>India</u>		
Institution of a centralized property control and clearing house in the central office in New Delhi has resulted in better utilization of property throughout the six Peace Corps regions in India.	\$2,600	\$2,600
Standardization of vehicles through procurement of same make and type of vehicle whenever possible permits quantity purchase of spare parts and maintenance.	\$3,000	\$3,000
Use of Telex communications system eliminates the need for substantial number of long distance calls and telegrams and will provide faster and more reliable means of communications.	\$4,500	\$4,500
Bulk of necessary additional office furniture procured from U. S. Government surplus	\$2,400	\$ --
<u>Jamaica</u>	\$1,906	\$1,906
Administrative support from U. S. Embassy reduced almost \$2,000 by shifting functions formerly performed by Embassy staff to Peace Corps staff with no increase in personnel.		
<u>Kenya</u>	\$9,743	\$9,743
Vehicles, their gasoline and maintenance are being supplied by the host country.		
<u>Liberia</u>	\$1,000	\$1,000
The use of airplanes - both charter and regular flights -- for staff travel has been restricted.		

ADMINISTRATIVE COST REDUCTIONSPEACE CORPS OVERSEAS POSTS

(Continued)

	<u>FY 1967</u>	<u>FY 1968</u>
<u>Malaysia</u>	\$10,000	\$ --
Host country government has agreed to construct additional office space for Peace Corps at no cost to the U. S. Government		
<u>Nepal</u>	\$ 4,000	\$ --
Obtained two jeeps and other surplus equipment from inactive Peace Corps Pakistan operations.		
<u>Peru</u>	\$ 3,000	\$ --
Purchase of required office equipment and furnishings from surplus U. S. Government stocks.		
<u>Senegal</u>	\$ 700	\$ 700
More complete inventory of vehicle parts reducing requirements for emergency local and expensive purchases.		
<u>Togo</u>		
Use of 2-wheel vehicles to reduce cost of gasoline and depreciation of 4-wheel vehicles.	\$ 1,000	\$1,000
Repair of vehicles by Togo Government Heavy Equipment School instead of private repair shops	\$ 6,000	\$6,000
<u>Uganda</u>	\$ 500	\$ --
Procurement of residential and office furniture from surplus U. S. stocks		
<u>West Indies</u>		
Purchase of office furniture at local auction. Only used but serviceable furniture bought.	\$ 1,000	\$ --

SUMMARY OF OBLIGATIONS

	<u>Fiscal Years</u> (In millions of dollars)						
	<u>1962</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1966</u>	<u>1967</u> Est.	<u>1968</u> Est.
Volunteer & Project Costs:	\$ 20.0	40.2	58.4	65.6	89.6	82.6	90.3
	% (67.8)	(73.5)	(76.6)	(76.8)	(79.2)	(76.8)	(76.1)
Administrative Expenses:	\$ 9.5	14.5	17.8	19.8	23.6	24.9	28.4
	% (32.2)	(26.5)	(23.4)	(23.2)	(20.8)	(23.2)	(23.9)
TOTAL	\$ 29.5	54.7	76.2	85.4	113.2	107.5	118.7

Volunteer and Project Costs

	<u>Obligations</u> (In Thousands of Dollars)		
	<u>1966</u>	<u>1967</u>	<u>1968</u>
I. Pre-Training	\$ 4,420	\$ 4,475	\$ 4,600
II. Training	34,716	27,100	27,898
III. Overseas Costs	38,578	36,874	42,817
IV. Readjustment Allowance	11,181	13,285	14,285
V. Research	496	500	400
VI. Title III Activities	178	175	100
VII. School Partnership Program	-	175	200
Grand Total	\$89,569	\$82,584	\$90,300

Volunteer and Project Costs

	Unit Costs		
	<u>1966 Actual</u>	<u>1967 Estimate</u>	<u>1968 Estimate</u>
I. PRE-TRAINING			
A. Background Investigations (per investigation)	\$ 405	\$ 415	\$ 415
B. Health Examinations (per examination)	18	18	18
II. TRAINING			
A. Regular Complete			
1. Contract (per trainee)	2,912	2,750	2,725
2. Training Centers (per trainee)	2,676	2,506	2,506
3. In-Host Country			
a. Complete (per trainee)	-	2,200	2,200
b. Contract & In-Country (per trainee)	-	2,500	2,500
B. Advance			
1. ATP (per trainee)	4,106	3,396	3,396
2. Degree (per trainee)	-	2,750	2,725
3. PC/VISTA Associates (per trainee)	-	2,200	2,200
C. Support Related Requirements			
1. Trainee Travel (per trip)	212	188	113
III. OVERSEAS COSTS			
A. International Travel (per trip)	638	625	625
B. Allowances			
1. Living (per Vol. man-year)	1,276	1,190	1,180
2. Leave (per Vol. man-year)	181	180	180
3. Clothing			
First year (per successful trainee)	110	100	100
Second year (per Vol. 1-year overseas)	63	50	50
C. Health Care			
1. Physicians (per physician man-year)	22,400	22,390	22,390
2. Supplies & Services (per Vol. man-year)	163	152	152
D. In-Country Travel (per Vol. man-year)	122	115	111
E. Supplies & Equipment (per Vol. man-year)	148	118	113
F. Support Related Requirements			
1. Vehicle Procurement (per vehicle)	3,392	3,000	3,000
2. Vehicle Shipment (per vehicle)	800	800	800
3. Miscellaneous Costs (per Vol. man-year)	254	248	238
IV. Readjustment Allowance	938	939	940

Volunteer and Project Costs

	Obligations		
	1966 Actual (\$000)	1967 Estimate (\$000)	1968 Estimate (\$000)
I. PRE-TRAINING			
A. Background Investigations	\$ 4,242	\$ 4,289	\$ 4,409
B. Health Examinations	178	186	191
SUBTOTAL	<u>\$ 4,420</u>	<u>\$ 4,475</u>	<u>\$ 4,600</u>
II. TRAINING			
A. Regular Complete			
1. Contract	26,099	18,852	16,623
2. Training Centers (P.R. & V.I.)	1,967	1,965	2,298
3. In Host Country			
a. Complete	-	200	1,205
b. Contract & In- Country	-	1,865	3,500
B. Advance			
1. ATP	4,253	825	430
2. Degree	-	358	680
3. PC/VISTA Associates	-	500	896
C. Field Experience Training	232	359	340
D. Support Related Requirements			
1. Medical Support	76	236	290
2. Language Informant Service	120	335	350
3. Trainee Travel	<u>1,969</u>	<u>1,605</u>	<u>1,286</u>
SUBTOTAL	<u>\$34,716</u>	<u>\$27,100</u>	<u>\$27,898</u>
III. OVERSEAS COSTS			
A. International Travel	7,369	6,925	9,200
B. Allowances			
1. Living	12,235	13,895	15,100
2. Leave	1,735	2,100	2,300
3. Clothing	<u>1,268</u>	<u>967</u>	<u>1,215</u>
First Year	899	662	850
Second Year	369	305	265
C. Health Care			
1. Physicians	1,972	2,799	3,220
2. Supplies & Services	1,650	1,784	1,945
D. In-Country Travel	1,174	1,340	1,420
E. Supplies & Equipment	1,420	1,375	1,450
F. Support Related Requirements			
1. Vehicle Procurement	709	300	675
2. Vehicle Shipment	167	80	180
3. Bureau of Employee Compensation	73	185	387
4. Miscellaneous Costs	2,577	2,890	3,045
G. Professional Support	<u>4,339</u>	<u>2,234</u>	<u>2,680</u>
H. Full Administration			
Contracts	<u>1,890</u>	<u>-</u>	<u>-</u>
SUBTOTAL	<u>\$38,578</u>	<u>\$36,874</u>	<u>\$42,817</u>
IV. Readjustment Allowance			
V. Research	<u>\$ 496</u>	<u>\$ 500</u>	<u>\$ 400</u>
VI. Title III Activities	<u>\$ 178</u>	<u>\$ 175</u>	<u>\$ 100</u>
VII. School Partnership Program	<u>-</u>	<u>\$ 175</u>	<u>\$ 200</u>
GRAND TOTAL	<u>\$89,569</u>	<u>\$82,584</u>	<u>\$90,300</u>

I. PRE-TRAINING

A. Background Investigations

Performed by the Civil Service Commission for the Peace Corps.

1. Unit Costs:

FY 1966 - Actual average of \$405 per investigation

FY 1967 - Amount charged of \$415 per investigation

FY 1968 - Estimated \$415 per investigation

2. Basis of Computation:

FY 1966 - Actual number of 10,475 investigations initiated

FY 1967 - Estimated new input of 9,550 less 550 PC/VISTA Associates and Degree training plus 350 Program Year 1966 Trainees whose investigations were initiated in FY 1967, plus 616 advanced trainees (updating), plus 370 trainees who will enter training after August 31, 1967, for a total of 10,336.

FY 1968 - Estimated input of 11,000, less 580 PC/VISTA Associates and Degree Trainees, less 370 trainees whose investigations were initiated in FY 1967, plus 380 PC/VISTA Associates and Degree Trainees who entered training in Program Year 1967, plus 194 advanced trainees (updating) for a total of 10,624

3. Total Costs:

FY 1966 - \$4,242,000

FY 1967 - \$4,289,000

FY 1968 - \$4,409,000

B. Health Examination

Performed by Government facilities and private physicians. Required of all individuals prior to entrance into training programs.

1. Unit Costs:

Average of \$18 in FY 1966 and held constant for FY 1967 and 1968.

2. Basis of Computation:

FY 1966 - Actual for approximately 10,163 examinations

FY 1967 - Estimated 10,336 examinations as explained under the section on Background investigations.

FY 1968 - Estimated 10,624 examinations as explained under the section on Background investigations.

3. Total Costs:

FY 1966 - \$178,000

FY 1967 - \$186,000

FY 1968 - \$191,000

II. TRAINING

A. Regular Complete

Includes all training programs which are conducted for approximately 13 to 14 weeks followed by immediate assignment of the Volunteers.

1. Contract

In Program Year 1966, the Peace Corps trained in 72 different institutions. The average length of these training programs was approximately 13 weeks at a cost of \$2,912 per trainee. In 1967, we have initiated practices aimed at reducing the cost per trainee without affecting the quality of training. These efforts include earlier contracting in order to allow more time for close review of proposed budgets, development of uniform salary scales for returned Volunteers and language instructors serving on university staffs, and elimination of unnecessary and nonessential training. We have also reduced the period of leave allowed to selected trainees prior to departure overseas.

Through these efforts, we have been able to reduce the average cost per trainee to \$2,750 in 1967 and \$2,725 in 1968.

a. Basis of the Computation:

FY 1966 - Actual contracts for 8,963 trainees.
This included 510 trainees to enter
training after August 31, 1966.

FY 1967 - Estimated 5,985 trainees who will receive
all of their training at colleges and
universities in the United States in
Program Year 1967 plus 870 trainees who
will enter training after August 31, 1967,
for a total of 6,855.

FY 1968 - Estimated 6,100 trainees who will receive
all of their training at colleges and
universities in the United States in Program
Year 1968.

b. Total Costs:

FY 1966 - \$26,099,000

FY 1967 - \$18,852,000

FY 1968 - \$16,623,000

2. Training Centers

Since 1965, facilities in Puerto Rico and the Virgin Islands have been operated directly by the Peace Corps for the purpose of training Volunteers. There are two training camps in Puerto Rico with an annual capacity of approximately 600 trainees. A new camp will be opened this summer in the Virgin Islands to supplement the camp at St. Croix which will increase the annual capacity of the Virgin Islands Training Center to approximately 400 trainees. The Training Centers receive instructional support from colleges located in Puerto Rico and the Virgin Islands.

Basis for the Computation and Estimated Cost:

FY 1966 - The actual unit cost in FY 1966 was \$2,676 for 867 trainees entering during the Program Year. Obligations were incurred for 735 trainees who started training during the fiscal year for a total cost in FY 1966 of \$1,967,000.

FY 1967 - The current estimated unit cost for FY 1966 is \$2,506 based on experience thus far this year. The estimated PY 1967 training center starts are 920 with costs being incurred for 784 during the fiscal year for a total of \$1,965,000.

FY 1968 - During Program Year 1968, an estimated 1,000 trainees will enter training. Approximately 917 trainees will begin training during the fiscal year at the current experience rate of \$2,506 per trainee. Total obligation requirements will be \$2,298,000.

3. Host Country Training

In-country training was begun on a significant scale in 1967 and initial results indicate that where it is feasible, training in the host country can produce better Volunteers at a reduced cost. Host Country Training takes two forms: training done completely in the host country under the direction of the Peace Corps, and training conducted partly in the United States under contract with additional training overseas under Peace Corps direction.

a. Complete Host Country Training

FY 1967 - In Program Year 1967 an estimated 490 trainees will receive complete training overseas. Preliminary estimates indicate that the average cost of this type of training will be \$2,200 per trainee. For these purposes, \$200,000 will be required in FY 1967 with the balance of approximately \$875,000 required in Fiscal Year 1968.

FY 1968 - An estimated 600 trainees will receive complete training overseas in PY 1968 at the estimated average cost of \$2,200. The amount required for these trainees in FY 1968 is estimated at \$330,000 with the balance of \$990,000 being incurred in FY 1969. The total cost of Complete Host Country Training in FY 1968 is \$1,205,000.

b. Contract and In-Country Training

FY 1967 - An estimated 835 trainees will receive training in the U. S. and overseas during the spring and summer of Program Year 1967. This type of training is estimated to cost \$2,500 per trainee and will generally include from 8 to 10 weeks of U. S. training. Contractual costs for the 835 trainees will average \$2,000 per trainee and will be incurred in FY 1967 for an estimated cost of \$1,670,000. The balance of approximately \$400,000 will be incurred in FY 1968. In addition, \$195,000 was carried into FY 1967 for a modest number of trainees who started in the previous program year. This brings the total cost in FY 1967 to \$1,865,000.

FY 1968 - An estimated 1,500 trainees will receive this type of training in FY 1968 at the estimated average of \$2,500 per trainee. Of these, approximately 200 will receive all of their training in the fiscal year at a cost of \$500,000. For the remainder only the contract portion of the total cost, \$2,600,000, will be incurred in fiscal year 1968 with the balance of \$650,000 required in FY 1969. This brings the total requirement in FY 1968 including the cost of the in-country portion of the 1967 trainees to \$3,500,000.

Summary of Host Country Training

	<u>Unit Cost</u>	<u>Program Factor</u>	<u>Obligations</u>		
			<u>1967</u> (\$000)	<u>1968</u> (\$000)	<u>Total</u> (\$000)
<u>Complete</u>					
1967 Input	\$2,200	490	\$ 200	\$ 875	\$1,075
1968 Input	\$2,200	<u>600</u>	--	<u>330</u>	<u>1,320</u>
Total	\$2,200	1,090	\$ 200	\$1,205	\$2,395
<u>Contract & In-Country</u>					
1966 Input	--	--	\$ 195	--	--
1967 Input	\$2,500	835	1,670	\$ 400	\$2,070
1968 Input	\$2,500	<u>1,500</u>	--	<u>3,100</u>	<u>3,750</u>
Total	\$2,500	2,335	\$1,865	\$3,500	\$5,820

B. Advance Training

A program primarily for college juniors, to begin training after the junior year, continuing through the senior year and finishing after the completion of the senior year in college. The program will be modified in 1967 to include the additional types of advance training explained below.

1. ATP Trainees

ATP trainees will receive training under contract during the summer after their junior year in college and during their senior year with an additional period of training either under contract or directly by the Peace Corps during the summer after their senior year.

Basis of the Computation and Total Cost:

FY 1966 - Actual experience of 880 trainees at an average cost of \$4,106 per trainee over the entire training period. Obligations are incurred in three phases representing the number of trainees left in the program after attrition in the previous phase.

Phase I - 880 trainees @ \$2,722 per trainee =
\$2,395,000

Phase II - 790 remaining trainees @ \$712
per trainee = \$ 564,000

Phase III- 551 remaining trainees @ \$1,187
per trainee = \$ 654,000

In addition, obligations were incurred in FY 1966 for Phases II and III of the FY 1965 ATP trainees remaining, 337 trainees at a cost of \$640,000. The total FY 1966 obligations for the FY 1966 and remaining PY 1965 trainees came to \$4,253,000.

FY 1967 - 270 ATP trainees will enter training in the current program year at a reduced cost of \$3,396 for each entering trainee. It is planned to obligate funds for Phases I, II, and III for 75 entering in PY 1967 and Phases I and II for 195 trainees. Phase III obligations for these trainees will be incurred in FY 1968.

Phase I - 270 trainees @ \$2,200 per trainee = \$594,000

Phase II - Estimated 240 remaining trainees @ \$712 per trainee = \$170,000

Phase III - Estimated 194 remaining trainees @ \$800 per trainee. Of these, funds will be obligated for 77 trainees in FY 1967 at a cost of \$61,000.

The total cost in 1967 is \$825,000.

FY 1968 - 100 ATP trainees will enter in Program Year 1968 at the average cost of \$3,396 per trainee over the entire program.

Phase I - 100 trainees @ \$2,200 per trainee = \$220,000

Phase II - 85 trainees @ \$712 per trainee = \$60,000

Phase III - 70 trainees remaining from PY 1968 input plus 117 trainees carried over from PY 1967 for a total of 187 trainees @ \$800 = \$150,000

The total cost in FY 1968 is \$430,000.

2. Degree Training

Degree trainees will receive one to two years of academic training at a college or university with additional summer training in the United States prior to going overseas as Volunteers. The cost of this type of training will be held to the cost of training regular complete trainees under contract.

Basis of the Computation and Total Cost:

FY 1967 - Funds will be obligated for two programs totaling 130 trainees at an average cost per trainee of \$2,750. One group of 50 trainees will enter the program in the summer at a cost of \$138,000. The remaining 80 trainees will enter the program in September at a cost of \$220,000. The total obligations incurred in FY 1967 will be \$358,000.

FY 1968 - Obligations will be incurred in FY 1968 for an additional 250 trainees entering in PY 1968 at an average cost per trainee of \$2,725. The total number of trainees entering in PY 1968 is 330 (250 + 80). The total funds required will be \$680,000.

3. PC/VISTA Associate Training

PC/VISTA Associate Trainees will train for two summers prior to overseas assignment. The first summer of training will be conducted in conjunction with the VISTA Associates Program.

Basis of the Computation and Estimated Cost:

FY 1967 - The unit cost of this type of training is estimated at \$2,200 per trainee for the complete training program. Of this, \$1,000 per trainee is required for the first summer and \$1,200 per trainee will be required for the second summer. 500 trainees will enter training in the summer of FY 1967 at a cost of \$500,000.

FY 1968 - 500 trainees will be entered in the summer of Program Year 1968. FY 1968 fund requirements for these trainees is \$500,000. In addition, an estimated 330 PY 1967 trainees will receive follow-on training in FY 1968 for which \$396,000 is required. The total FY 1968 obligation requirement is estimated at \$896,000.

C. Field Experience Training

A period of training of short duration provided to selected trainees from contract universities. This training generally takes the form of work in the communities and country side of Puerto Rico under the supervision of Peace Corps staff.

Obligation Requirements

FY 1966 - Obligations for supervisory staff and related expenses in 1966 were \$144,000. Trainee allowances were another \$88,000, an average of \$67.00 per trainee week. Total obligations were \$232,000.

FY 1967 - Supervisory staff and related expenses are estimated at \$150,000. There will be an estimated 3,120 trainee weeks at \$67.00 per week, totaling \$209,000. Estimated total obligations are \$359,000.

FY 1968 - Obligations for supervisory staff will be reduced for 1968 as the result of administrative reorganization in Puerto Rico. We estimate that obligations for this purpose will be \$100,000. The number of trainee weeks will increase in proportion to the increase in total training input to approximately 3,575 weeks at a cost of \$67.00 per week (\$240,000). Total obligation requirements in 1968 will be \$340,000.

D. Support Related Requirements

Includes medical supplies and services provided to trainees at contract universities, the Training Centers and to In-country trainees; transportation of foreign nationals to and from training sites to serve as language informants; and travel of the trainees to and from the training sites.

1. Medical Support

FY 1966 - In 1966, medical support was provided, primarily to trainees at the Training Centers in Puerto Rico and the Virgin Islands. In addition, some medical supplies were provided to contract universities as required by the nature of the program and the availability of supplies in the area of the training site. A total of \$76,000 was obligated for these purposes.

FY 1967 - In the current year medical services and supplies will be provided to a greater number of contract universities as well as to the Training Centers. Trainees receiving training in host countries will receive medical attention in the United States prior to overseas departure. For these purposes, we estimate a total of \$236,000.

FY 1968 - With the increase of approximately 58% in the number of trainees receiving In-Country training and an 8% increase in training at the Training Center, we estimate fund requirements in FY 1968 of \$290,000.

2. Language Informant Service

The cost of transportation of host country nationals to and from U.S. training sites to serve as language informants.

FY 1966 - Actual obligations of \$120,000.

FY 1967 - Estimates based on current experience to date indicate that language informant travel will total \$335,000.

FY 1968 - Estimates based on experienced 1967 obligations indicates that the 1968 requirement will be \$350,000.

3. Trainee Travel

Travel of trainees to the training sites in the United States, Puerto Rico and the Virgin Islands, and for the return travel of attrited trainees.

Basis of the Computation and Total Cost:

FY 1966 - Actual obligations for 9,272 trips to and from training sites at an average cost of \$212 per trainee for a total of \$1,969,000.

FY 1967 - Obligations are incurred for trainee travel in the month of entrance into training. Prior to the spring training cycle which begins in February trainees received round trip tickets from their homes to the training sites. With the spring and summer trainees the policy to eliminate home leave after training will reduce the cost of trainee travel from the experienced \$212 per round trip in FY 1966 to \$113 per one way ticket. The number of trainees who will travel during the fiscal year is estimated at 8,529 for a total cost of \$1,605,000 or an average of \$188 per trip over the entire fiscal year.

FY 1968 - The estimated cost per one way trip of \$113 will be required for an estimated 9,826 trainees who will travel to U.S. training sites during the fiscal year and 1,561 attrited trainees who will return from training during the year, a total of 11,387 trips @ \$113 per trip = \$1,286,000.

Summary of New Trainee Input

	<u>1966</u>	<u>1967</u>	<u>1968</u>
<u>Training Entrées (Program Year)</u>			
<u>Regular Complete</u>			
Contract	8,453	6,485	6,970
Training Centers	867	920	1,000
In Host Country:			
Complete	-	490	600
Contract & In-Country	-	835	1,500
Advance			
ATP	880	270	100
Degree	-	50	330
PC/VISTA Associates	-	500	500
	<u>10,200</u>	<u>9,550</u>	<u>11,000</u>
<u>Funding Provisions as Required in the Fiscal Year</u>			
<u>Regular Complete</u>			
Contract	8,963	6,855	6,100
Training Centers	867	920	1,000
In Host Country:			
Complete	-	490	600
Contract & In-Country	-	835	1,500
Advance			
ATP	880	270	100
Degree	-	130	250
PC/VISTA Associates	-	500	500
	<u>10,710</u>	<u>10,000</u>	<u>10,050</u>

III. Overseas Costs

Costs incurred in the support of Peace Corps programs overseas including costs of travel of the Volunteers to and from the host countries and all operational and support costs.

A. International Travel

The costs of travel and per diem of the Volunteers and transportation of their baggage to and from the host country. Also includes the cost of transporting trainees receiving training in host countries.

1. Unit Costs:

The actual average cost per trip in 1966 was \$638. This average will be reduced to \$625 in 1967 and held constant in 1968. This modest reduction reflects an increasing ability to schedule trips far enough in advance to obtain the most economical transportation available.

2. Basis of the Computation and Total Cost

FY 1966 - Funds were obligated for 6,192 Volunteer assignments and 5,352 returns from overseas for a total of 11,544 trips. Total obligations were \$7,369,000.

FY 1967 - We will obligate funds for those Volunteers and trainees actually departing for host country assignments during the fiscal year estimated at 5,042. Estimates indicate that funds will be obligated for 6,043 returnees or a total of 11,085 trips. Obligations are estimated at \$6,925,000.

FY 1968 - Funds will be required for an estimated 8,145 Volunteers and in-country trainees who will be assigned during the fiscal year. Returnees will total 6,575 or a total of 14,720 trips @ \$625 = \$9,200,000.

B. Allowances of Volunteers

1. Living Allowance

This allowance varies with local conditions and covers the day-to-day living expenses including subsistence of the Volunteer. On a monthly basis (including a one-time settling in allowance) the FY 1966 average monthly allowance was \$106 or \$1,276 per Volunteer per year. Downward adjustments to individual allowances during FY 1967 indicate that this average can be reduced to \$1,190 in the current year and \$1,180 in FY 1968.

Basis of the Computation and Total Cost:

FY 1966 - Actual cost of 9,587 Volunteer man-years (average number of Volunteers receiving living allowance each month in the fiscal year) was \$12,235,000.

FY 1967 - The estimated Volunteer man-years will be 11,670 at an average cost of \$1,190 per man-year for a total of \$13,895,000.

FY 1968 - An estimated average of 12,800 Volunteers will be serving overseas during the fiscal year at \$1,180 per Volunteer man-year. Total obligation requirement will be \$15,100,000.

2. Leave Allowance

During a Volunteer's tour of service overseas (21 to 24 months) he is entitled to take 45 days leave. Leave allowance is paid at the rate of \$7.50 per day. Generally obligations are incurred on the basis of two days per month for each Volunteer or approximately \$180 per year.

Basis of the Computation and Total Cost:

FY 1966 - Actual cost for 9,587 man years was
\$1,735,000.

FY 1967 - Estimated 11,670 man years @ \$180 per
man year = \$2,100,000.

FY 1968 - Estimated 12,800 man years @ \$180 per
man year = \$2,300,000.

3. Clothing Allowance

An allowance provided to all Volunteers to enable them to purchase articles of clothing suitable to the country and climate of assignment. Generally each Volunteer receives \$100 upon the successful completion of training and \$50 after one year overseas.

Basis of the Computation and Total Cost:

FY 1966 - Actual obligations were incurred for 8,176
Volunteers completing training and 5,864 Volun-
teers in their second year of service for a total
cost of \$1,268,000.

FY 1967 - For fall and spring trainees, approximately 75
per cent of those entering will receive the first
year allowance of \$100. Obligations will also be
incurred for the trainees entering contract univer-
sities in the summer at the rate of 80 per cent of
those under contract for a total of 6,620 Volunteers
completing training. The number of Volunteers
overseas receiving second year allowances is esti-
mated at 6,100. The total obligation requirement
will be \$967,000.

FY 1968 - First year clothing allowance will be required
for approximately 8,500 trainees completing
training @ \$100 and 7,300 Volunteers overseas
in their second year of service @ \$50. Total
estimated obligations will be \$1,215,000.

C. Health Care

The Peace Corps provides health care to all of its Volunteers overseas. The services of physicians on reimbursable detail from the Public Health Service, the provision of medical supplies and equipment, and necessary dispensary and medical facility space are required.

1. Physicians

FY 1966 - There was an average of 88 doctors overseas during the year. Actual obligations for their salaries, benefits, travel, etc., were \$1,972,000, an average cost per doctor of \$22,400.

FY 1967 - In the current year, there will be an average of 125 physicians overseas for the full year at an experienced obligation rate of \$22,390 per physician per year. The total estimated obligations are \$2,799,000.

FY 1968 - There will be an average of 144 physicians overseas during the year at an average cost per physician based on the FY 1967 experience of \$22,390, a total requirement of \$3,220,000.

2. Supplies and Services

Requirements for medical supplies and services are in proportion to the average number of Volunteers overseas during the year.

FY 1966 - Obligations were incurred for an average of 10,147 Volunteers overseas during the fiscal year (Volunteer man-years). The average or unit cost per man-year was \$163 for a total actual obligation of \$1,650,000.

FY 1967 - Experience thus far in 1967 indicates an average cost per man-year of approximately \$152 for 11,670 Volunteer man-years, a total of \$1,784,000.

FY 1968 - The 1967 unit cost per man will be maintained for 12,800 Volunteer man-years. Total obligation requirements equal \$1,945,000.

D. In-Country Travel

Those travel and per diem costs incident to the performance of Peace Corps Volunteer service overseas:

Basis of the Computation and Total Cost:

FY 1966 - The average number of Volunteers directly administered by the Peace Corps was 9,587. Actual obligations were \$1,174,000, an average of \$122 per man-year.

FY 1967 - The unit cost per man-year has been reduced in 1967 to \$115 reflecting the location of staff closer to Volunteer job sites. This average cost will be required for 11,670 man-years for a total cost of \$1,340,000.

FY 1968 - A further reduction in the unit cost to \$111 per man-year is projected for 12,800 man-years. Total requirement -- \$1,420,000.

E. Volunteer Supplies and Equipment

Supplies and equipment used by Volunteers in the program in which he is engaged. These include bicycles, textbooks, hand tools, medical instruments, and demonstration kits.

1. Unit Costs

Actual 1966 experience was \$148 per Volunteer man-year. Close review of new programs as they are approved and careful control of expenditures made has reduced this average to \$118 in 1967. We believe that a further deduction to \$113 per man-year is possible in FY 1968.

2. Basis of the Computation and Total Cost:

FY 1966 - Actual obligations for 9,587 man-years
@ \$148 per man-year = \$1,420,000

FY 1967 - Estimated cost of \$118 for 11,670 man-years - \$1,375,000.

FY 1968 - Estimated unit cost of \$113 for 12,800 man-years - \$1,450,000.

F. Support-Related Requirements

These requirements represent an aggregate of items ranging from the procurement of program-utilized vehicles to the printing of the Volunteer Magazine. Important among them are the following:

1. Vehicle Procurement

FY 1966 - Actual purchase of 209 program-utilized vehicles at a cost of \$709,000.

FY 1967 - Approximately 100 program-utilized vehicles will be purchased at an estimated cost of \$3,000 each, a total of \$300,000.

FY 1968 - Peace Corps vehicle replacement policy provides that vehicles may be replaced after 4 years or 40,000 miles. In 1968, it will be necessary to replace approximately 150 program vehicles. In addition, expansion into new countries, and the increase in Volunteers overseas, require the purchase of 75 additional vehicles. A total of 225 program vehicles will cost an estimated \$675,000.

2. Vehicle Shipment

Shipment of new vehicle overseas costs approximately \$800 each.

FY 1966 - 209 vehicles @ \$800 = \$167,000

FY 1967 - 100 vehicles @ \$800 = \$ 80,000

FY 1968 - 225 vehicles @ \$800 = \$180,000

3. Bureau of Employee Compensation

Annual payments to Department of Labor under Federal Employees Compensation Act.

FY 1966 - \$73,000

FY 1967 - \$185,000

FY 1968 - \$387,000

4. Miscellaneous Costs

These costs cover a variety of small requirements for the support of the Volunteer on the job. They include rental of Volunteer housing when not included in the living allowance, Volunteer language testing, printing and reproduction, reimbursement for lost property, etc. In the aggregate, they represent a recognizable factor when based upon the average number of Volunteers serving overseas.

Basis of the Computation and Total Cost:

FY 1966 - Based on the actual average number of Volunteers serving overseas, the average cost per man-year was \$254 for a total of \$2,577,000.

FY 1967 - Experience thus far in 1967 indicates that the average unit cost can be reduced to \$248 for the 11,670 man-year, for a total obligation requirement of \$2,890,000.

FY 1968 - Through firm administrative control, we believe the unit cost can be further reduced in 1968 to \$238 per man-year. For 12,800 man-years the request has been held to \$3,045,000.

G. Professional Support

Various Peace Corps programs require specialized professional and technical support. In the past these technical support services were provided to the extent possible through contractual arrangements with institutions in the United States which sent Contractor's Overseas Representatives (COR's) to work with Volunteers for a period of approximately two years. As the demand for technical personnel has increased, we are seeking to provide technically qualified personnel by hiring them directly for the Peace Corps overseas staff. These Program Technical Representatives (PTR's) are performing, at a lower cost, the duties of contract personnel. Where specialized needs exist, the Peace Corps is continuing to contract with institutions when such arrangements can be made to our benefit.

FY 1966 - Through contractual arrangement we were able to obtain the services of 54 COR's for approximately two years each. Total obligations were \$4,339,000.

FY 1967 - (1) COR's - Contracts will be signed to provide the services of 22 additional and replacement COR's for an average length of service of $1\frac{1}{2}$ years for each COR. The estimated cost per COR year is \$35,660 for a total cost of \$1,284,000.

(2) PTR's - An estimated 60 PTR's will be on board by the end of June 1967. The average number on board for the full year is 53 at an estimated cost of \$17,925 per man-year. This estimate includes the cost of salary, orientation and language training, housing, travel, and necessary supplies, equipment and office space. Total obligations for PTR's will be \$950,000.

FY 1968 - (1) COR's - Contracts will be signed for 30 new and replacement COR's at an estimated average cost of \$35,660 per COR year. We estimate that the length of service will remain $1\frac{1}{2}$ years on the average or a total of 45 man-years @ \$35,660 = \$1,605,000.

(2) PTR's - PTR strength is estimated to remain at 60 through FY 1968. The average cost per man-year is estimated to remain constant at \$17,925 per man-year. Obligation requirements total \$1,075,000.

IV. Readjustment Allowance

Volunteers and trainees receive \$75 for each month of satisfactory service. The funds are placed in a deposit account for payment upon completion of service. The annual cost in FY 1966 was approximately \$938 including FICA. As the result of an increase in the FICA rate effective January 1, 1967, from 4.2 per cent to 4.4 per cent, this annual cost is estimated to average \$939 in FY 1967 and \$940 in FY 1968. The total obligation in each year is shown below:

FY 1966	-	\$11,181,000
FY 1967	-	\$13,285,000
FY 1968	-	\$14,285,000

VI. Encouragement of Volunteer Service Programs (Title III)

Encouragement of Volunteer Service programs is the function of the Division of National Voluntary Service Programs of the Peace Corps, operating under Title III of the Peace Corps Act, as amended. Encouraging and assisting the development of other countries' Volunteer programs is done in two ways:

1. Bilaterally, and largely, through programs carried out under Title III authority.
2. Multilaterally, through coordinating the U.S.'s participation in the International Secretariat for Volunteer Services. Peace Corps support of this organization is limited to the detail of two staff members who serve on the staff of ISVS.

During FY 1967, NVSP provided technical assistance in recruiting, selecting, and training Volunteers to a total of 35 countries, ranging from the simple provision of specific data to consultations and exchanges of teams of experts.

For FY 1968, resources of NVSP will focus more directly on encouraging Volunteer programs in developing countries. It is expected that NVSP will provide technical assistance to approximately 20 developing countries.

In coordinating its programs with those activities carried out by ISVS, the Peace Corps intends to continue with its detail of two persons to work on the staff of ISVS, to work with 4-6 professional staff provided by other ISVS Council members in FY 1968.

Total Costs

	<u>NVSP</u>	<u>ISVS*</u>	<u>Total</u>
FY 1966	\$ 94,000	\$84,000	\$178,000
FY 1967 -	111,000	64,000	175,000
FY 1968	71,000	29,000	100,000

*Figures are solely personnel costs for ISVS

VII. School Partnership Program

This program is designed to involve Volunteers overseas in the kind of self-help community effort necessary for effective community development, and to enable American school children to make meaningful contributions to the development of other countries' educational resources.

Funds requested are for the salaries, travel, supplies, and equipment of 14 personnel who will be involved in the supervision and direction of this program in FY 1968. The increase of 25,000 over FY 1967 is principally due to the full year effect of salaries for personnel added to this program in FY 1967.

FY 1967	-	\$175,000
FY 1968	-	\$200,000

FY 1968 Budget

Administrative Expenses

(Dollars in thousands)

	PC/Washington			Overseas Costs			Total		
	FY 1966	FY 1967	FY 1968	FY 1966	FY 1967	FY 1968	FY 1966	FY 1967	FY 1968
A. Personnel and related costs	\$ 7,999	\$ 8,621	\$ 8,997	\$ 5,629	\$ 6,658	\$ 8,238	\$13,628	\$15,279	\$17,235
B. Administrative support operations	2,603	2,611	2,679	4,781	4,922	5,624	7,384	7,533	8,303
C. Travel and transportation	1,638	1,310	1,710	956	794	1,152	2,594	2,104	2,862
Total	\$12,240	\$12,542	\$13,386	\$11,365	\$12,374	\$15,014	\$23,604	\$24,916	\$28,400

ADMINISTRATIVE EXPENSES

(DOLLARS IN THOUSANDS)

	P/C Washington			Overseas Costs			Total		
	FY 1966 <u>Actual</u>	FY 1967 <u>Estimate</u>	FY 1968 <u>Estimate</u>	FY 1966 <u>Actual</u>	FY 1967 <u>Estimate</u>	FY 1968 <u>Estimate</u>	FY 1966 <u>Actual</u>	FY 1967 <u>Estimate</u>	FY 1968 <u>Estimate</u>
<u>Personnel and related costs</u>									
Personnel compensation									
Permanent employees - U.S.	\$5,836	\$6,056	\$6,452	\$3,365	\$3,925	\$4,755	\$ 9,201	\$ 9,981	\$11,207
Foreign nationals				222	270	560	222	270	560
Part-time employees	930	1,350	1,200	46	45	45	976	1,395	1,245
Reimbursable details	237	299	300	38	60	60	275	359	360
Overtime	391	200	200	21	20	20	412	220	220
Personnel benefits									
Retirement life & health insurance	428	506	538	242	315	390	670	821	928
Education allowances				79	100	120	79	100	120
Quarters allowances				262	232	200	262	232	200
Residential rents				348	550	730	348	550	730
Background investigations	177	210	307				177	210	307
Travel & transportation of personal effects for staff & dependents to & from overseas posts				854	971	1,137	854	971	1,137
Language training				152	170	221	152	170	221
SUBTOTAL - personnel costs	\$7,999	\$8,621	\$8,997	\$5,629	\$6,658	\$8,238	\$13,628	\$15,279	\$17,235

ADMINISTRATIVE EXPENSES (cont'd)

(DOLLARS IN THOUSANDS)

	P/C Washington			Overseas Costs			Total		
	FY 1966 Actual	FY 1967 Estimate	FY 1968 Estimate	FY 1966 Actual	FY 1967 Estimate	FY 1968 Estimate	FY 1966 Actual	FY 1967 Estimate	FY 1968 Estimate
<u>Administrative support operations</u>									
PC/W comm's. (telephone, telegraph, cable)	\$ 351	\$ 451	\$ 477	\$	\$	\$	\$ 351	\$ 451	\$ 477
PC/W postage fees	425	425	475				425	425	475
PC/W office rents	83	104	50				83	104	50
PC/W miscellaneous equipment rentals	91	107	110				91	107	110
PC/W computer services	174	206	166				174	206	166
Overseas office rents, comm's. & utilities				534	583	641	534	583	641
Printing	512	400	400	13	18	18	525	418	418
Building alterations & repairs	27	25	30	84	90	100	111	115	130
Entertainment - PC/W	5	5	5				5	5	5
Overseas representation allowance				3	5	5	3	5	5
Vehicle maintenance & repair				86	80	80	86	80	80
Recruiting advertising	86	86	86				86	86	86
Recruiting material	140	150	150				140	150	150
Placement tests	68	24	24				68	24	24
Security services from AID	78	79	85				78	79	85
Shared Administrative Support from State				2,584	2,995	3,400	2,584	2,995	3,400
Administrative support - WACASC				58	68	75	58	68	75
Defense Contract Audit Agency audit services	40	40	70				40	40	70
Miscellaneous services from other agencies	47	55	52				47	55	52
Miscellaneous contractual services	275	244	249	222	255	100	497	499	349
Supplies & materials	153	160	200	449	425	527	602	585	727
Vehicle procurement				375	30	225	375	30	225
Equipment	48	50	50	365	365	452	413	415	502
Payments to Bureau of Employees' Compensation				6	6	1	6	6	1
Tort claims				2	2	-	2	2	-
SUBTOTAL, administrative support	\$2,603	\$2,611	\$2,679	\$4,781	\$4,922	\$5,624	\$7,384	\$7,533	\$8,303
<u>Travel & transportation</u>									
Operational travel	1,630	1,300	1,700	791	700	992	2,421	2,000	2,692
Transportation of materials	8	10	10	62	86	100	70	96	110
Shipment of government vehicles				103	8	60	103	8	60
SUBTOTAL, travel & transportation	\$1,638	\$1,310	\$1,710	\$ 956	\$ 794	\$1,152	\$2,594	\$2,104	\$2,862
TOTAL - Administrative Expenses limitation	\$12,240	\$12,542*	\$13,386	\$11,365	\$12,374	\$15,014	\$23,604	\$24,916*	\$28,400
<u>Distribution by Function</u>									
Recruitment	2,151	1,974	2,120				2,151	1,974	2,120
Selection	1,906	1,600	1,760				1,906	1,600	1,760
Other Washington Operations	8,183	8,968*	9,506				8,183	8,968*	9,506
Overseas Operations				11,365	12,374	15,014	11,365	12,374	15,014
Total	12,240	12,542*	13,386	11,365	12,374	15,014	23,604	24,916*	28,400

*For comparative purposes, includes \$104,000 transfer of Washington office rental to GSA.

ADMINISTRATIVE EXPENSES

These costs cover administrative expenses for Peace Corps Headquarters in Washington and overseas administrative operations in each host country. In total, these funds constitute a limitation contained in each year's appropriation act. The FY 1967 amount of \$24,916,000 includes \$416,000 related to the costs of the Federal Salary and Fringe Benefits Act of 1966 (P. L. 89-504 of July 18, 1966). The Peace Corps has taken action to provide for this amount by cost reductions within the total availability of the appropriation. Therefore, no supplemental request has been made for FY 1967. Authority to increase the limitation to \$24,916,000 within the existing appropriation has been separately requested in the Government-wide FY 1967 supplemental appropriation request for the pay raise.

The following tables measure the historical trend of administrative expenses (1) as a percentage of the total appropriation and (2) in terms of the percentage distribution between Washington and overseas:

<u>Fiscal Year</u>	<u>Percentage of Total Obligations</u>
1963	26.5
1964	23.4
1965	23.2
1966	20.8
1967 (est.)	23.2
1968 (est.)	23.9

The slight percentage increase in 1968 reflects the full year cost for support of overseas staff added in 1967 as well as additional overseas staff needed during 1968. This fact is also illustrated by the growing proportion of overseas costs and the decreasing percentage for Washington operations:

<u>Fiscal Year</u>	<u>Washington</u>	<u>Overseas</u>
1963	72	28
1964	60	40
1965	54	46
1966	52	48
1967 (est.)	50	50
1968 (est.)	47	53

Administrative Personnel

Direct personnel costs such as salaries, benefits, and other related expense requirements account for approximately 61% of administrative expenses.

A summary of administrative personnel funded within the Administrative Expense limitation follows:

	Permanent full-time personnel Employment at end-of-year					
	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1966</u>	(est.) <u>1967</u>	(est.) <u>1968</u>
<u>Overseas posts</u>						
U. S.	165	234	263	308	350	420
Foreign Nationals	<u>142</u>	<u>122</u>	<u>97</u>	<u>120</u>	<u>120</u>	<u>405^{a/}</u>
	307	356	360	428	470	825
<u>Washington</u>	<u>711</u>	<u>663</u>	<u>668</u>	<u>677</u>	<u>640</u>	<u>715</u>
Subtotal	1,018	1,019	1,028	1,105	1,110	<u>1,540</u>
Foreign nationals not included	*	*	*	*	<u>285</u>	<u>a/</u>
Total	1,018	1,019	1,028	1,105	1,395	1,540

* Not available

^{a/} The personnel plan for FY 1968 includes a "bookkeeping" adjustment to transfer into the authorized ceiling 285 foreign nationals who are currently employed under contractual arrangements or are provided and paid by the host governments. Funds are requested only for those personnel who are paid by the Peace Corps. No funds are required for personnel provided and paid by the host government. This adjustment to the authorized employment is in conformance with the recommendations of the Bureau of the Budget and the General Accounting Office.

Aside from the above change in bookkeeping, the personnel proposed for end FY 1968 are 145 higher than the number estimated to be on board at end FY 1967. Of these, 70 are for overseas posts and 75 are for Washington offices.

The need to adequately supervise and administer the Peace Corps program at the source -- in the host country -- requires well-trained U. S. staff in adequate numbers. The numerous tasks involved in the administration of a country program must be done in a capable and timely manner if the Peace Corps program in that country is to be sound and successful. In recognition of the need for a larger and better administrative staff overseas, the number of U. S. personnel has increased from 308 as of June 30, 1966, to an estimated 350 by June 30, 1967. A major factor in the growth of the overseas staff is that new countries have been added each year.

In FY 1967, nine new countries have accounted for 33 of the 37 positions added thus far this year. A similar situation can be expected in FY 1968 with five new countries already approved and a number of additional countries currently in the discussion stage. In addition, several months of orientation and language training are required for new staff members before they leave for overseas. Therefore, during any given month, an average of about thirty positions is needed just to provide for this overlap of personnel in training.

The total number of U. S. overseas administrative personnel is consistent when viewed against the traditional and meaningful standard of Volunteers to be supported overseas:

	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1966</u>	<u>1967</u>	<u>1968</u>
Volunteers	4,129	5,324	8,034	8,543	10,345	12,670
U.S. overseas staff	165	234	263	308	350	420
Ratio of Volunteers to Staff	25	23	31	28	30	30

The total of 420 positions is the minimum needed to maintain the current ratio of staff administrative support.

With respect to increases in the Washington administrative staff, personnel ceilings, the available funds in FY 1967 and the need to provide improved overseas staffing have meant that some jobs becoming vacant in this fiscal year have deliberately not been filled. The current manning must be raised, as indicated by another

traditional workload measurement, the ratio of Volunteer and trainee strength to the number of Washington administrative personnel:

	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1966</u>	<u>1967</u>	<u>1968</u>
Volunteers & trainees	6,634	10,494	12,892	14,735	15,300	17,750
Washington staff	711	663	668	677	640	715
Ratio of Volunteers and trainees to Washington staff	9	16	19	22	24	25

Approval of the Peace Corps FY 1968 personnel plan is essential to meeting an ever-increasing workload for the Washington staff and is necessary to continue the current standards of management, supervision and direction of the Agency.

Cost Computations

Personnel Costs

These funds provide for the salaries and associated benefits (retirement, life and health insurance) of U.S. and foreign personnel employed in Peace Corps, Washington, and on overseas staffs. It also includes the cost of part-time personnel, personnel on reimbursable detail from other agencies, and overtime work.

1. Permanent Employees - U.S.

		<u>End Strength</u>	<u>Man Years</u>	<u>Average* Salary</u>	<u>Total (\$000)</u>
<u>Washington</u>	FY 1966	677	668	\$ 8,737	\$ 5,836
	1967	640	654	\$ 9,260	\$ 6,056
	1968	715	697	\$ 9,260	\$ 6,452
<u>Overseas</u>	FY 1966	308	293	\$11,485	\$ 3,365
	1967	350	322	\$11,887	\$ 3,925
	1968	420	400	\$11,887	\$ 4,755
<u>Total</u>	FY 1966	985	961	\$ 9,574	\$ 9,201
	1967	990	976	\$10,127	\$ 9,981
	1968	1,135	1,097	\$10,216	\$11,207

* The increase in average salaries between FY 1966 and 1967 is due in large part to the Federal pay raise which became effective on July 3, 1966.

2. Foreign Nationals

	<u>End Strength</u>	<u>Man Years</u>	<u>Average Salary</u>	<u>Total (\$000)</u>
FY 1966	120	116	\$ 1,914	\$ 222
	120	120	\$ 2,250	\$ 270
	405	280	\$ 2,000	\$ 560

The increase in authorized end strength of 285 in FY 1968 is caused by a transfer into the personnel authorization of 172 foreign nationals employed by the Peace Corps under various contractual arrangements and 113 provided by the host governments and paid from host nation funds. The total cost estimate of \$560,000 is based on 280 man years for those personnel paid from Peace Corps appropriated funds (120 currently under ceiling and 172 under contracts). The average salary estimate of \$2,000 for FY 1968 is most conservative in view of the current FY 1967 figure and the fact that these salaries are constantly adjusted upward for wage board or cost of living increases overseas.

3. Part-time employees

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
Washington Overseas	\$ 1,350 <u>45</u>	\$ 1,200 <u>45</u>
Total	\$ 1,395	\$ 1,245

4. Personnel on reimbursable detail from other agencies

Washington Overseas	\$ 299 <u>60</u>	\$ 300 <u>60</u>
Total	\$ 359	\$ 360

5. Overtime

Washington Overseas	\$ 200 <u>20</u>	\$ 200 <u>20</u>
Total	\$ 220	\$ 220

These costs are projected at or below the FY 1967 level. In the case of Washington part-time employees, these funds provide the additional help, principally recruiters, selection and applicant processing personnel, who are needed on an intermittent basis depending on seasonal workload fluctuations.

During FY 1967, a concerted effort has been made to hold part-time employment and overtime costs to the minimum level. Many requests for additional part-time help could not be met. The success in reducing Washington overtime is demonstrated by the fact that although higher salary and overtime rates are effective in FY's 1967 and 1968, these costs have been cut almost in half, from the FY 1966 level of \$391,000 to the current estimate of \$200,000.

6. Personnel benefits

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
Retirement, life and health insurance		
Washington Overseas	\$ 506 <u>315</u>	\$ 538 <u>390</u>
Total	\$ 821	\$ 928

These costs are determined based on the applicable percentages of salaries. The increased cost from year to year is due to the increase in numbers of personnel.

Related personnel costs

Estimates for these funds are related to the numbers of overseas staff and their dependents. Included are education allowances for dependent children, quarters allowances, residential rent payments, language training required by the staff prior to assignment overseas, and the cost for travel of the overseas staff and transportation of their personal effects to and from the countries of their assignment.

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
7. <u>Education allowances</u>	\$100	\$120
8. <u>Quarters allowances</u>	\$232	\$200
9. <u>Residential rents</u>	\$550	\$730
10. <u>Staff language training</u>	\$170	\$221
11. <u>Travel and transportation to and from overseas posts</u>	\$971	\$1,137

The most significant of these costs is travel and transportation of staff and dependents to and from overseas posts. The estimate for FY 1968 contemplates 370 trips at the current FY 1967 costs:

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
Travel		
322 trips @ \$1,660	\$ 535	
370 trips @ \$1,660		\$ 614
Transportation of personal effects		
322 trips @ \$1,107	\$356	
370 trips @ \$1,107		\$413
Storage of household effects	\$ 80	\$110
	\$ 971	\$1,137

12. Background investigations of prospective staff members performed by the Civil Service Commission

Investigations are required for all prospective staff personnel. The current Civil Service Commission cost per investigation is \$415.

FY 1967	506 investigations	@ \$415	=	\$210,000
FY 1968	740 investigations	@ \$415	=	\$307,000

13. Administrative support operations

These costs cover a wide variety of day-to-day support. To a large extent, they are directly relatable to Volunteer and trainee strength and account for about 30% of the total administrative expenses funds. About half are required as payments for services obtained by the Peace Corps from other government agencies. The balance includes diverse but essential costs such as rents and utilities, equipment rentals, printing, telephone and telegraph charges, supplies, equipment, and the procurement of vehicles, to name just a few.

a. Services from other agencies

An increase of \$770,000 is requested for administrative support operations in FY 1968. Of this, the vast majority - \$495,000 - is for support received from other agencies. In particular, four costs account for this:

	(\$000)		
	<u>FY 1967</u>	<u>FY 1968</u>	<u>+1-</u>
Shared Administrative Support - Dept. of State	\$2,995	\$3,400	\$+405
Postage fees - Post Office Dept.	425	475	+ 50
Contract audit services per- formed by the Defense Contract Audit Agency	40	70	+ 30
Administrative support to the West Africa Central Associated Supply Center (WACASC) - Dept. of State	68	75	+ 7
All other services from other agencies	134	137	+ 3
	\$3,662	\$4,157	\$+495

Shared Administrative Support (which encompasses finance and accounting, communications, security services, and other logistical and housekeeping costs) is provided by the Department of State to Peace Corps operations overseas. The growth in these payments mirrors the larger Peace Corps program in terms of greater Volunteer strength overseas, (up 21% in FY 1967 and another 22% in FY 1968), and, perhaps most significantly, the growth in new countries.

For postage fees paid to the Post Office Department, these costs have risen by 8% since FY 1963, from \$379,942 to the present \$425,000. An increase in this amount will be required to provide for increased services to be given the Peace Corps in 1968.

The total of \$70,000 for contract audit activities by the Defense Contract Audit Agency is necessary to perform audits on an increased volume of contracts so that final payments can be made.

The Peace Corps does not wish to unduly delay deserved payments to its contractors and additional audit services are now necessary for this purpose.

The estimated \$7,000 increase for the West Africa Supply Center is based on the greater Peace Corps use of this facility, as evidenced by the FY 1966-67 experience which increased from \$58,000 to \$68,000.

Excluding services received by the Peace Corps from other agencies, administrative support costs are \$225,000 more than in FY 1967.

b. Communication costs - Peace Corps Washington

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
Washington	\$451	\$477

These costs include telephone services, commercial cables, telegraph and teletype, and the utilization of the Federal Telecommunications System. The increased FTS billing and additional Washington staff are the principal reasons for the additional \$26,000 required in FY 1968.

c. Overseas office rents, communications and utilities

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
Overseas	\$583	\$641

Additional funds are requested to provide the increasing number of overseas posts with office and storage space, and for telephone costs, other utilities and postage. The estimate for FY 1968 is a 10% increase over the FY 1967 amount, or the same increase as occurred between FY's 1966 and 1967.

d. Printing

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
Washington	\$400	\$400
Overseas	<u>18</u>	<u>18</u>
	\$418	\$418

Printing of application forms and brochures which are supplied to post offices, educational institutions, private and public organizations; newsletters and newspapers to disseminate information on programs and activities of Volunteers; instructions and handbooks for guidance of Volunteers and staff; and printing of letterheads, office forms, and forms and cards for automatic data processing operations.

e. Building alterations and repairs

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
Washington	\$ 25	\$ 30
Overseas	<u>90</u>	<u>100</u>
	\$115	\$130

These funds provide for space alterations and related moving of office furniture and equipment; and for overseas posts the request also provides for building repairs for offices and residences leased by the Peace Corps. The increased workload necessitates additional staff overseas and reassignment of functions and organizational changes at headquarters. This in turn requires space alterations and moving of office furniture and equipment for maximum manpower efficiency and space utilization.

f. Vehicle maintenance

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
Overseas	\$80	\$80

The estimate provides for repair and maintenance of vehicles operated by the overseas staff. In many overseas locations, facilities for preventive maintenance service are very limited or nonexistent. Although only "jeep" type vehicles are purchased, the rugged usage and lack of adequate maintenance facilities results in high maintenance and repair costs. The estimate is based on maintenance and repair of an average of 270 administrative vehicles in 1967 and 1968 at a cost of about \$300 per vehicle per year.

g. Supplies and materials

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
Washington	\$160	\$200
Overseas	<u>425</u>	<u>527</u>
	\$585	\$727

For provision of office supplies, automotive parts and vehicle operating supplies; materials for repair of offices and residences overseas; janitorial supplies; technical publications and periodicals; heating of offices and residences overseas, etc. The increase is related to the additional overseas staff and Volunteer strength in FY 1968 and computer tapes and materials used by Peace Corps, Washington.

h. Equipment

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
Washington	\$50	\$50
Overseas	<u>365</u>	<u>452</u>
	\$415	\$502

This includes office furniture and equipment and overseas residential furnishings which are directly related to the increases in overseas staff.

i. Vehicle procurement

	(\$000)	
	<u>FY 1967</u>	<u>FY 1968</u>
Overseas	\$30	\$225
(Number)	(10)	(75)

Vehicle purchases are budgeted at \$3,000 each. In FY 1966, 150 vehicles were purchased at a total cost of \$375,000. The procurement program for FY 1968 is substantially above FY 1967 although well below the funds obligated in FY 1966. The need for replacement vehicles continues to grow and, in addition, vehicles must be purchased for new countries. The undesirable alternatives are to pay excessive sums to maintain and repair worn out vehicles or to lease commercial vehicles, usually at an equally prohibitive cost.

	(\$000)		
	<u>FY 1966</u>	<u>FY 1967</u>	<u>FY 1968</u>
Operational travel			
Washington	1,630	1,300	1,700
Overseas	791	700	992
Transportation of materials	70	96	110
Shipment of government vehicles	<u>103</u>	<u>8</u>	<u>60</u>
	 \$ 2,594	 \$2,104	 \$2,862

Adequate travel by the Washington and overseas staff is, in every sense of the word, an essential communication element of the far-flung Peace Corps program. In FY 1967, sufficient funds have not been available to begin to meet the administrative requirements of the Peace Corps. The need for overseas staff, a sound recruiting program and the many fixed costs and payments to other agencies which must be met, have resulted in the reluctant decision to reduce travel since this is the only area which has any degree of flexibility. Washington headquarters travel has been drastically curtailed, as can be seen by comparing the current FY 1967 program of \$1,300,000 with the \$1,630,000 obligated in FY 1966. In addition, Country Directors overseas have had to reduce their travel to a critically low level. The FY 1967 overseas travel program of \$700,000 is 12% below FY 1966 - a direct contradiction to the increase in staff and the eight new countries added this year. This situation is emphasized by the numbers of programs covering great distances such as Micronesia and India.

This table illustrates the overseas travel problem in FY 1967:

	(\$000)	
	<u>FY 1966</u>	<u>FY 1967</u>
Total	791	700
Adjustments for addition of new countries		
Botswana	8	
Chad	5	
Guyana	3	
Korea	5	
Libya	5	
Mauritania	4	
Paraguay	2	
Trust Territories	<u>32</u>	
Balance available for other countries	791	636
		-20%

Similarly, the duties of the Washington staff will require travel to the larger number of host countries and to training sites (both in the United States and in-country training overseas), as well as for the continuing and mandatory needs of recruitment, selection, program exploration in prospective new countries, and normal managerial travel. Approval of these operational travel amounts is necessary for adequate direction and management of the Peace Corps' efforts in FY 1968.

Financial Summary Tables

1. Reconciliation of FY 1966 Appropriation to FY 1968 Estimate
2. Statement of Authorizations and Appropriations - 1962-1968
3. Summary of Obligations - 1962-1968
4. Schedule of Obligations by Purpose - 1966-1968
5. Schedule of Obligations by Object Classification - 1966-1968
6. Schedule of Obligations for Administrative Expenses by Object Classification - 1966-1968
7. Schedule of Host Country Contributions - 1967-1968
8. Average Cost Per Volunteer - 1963-1968

RECONCILIATION OF FY 1966 APPROPRIATION TO
FY 1968 ESTIMATE
 (In thousands of dollars)

<u>TOTAL NOA</u>	<u>Volunteer & Project Costs</u>	<u>Administrative Expenses</u>
\$114,100	FY 1966 Appropriation	\$24,100
- 927	Unobligated balance	- 496
<u>\$113,173</u>	<u>FY 1966 obligations</u>	<u>\$23,604</u>
<u>Changes:</u>		
	Pre-Training expenses \$ 55	
	Training expenses -7,616	
	Overseas Volunteer	
	expenses -1,704	
	Readjustment allowances +2,104	
	Research activities + 4	
	Title III activities - 3	
	School Partnership	
	Program + 175	
-6,985	Subtotal Volunteer & Project Costs	-6,985
<u>Changes:</u>		
	Personnel and related costs	\$+1,651
	Administrative support costs	+ 149
	Travel and transportation costs	- 490
	Subtotal Administrative expenses	
+1,312	FY 1967 Program	\$82,584
<u>\$107,500</u>		<u>1,312 1/</u> <u>\$24,916*</u>

*For comparative purposes, includes \$104,000 transfer of Washington office rental to GSA.

1/ Does not add due to rounding.

<u>TOTAL NOA</u>		<u>Volunteer & Project Costs</u>	<u>Administrative Expenses</u>
\$107,500	FY 1967 Program	\$82,584	\$24,916*
<u>Change:</u>			
	Pre-training expenses	\$+ 125	
	Training expenses	+ 773	
	Overseas Volunteer expenses	+5,968	
	Readjustment allowance	+1,000	
	Research activities	- 100	
	Title III activities	- 75	
	School Partnership Program	+ 25	
+ 7,716	Subtotal Volunteer and project costs	\$+7,716	
<u>Changes:</u>			
	Personnel and related costs		\$+1,956
	Administrative support costs		+ 770
	Travel and transportation costs		+ 758
<u>+ 3,484</u>	Subtotal Administrative Expenses	<u>_____</u>	<u>\$+3,484</u>
\$118,700	FY 1968 Obligations	\$90,300	\$28,400

*For comparative purposes, includes \$104,000 transfer of Washington office rental to GSA.

PEACE CORPS

STATEMENT OF AUTHORIZATIONS AND APPROPRIATIONS
(Dollars in Thousands)

<u>Fiscal Year</u>	<u>Original Authorization & Budget Request</u>	<u>Amended Budget</u>	<u>Authorized</u>	<u>Appropriated (Including re-appropriations)</u>	<u>Obligated as of June 30</u>	<u>Unobligated as of June 30</u>	<u>Re-appropriated</u>
1962	\$ 40,000	\$ --	\$ 40,000	\$ 30,000	\$ 27,047	\$ 2,953	\$ --
1963	63,750	--	63,750	59,000	55,588	3,412	3,864
1964	108,000	102,000	102,000	95,964	75,560	20,404	17,000
1965	115,000	106,100	115,000	104,100	85,456	18,644	12,100
1966	125,200	--	115,000	114,100	113,173	927	--
1967	110,500	112,150	110,000	110,000	107,500 (Est.)	2,500 (Est.)	--
1968	124,400	118,700	--	--	--	--	--

SUMMARY OF OBLIGATIONS BY ACTIVITY

Fiscal Years
(In millions of dollars)

	<u>1962</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1966</u>	<u>1967</u> Est.	<u>1968</u> Est.
Volunteer & Project Costs	\$ 20.0	40.2	58.4	65.6	89.6	82.6	90.3
	<u>%(67.8)</u>	<u>(73.5)</u>	<u>(76.6)</u>	<u>(76.8)</u>	<u>(79.2)</u>	<u>(76.8)</u>	<u>(76.1)</u>
Administrative Expenses	\$ 9.5	14.5	17.8	19.8	23.6	24.9	28.4
	<u>%(32.2)</u>	<u>(26.5)</u>	<u>(23.4)</u>	<u>(23.2)</u>	<u>(20.8)</u>	<u>(23.2)</u>	<u>(23.9)</u>
TOTAL	\$ 29.5	54.7	76.2	85.4	113.2	107.5	118.7

SCHEDULE OF OBLIGATIONS BY PURPOSE

	<u>1966</u>	<u>1967</u>	<u>1968</u>
<u>Administrative Expenses</u>	<u>\$ 23,604</u>	<u>\$ 24,916</u>	<u>\$ 28,400</u>
Recruitment	1,906	1,600	1,760
Selection	2,151	1,974	2,120
Other Washington Operations	8,183	8,968	9,506
Overseas Operations	11,365	12,374	15,014
<u>Volunteers & Project Costs</u>	<u>\$ 89,569</u>	<u>\$ 82,584</u>	<u>\$ 90,300</u>
Pre-Training	4,420	4,475	4,600
Training	34,716	27,100	27,898
Overseas	38,578	36,874	42,817
Readjustment Allowances	11,181	13,285	14,285
Research Studies	496	500	400
Title III Activities	178	175	100
School Partnership Program	-	175	200
TOTAL	\$113,173	\$107,500	\$118,700

PEACE CORPS OBLIGATIONS

BY OBJECT CLASSIFICATION
(In thousands of dollars)

	Total Appropriation			Volunteer and Project Costs			Administrative Expenses		
	FY 1966 Actual	FY 1967 Estimate	FY 1968 Estimate	FY 1966 Actual	FY 1967 Estimate	FY 1968 Estimate	FY 1966 Actual	FY 1967 Estimate	FY 1968 Estimate
Personnel compensation:									
Permanent positions	\$9,892	\$11,396	\$12,944	\$ 469	\$ 1,145	\$ 1,177	\$9,423	\$10,251	\$11,767
Positions other than permanent	997	1,411	1,262	21	16	17	976	1,395	1,245
Other personnel compensation	14,139	16,854	18,212	13,452	16,275	17,632	687	579	580
Total personnel compensation	25,028	29,661	32,418	13,942	17,436	18,826	11,086	12,225	13,592
Personnel benefits	14,784	16,837	18,851	13,767	15,678	17,602	1,017	1,159	1,249
Travel and transportation of persons	13,057	12,328	14,871	10,184	9,793	11,565	2,873	2,535	3,306
Transportation of things	2,616	2,905	3,730	2,089	2,445	3,147	527	460	583
Rents, communications, and utilities	2,598	3,273	3,864	766	1,000	1,275	1,832	2,273*	2,589
Printing and reproduction	562	528	559	37	110	141	525	418	418
Other services	41,531	28,753	29,485	40,486	27,563	28,352	1,045	1,190	1,153
Services of other agencies	7,841	8,388	8,960	4,558	4,789	4,909	3,283	3,599	4,031
Supplies and materials	3,018	3,407	3,847	2,416	2,822	3,120	602	585	727
Equipment	2,104	1,393	2,090	1,316	948	1,363	788	445	727
Insurance claims and indemnities	9	2	--	7	--	--	2	2	--
Total Obligations, Peace Corps	\$113,148	\$107,475*	\$118,675	\$89,569	\$82,584	\$90,300	\$ 23,580	\$ 24,891*	\$ 28,375
Allocation to State, Office of Inspector General, Foreign Assistance	25	25	25	--	--	--	25	25	25
Total Obligations	\$113,173	\$107,500*	\$118,700	\$89,569	\$82,584	\$90,300	\$ 23,604	\$ 24,916*	\$ 28,400

* For comparative purposes, includes \$104,000 transfer of Washington office rental to GSA.

PEACE CORPS

ADMINISTRATIVE EXPENSES

OBLIGATIONS BY OBJECT CLASSIFICATION
(In thousands of dollars)

	FY 1966 Actual			FY 1967 Estimate			FY 1968 Estimate		
	Hdqtrs.	Overseas	Total	Hdqtrs.	Overseas	Total	Hdqtrs.	Overseas	Total
Personnel Compensation:									
Permanent positions	\$5,836	\$3,587	\$9,423	\$6,056	\$4,195	\$10,251	\$6,452	\$5,315	\$11,767
Positions other than permanent	930	46	976	1,350	45	1,395	1,200	45	1,245
Other personnel compensation	628	59	687	499	80	579	500	80	580
Total personnel compensation	\$7,394	\$3,692	\$11,086	\$7,905	\$4,320	\$12,225	\$8,152	\$5,440	\$13,592
Personnel benefits	428	589	1,017	506	653	1,159	538	711	1,249
Travel and transportation of persons	1,630	1,243	2,873	1,300	1,235	2,535	1,700	1,606	3,306
Transportation of things	8	519	527	10	450	460	10	573	583
Rent, communications, and utilities	950	882	1,832	1,140*	1,133	2,273*	1,218	1,371	2,589
Printing and reproduction	512	13	525	400	18	418	400	18	418
Other services	451	595	1,045	510	680	1,190	537	616	1,153
Services of other agencies	641	2,642	3,283	536	3,063	3,599	556	3,475	4,031
Supplies and materials	153	449	602	160	425	585	200	527	727

6. Admin. Expenses (continued)

	FY 1966 Actual			FY 1967 Estimate			FY 1968 Estimate		
	Hdqtrs.	Overseas	Total	Hdqtrs.	Overseas	Total	Hdqtrs.	Overseas	Total
Equipment	\$ 48	\$ 740	\$ 788	\$ 50	\$ 395	\$ 445	\$ 50	\$ 677	\$ 727
Insurance claims and indemnities	--	2	2	--	2	2	--	--	--
Total obligations, Peace Corps	\$12,215	\$11,365	\$23,580	\$12,517	\$12,374	\$24,891	\$13,361	\$15,014	\$28,375
Allocation to State, Office of Inspector General, Foreign Assistance	25	--	25	25	--	25	25	--	25
Total obligations	\$12,240	\$11,365	\$23,604	\$12,542*	\$12,374	\$24,916*	\$13,386	\$15,014	\$28,400

* For comparative purposes, includes \$104,000 transfer of Washington office rental to GSA.

HOST COUNTRY CONTRIBUTIONS BY REGION
 (In thousands of dollars)

	ACTUAL			ESTIMATED	
	<u>1964</u>	<u>1965</u>	<u>1966</u>	<u>1967</u>	<u>1968</u>
AFRICA	\$1,832	\$2,718	\$2,906	\$3,340	\$3,795
EAST ASIA & PACIFIC	492	251	453	520	592
LATIN AMERICA	232	172	191	220	250
NANESA	<u>234</u>	<u>315</u>	<u>431</u>	<u>495</u>	<u>563</u>
TOTAL	\$2,790	\$3,456	\$3,981	\$4,575	\$5,200

AVERAGE COST PER VOLUNTEER

<u>DIRECT COSTS</u>	<u>1963 FACTOR</u>	<u>1964 FACTOR</u>	<u>1965 FACTOR</u>	<u>1966 FACTOR</u>	<u>1967 FACTOR</u>	<u>1968 FACTOR</u>
<u>PRE-SELECTION</u>						
Background investigation	\$ 448	\$ 483	\$ 532	\$ 539	\$ 531	\$ 519
Medical Exam	23	27	31	24	23	23
Travel	298	325	333	299	241	141
Training	2,477	2,983	3,102	3,769	3,391	3,353
Readjustment allowance	259	312	312	331	319	312
TOTAL PRE-SELECTION	\$ 3,505	\$ 4,130	\$ 4,310	\$ 4,962	\$ 4,505	\$ 4,348
<u>POST-SELECTION</u>						
Travel-International	\$ 1,493	\$ 1,450	\$ 1,518	\$ 1,316	\$ 1,250	\$ 1,250
Equipment & Supplies	830	625	415	412	330	327
Vehicles	750	238	217	211	139	200
Housing	1,240	310	239	194	202	199
Overseas training	100	65	85	115	109	109
Readjustment allowance	1,638	1,638	1,638	1,753	1,839	1,879
Settling-in & living allowance	2,750	2,420	2,386	2,409	2,332	2,359
Leave allowance	273	336	338	339	338	338
Clothing allowance	200	200	200	150	150	150
In-country travel	225	126	224	229	225	222
Medical care	900	695	676	669	800	867
TOTAL POST-SELECTION	\$10,399	\$ 8,103	\$ 7,936	\$ 7,797	\$ 7,714	\$ 7,900
TOTAL DIRECT COST FOR TOUR OF SERVICE	\$13,904	\$12,233	\$12,246	\$12,759	\$12,219	\$12,248
ANNUAL DIRECT COST	\$ 6,952	\$ 6,117	\$ 6,123	\$ 6,004	\$ 5,533	\$ 5,443
<u>INDIRECT COSTS</u>						
Research	27	55	45	33	34	24
Title III Activities	4	12	11	12	12	6
School Partnership Program	-	-	-	-	12	12
Professional Support	296	268	132	253	109	150
Administrative expenses	1,795	1,762	1,498	1,565	1,700	1,670
ANNUAL INDIRECT COST	\$ 2,122	\$ 2,097	\$ 1,686	\$ 1,863	\$ 1,867	\$ 1,862
AVERAGE ANNUAL COST	\$ 9,074	\$ 8,214	\$ 7,809	\$ 7,867	\$ 7,400	\$ 7,305

AREAS OF INTEREST

The following material is based on questions or areas of interest that appeared on a recurring basis in previous Congressional Hearings and presents current answers thereto.

TABLE OF CONTENTS

Recruiting

1. Recruiting college graduates.....	C 4
2. Chart: College senior input.....	C 5
3. Special recruiting.....	C 6
4. Recruiting blue collar workers.....	C 7

Selection

1. How trainees are chosen.....	C 10
2. Background investigation.....	C 11

Training

1. A "typical" training program.....	C 13
2. Language instruction.....	C 14
3. Chart: Languages taught.....	C 15
4. Attrition rate.....	C 18

Programs

1. Chart: Where the Volunteers are and what they're doing..	C 21
2. Procedures for reviewing host country requests.....	C 32
3. The Volunteer's relationship to host country officials...	C 33
4. Teaching programs.....	C 34
5. Family planning programs.....	C 35
6. School Partnership Program.....	C 38

Questions and answers about Volunteers

1. The Peace Corps and government intelligence agencies....	C 40
2. The Peace Corps and the draft.....	C 41
3. Chart: Overseas living allowances by countries.....	C 44
4. Volunteers and trainees by age and education level.....	C 46
5. Extensions of service and re-enrollments by Volunteers...	C 47
6. Chart: Career plans of returned Volunteers.....	C 49

Contracts

1. Chart: Fiscal year 1966 and 1967 contracts.....	C 54
2. Chart: Pre-1966 contracts amended to cover new programs.	C 77

RECRUITTING

How does the Peace Corps recruit college students?

Peace Corps recruiting is regionalized with offices for the Northeast and South in Washington, the Midwest in Chicago and the West in San Francisco.

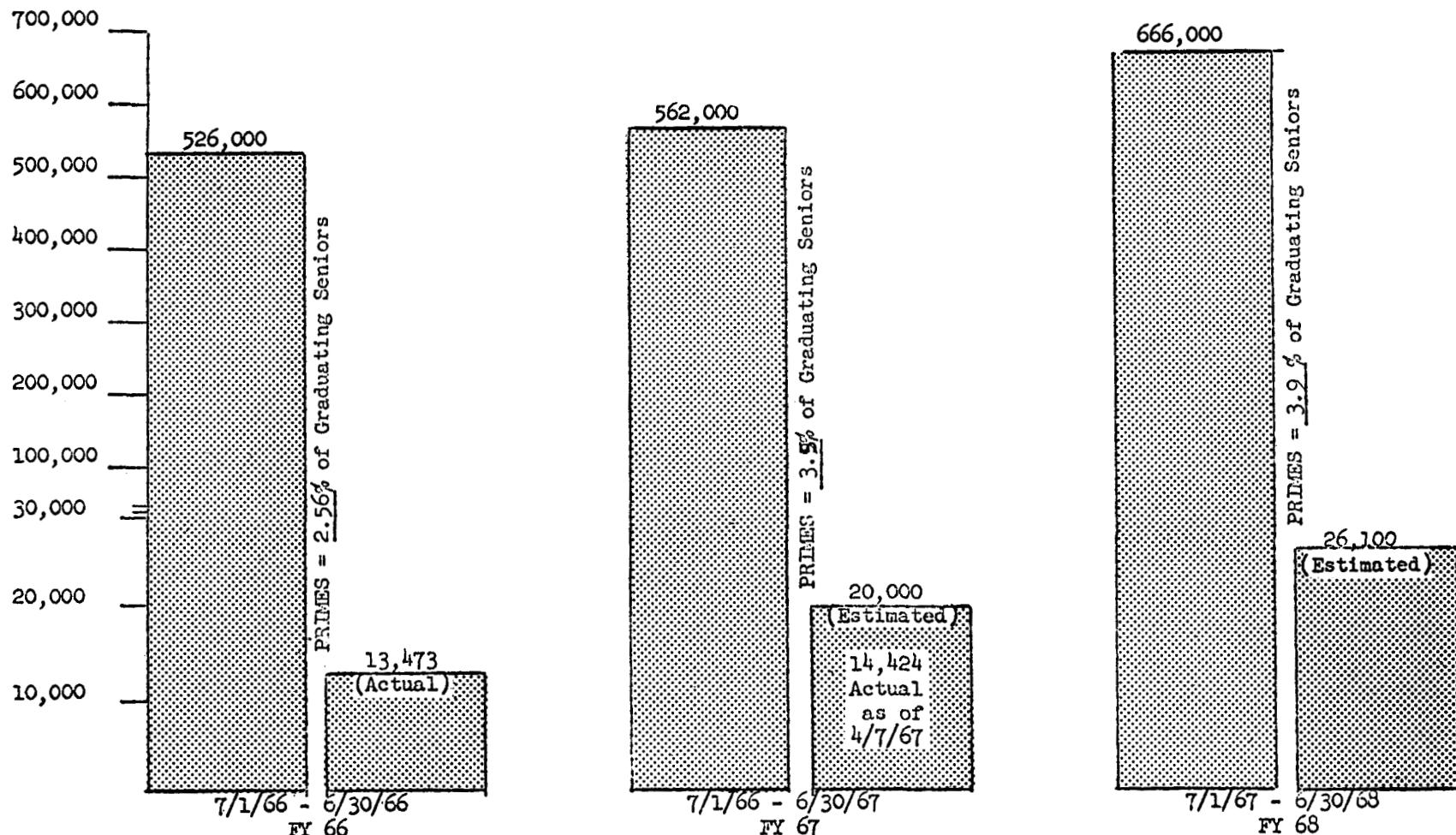
This past year, recruitment has relied almost exclusively on returned Peace Corps Volunteers as recruiting officers to visit over 800 colleges and universities.

The nation's total number of college seniors for 1966-67 is 562,000 at a 60:40 enrollment ratio, men to women. Students are applying to the Peace Corps in approximately a 57:43 men-to-women ratio. In all previous years, this applicant ratio remained in the area of 60:40, men to women, paralleling the student enrollment.

Of those 562,000 college seniors, 3.5 per cent (or 20,000) are applying to the Peace Corps. And of these 20,000 "prime applicants"-- 60 per cent were directly recruited from a campus visit, the highest return in Peace Corps history. This number of recruits is probably unmatched by other government agencies or private industry which also recruit heavily from the college market.

PRIME INPUT TO NUMBER OF SENIORS GRADUATING: FY 1966 - FY 1968

Prime = Applicants holding BA/BS or better
Does not include ATP/VISTA



Figures on number of seniors graduating provided by HEW

Is the Peace Corps recruiting "special" people?

Special recruiting efforts are made for Volunteers with skills in short supply and for those of minority groups.

This is the second year that the Peace Corps has made a special effort to recruit Negroes. Since October, 70 predominantly Negro colleges in the South were visited by recruiting teams. Recruiters were, for the most part, returned Volunteers who had graduated from southern Negro colleges and who are aware of the orientation of Negro college students as well as the opportunities available to them through service in the Peace Corps. As a result of this approach, 1,000 applications have been received from students at these schools.

The two-year agricultural and technical schools are also good potential sources for agriculture Volunteers. The students at these schools usually have a farming background, have attended a Vocational Agriculture high school and upon receiving their Associate of Arts degree will have had at least six years of technical studies in the field of agriculture.

A total of 72 schools were visited by our agriculture specialists during the past year. In addition to these visits, periodic mailings were made to 3,600 seniors in colleges of agriculture, describing new programs in their field of work.

To interest persons with agriculture experience who are not affiliated with a college or university, a program of special, nation-wide publicity was initiated. Through Young & Rubicam and the Advertising Council, advertisements were placed in the leading agriculture magazines, such as Farm Journal, Successful Farming and Farming Digest, explaining our needs for agriculturalists. Stories relating the experience of Volunteer agriculturalists were also submitted to other agriculture magazines. Radio and television public service announcements in farm-belt areas were directed toward agriculturalists rather than the general public, as in the rest of the country.

These projects helped to produce 1,040 applications from persons with an agriculture background, including 210 with a degree in agriculture or a related field such as forestry.

As a result of specialized skill recruiting, the Peace Corps is able to program increasing numbers of specialists. During the eight-month period from September 1, 1966 to April 1, 1967, the following number of prime specialists submitted applications:

Agriculture Degrees (including foresters)	210
Agriculture Background	830
Registered Nurses	267
Other Medical and Paramedical	176
Technical Skills	355
Vocational Education/Industrial Arts Degrees	47
Construction	57
Secretaries	82

What is the Peace Corps doing to reach people with blue-collar skills?

Many of the major labor unions have endorsed the Peace Corps program for recruiting skilled workers from the ranks of the American labor movement. These unions have been able in negotiations with management to obtain contract clauses guaranteeing seniority and re-employment rights to any union members who volunteer for two years of service with the Peace Corps overseas. Approximately 150 companies have established a formal leave of absence policy that guarantees re-employment rights. Some companies have gone one step further and have given pension and retirement credits for any employees who become Peace Corps Volunteers.

In specific recruiting efforts, some companies have cooperated with the Peace Corps by sending out a letter to all employees explaining the specific needs of the Peace Corps. Interested employees are given a half hour off work on company time for an interview with a Peace Corps representative. Also, the Peace Corps representative while at any specific plant speaks to shop stewards and committee-men, as well as to top management and supervisory employees. Such meetings are usually during working hours or at the union hall.

In addition to recruiting at companies, the Peace Corps visits trade and technical schools and meets with the skilled and interested Americans from the community. The Peace Corps also advertises in labor publications, magazines and newspapers, makes television and radio announcements, and mails materials to skilled and technical workers. It informs state employment offices and employment counselors of the latest programs and skill needs of the Peace Corps, and returned Volunteers participate in panel discussions and address labor union groups.

PEACE CORPS

RECRUITMENT AND SELECTION

Applications, Acceptances and Invitations by Program Year

<u>Applications</u>	<u>Number</u>
PY 1962	20,058
PY 1963	33,762
PY 1964	45,653
PY 1965	42,124
PY 1966	42,656
PY 1967 (through 31 March 1967)	24,578

<u>Invitations</u>	
PY 1962	7,750
PY 1963	10,411
PY 1964	14,331
PY 1965	21,212
PY 1966	24,707
PY 1967 (through 31 March 1967)	17,109

<u>Acceptances</u>	
PY 1962	4,251
PY 1963	5,267
PY 1964	7,950
PY 1965	8,738
PY 1966	10,200
PY 1967 (through 31 March 1967)	5,968

SELECTION

How does the Peace Corps select people for training?

The Peace Corps looks for people who are highly motivated to serve those less fortunate than ourselves in the developing nations of the world. Qualities such as perseverance, tenacity, intelligence, and the ability to continue to function under frustrating conditions are very necessary for successful Volunteer performance. Before inviting a person to a training program, the Peace Corps looks for successful past performance in academic work, employment, and experience, and expects a trainee to sustain that performance during a training program and later as a Volunteer.

Each applicant is rated on a 1 - 5 scale according to five characteristics: (1) motivation; (2) technical skill; (3) language ability; (4) interpersonal relationships; and (5) emotional maturity. Finally, an overall suitability rating of 1 - 5 is assigned and only those applicants receiving a rating of 3 or above are invited to a training program.

Applicants for Peace Corps service below the age of 20 seldom reflect the maturity, experience, or skills necessary to successful performance as a Volunteer.

Sex or marital status are not factors that are weighed. Obviously, the overseas assignment must be structured so that both husband and wife have appropriate Volunteer assignments.

The individual choice of assignment or country preference is taken into consideration when selecting an applicant for a program. Naturally, the applicant must have all the other basic qualifications appropriate to the preferred assignment.

The Peace Corps looks for the same characteristics in specialists as in generalists. The Peace Corps is a people-to-people effort and all Volunteers are expected to develop positive and effective relationships with host country nationals.

To evaluate effectiveness, a special report is prepared by the Training Officer in each program where attrition is greater than 25 per cent or less than 15 per cent. The intent is to focus attention on quality of input and quality of output and thereby provide an evaluation of the entire process leading to attrition so that effectiveness can be steadily increased.

What is the Nature and Usefulness of the Civil Service Full Field Investigation?

The Peace Corps uses the full field investigation to collect information about applicants for both loyalty/security and suitability purposes. Congress originally intended the full field investigation for only the former purpose. But when the Peace Corps perceived the possibilities of the investigation as a suitability selection instrument, its usefulness was greatly expanded.

No written reference system can compete with the composite individual picture assembled by trained, impartial investigators armed with questions tailored to Peace Corps specifications. For example, the Civil Service Commission's written inquiries investigation system develops derogatory data in only about 2% of the cases, whereas full field investigations do so in 12% of the cases.

In October, the Peace Corps and the CSC agreed to expedite the full field investigations process and to try to reduce the average \$415 charge per investigation. This charge is computed by dividing the cost of all reimbursable investigation costs conducted for contracting Government agencies by the number of investigations produced. The CSC is currently required by the General Accounting Office to charge in this fashion.

On November 1, 1966, the CSC resident investigators began to review Peace Corps applicant folders containing applications, references and college transcripts. When this material adequately covers some portion of the applicant's life history, certain interviews are no longer deemed necessary. The Chairman of the CSC agreed that the Commission would deliver 80% of the reports within 60 days of the Peace Corps' initiation date, 15% of the reports within 90 days of the initiation date, and 5% within 30 days of the initiation date. The CSC also agreed to identify specifically Peace Corps investigation costs under these revised procedures to determine if cost savings could be achieved.

Since November the Commission has met its 60-day delivery commitment and has, in addition, delivered more than 10% of the investigations in 30 days. This accelerated delivery has enabled the Peace Corps to institute a thorough screening procedure prior to applicant entry into training. The full field investigation and all other files developed on an applicant are reviewed. If negative suitability information appears, Peace Corps Field Selection Officers analyze the combined files. All loyalty cases (investigations where a question of loyalty has arisen and which the CSC refers to the Federal Bureau of Investigation for completion) are forwarded to the Office of the General Counsel for individual review.

Thus far this year, 57% of the contemplated full field investigations have been initiated as compared with 40% at the same point in PY 1964, 47% in PY 1965 and 40% last program year.

TRAINING

A "typical" Peace Corps training program.

Although certain broad guidelines have been established for all Peace Corps training programs, each program remains a highly individualized educational experience. Trainees are included in planning parts of the program and have much freedom in deciding how goals can best be achieved. Thus, each training center becomes a community of learning. The Peace Corps hopes that the experience will serve as the beginning of the trainees' personal involvement with the challenges of social change.

All Peace Corps training programs contain three basic components: cross-cultural studies, technical studies and language studies.

Cross-Cultural Studies

The closer the Peace Corps comes to providing cross-cultural situations similar to those Volunteers face overseas, the better prepared trainees will be to adjust to their new environment. Therefore, the Peace Corps attempts to give them some experience in handling situations which serve as a testing ground for their own resources. Training in most cases includes an off-site "field" session in the "other America," to give Volunteers a broader understanding of the U. S. society in the midst of technological revolution. The trainees also study the nature of the host country, its customs, values and thought patterns to help them understand the attitudes and behavior of non-Americans. With the help of the staff, the trainees focus on the similarities and differences of the respective cultures: a comparative study of the history, social, economic and political systems is made; relations with the Sino-Soviet bloc countries are discussed. Approximately 100 hours of the training program are devoted to this component.

Technical Training

Technical instruction is included to help the trainees become sufficiently competent in the skills necessary to perform their assignments overseas. Since most of our Volunteers are Liberal Arts graduates and most host countries request a high degree of technical competence, the trainees have much to learn to meet host country expectations. Trainees with considerable training and experience in technical areas often assume some of the teaching responsibilities in the training program.

Approximately 200 hours are devoted to this component during the program.

Language Training

More than half of the training program is now devoted to intensive language instruction. Approximately 300 to 400 hours of a thirteen-week project are spent on language training. Native speakers of the language lead small classes of no more than six students. Four to six hours of language training a day, practice in the language laboratory, language tables at mealtimes, and integration of language and cultural studies of the host country with daily life are among the efforts made to increase the Volunteer's ability to communicate in his country of assignment.

The Peace Corps uses a modern oral-intensive, audio-lingual method of language teaching which emphasizes the spoken language rather than literary skill. Trainees bound for areas where Spanish is spoken are often sent to Puerto Rico for experience and to French-speaking Canada for those training in French.

Testing takes place several times during training and also during the Volunteer's service overseas, and the Volunteer is encouraged to continue language study throughout his tour. The testing of both trainees and Volunteers is based on the proficiency rating scale developed by the Foreign Service Institute, Department of State. The scale ranges from S(speaking)-0 to S-5, with plus (+) grades allowing for finer judgments. S-2, considered minimal working proficiency, is now the minimum desired level of proficiency for all trainees at the completion of training. At present the Peace Corps does not select a trainee out of a program solely on his low achievement in language but uses his proficiency rating as a guide for job placement and area assignment.

Because language is often crucial to the effectiveness of the Volunteer, the Peace Corps will continue to seek better training and higher oral language proficiency.

LANGUAGES TAUGHT BY PEACE CORPS 1961-1967

(Listed alphabetically by country)

<u>Afghanistan</u>	Afghan Farsi Pashto	<u>Ethiopia</u>	Amharic Tigrinya
<u>Bolivia</u>	Aymara Quechua Spanish	<u>Gabon</u>	Fang French Yipounou
<u>Botswana</u>	Tswana	<u>Gambia</u>	Fula Mandingue(Bambara)
<u>Brazil</u>	Portuguese		
<u>British Honduras</u>	Spanish	<u>Ghana</u>	Ewe Twi
<u>Cameroon</u>	Bassa Bulu Douala Fang French Pidgin (Weskos)	<u>Guatemala</u>	Spanish
<u>Chad</u>	Arabic Kanembu Sara French	<u>Guinea</u> ¹	French Fula Susu
<u>Chile</u>	Spanish	<u>Guyana</u>	English
<u>Ceylon</u>	Singhalese Tamil	<u>Honduras</u>	Spanish
<u>Colombia</u>	Spanish	<u>India</u>	Bengali Bihari Hindi Kannada Malavalam Marathi
<u>Costa Rica</u>	Spanish		Oriya Punjabi Tamil Telugu Urdu
<u>Cyprus</u> ¹	Greek	<u>Indonesia</u> ¹	Indonesian
<u>Dominican Republic</u>	Spanish	<u>Iran</u>	Farsi
<u>Ecuador</u>	Quechua Spanish	<u>Ivory Coast</u>	Baoule Dioula French Senotti
<u>El Salvador</u>	Spanish		

LANGUAGES TAUGHT BY PEACE CORPS 1961-1967 (Cont'd)

<u>Jamaica</u>	Creole	<u>Niger</u>	Djerma French Hausa Kanouri Tamachek
<u>Kenya</u>	Kikuyu Swahili		
<u>Lesotho</u>	Sesotho	<u>Nigeria</u>	Bini Efik Hausa Igbo Pidgin Yoruba
<u>Liberia</u>	Kissi Kpelle Kru Lome Mano Pidgin Vai		
		<u>Pakistan</u>	Bengali Pashto Punjabi Sindhi Urdu
<u>Libya</u>	Arabic		
<u>Malawi</u>	Chinyanja Tumbuka	<u>Panama</u>	Spanish
<u>Malaysia</u>	Bahasa Malay (Mainland) Pizar Malay (Sabah/ Sarawak)	<u>Paraguay</u>	Spanish Guarani
<u>Mauritania</u>	Arabic French	<u>Peru</u>	Quechua Spanish
<u>Micronesia</u>	Chamorro Kusaie Marshallese Ponapean Palauan Trukese Trukese (lagoon dialect) Ulithi Yapese	<u>Philippines</u>	Cebuano Hiligaynon Ilocano Tagalog Maranao Pampangano Pangasinan Zamboangueno (Chabacano) Magindanao Waray-Waray Aklanon Bicolano I and II
<u>Morocco</u>	Arabic Berber French Spanish	<u>Senegal</u>	Fula French Wolof
<u>Nepal</u>	Nepali		

LANGUAGES TAUGHT BY PEACE CORPS 1961-1967 (Cont'd)

<u>Sierra Leone</u>	Fula Kissi Krio Kuranko Limba Mende Sherbro Susu Temne Yalunka
<u>Somali Republic</u>	Somali Italian
<u>South Korea</u>	Korean
<u>Tanzania</u>	Swahili
<u>Thailand</u>	Thai
<u>Togo</u>	Cabrais Ewe French Kotokoli Mina
<u>Tunisia</u>	Arabic French
<u>Turkey</u>	Turkish
<u>Uganda</u>	Luganda Swahili
<u>Upper Volta</u>	Bambara Bobo French Gourmantche More
<u>Uruguay</u>	Spanish
<u>Venezuela</u>	Spanish
<u>Windward/Leeward Islands</u>	Creole (French and English)
<u>Western Samoa</u>	Samoan

1/ No longer a Peace Corps country.

What are the reasons for attrition in training?

There are many reasons for training attrition and it is rare for any one of them to operate by itself in influencing the decision by a trainee to resign or by the Peace Corps not to enroll a trainee as a Volunteer. The factors which most frequently influence such decisions can be listed as follows:

- a. Loss of motivation or conflicting motives (e.g., marriage, graduate school, etc.) resulting in resignation or poor performance in training.
- b. Lack of technical skill.
- c. Inability to learn the host country language.
- d. Lack of skill in working with other people.
- e. Immaturity, especially as indicated by inappropriate social behavior or by lack of independence.

In addition, a small proportion of trainees are terminated for medical or legal reasons which were not identified prior to training, and a few resign because of personal emergencies such as family debts or financial reverses.

What has been the trend in attrition rates during training and what steps is the Peace Corps taking to reduce the rates?

Attrition during training has remained relatively constant at between 25 and 26 per cent for several years. The Office of Selection has recently introduced two modifications of procedure designed to reduce the rate.

- a. Higher qualification standards are being imposed by the Division of Classification prior to invitation. By raising the qualification standards, it is hoped that a reduction of up to five per cent in training attrition can be achieved.
- b. The Division of Field Selection is currently engaged in a screening operation whereby Civil Service Commission full field investigations are reviewed between the time an applicant accepts an invitation to training and the time he enters training. Among those for whom such full fields are available, which represents a substantial number of invitees to programs this coming summer, it is anticipated that from two to three per cent who are unlikely to complete training successfully can be identified and disinviited with a consequent saving in both money and anguish.

Do the attrition rates vary by type of training program? By country or region of assignment?

On a regional basis Latin America has always had the highest training attrition and Africa the lowest. Such differences seem

largely attributable to the kinds of programs mounted in the respective regions. In community development programs--which require broad skills, great personal independence and high language facility--attrition, both by resignation and separation, tends to be high. Latin America operations have emphasized programs of this sort. In teaching programs, particularly secondary teaching, skill requirements are relatively clear, and attrition tends to be lower. Africa has emphasized teaching programs and others which are similarly well-structured. The extent of regional variance is indicated by the following statistics for training attrition during the calendar year of 1966:

Africa	21.45 per cent
Asia and North Africa	27.17 per cent
East Asia and Pacific	29.24 per cent
Latin America	30.44 per cent

What is the percentage attrition of recruits who drop out of Peace Corps training programs?

<u>Type of Program</u>	<u>Calendar Year</u>	
	<u>1965</u>	<u>1966</u>
Regular	25.5	27.3 ¹
Puerto Rico ²	35.4	34.2
Virgin Islands ³	19.5	24.0
ATP (Total at end of Phase II)	56.1	42.0

1 This increase in attrition is largely attributable to the high rates of attrition in programs for India and the Trust Territories, which represented very special problems. If those programs are treated separately, the total attrition for all others was 25.8 per cent.

2 Almost all programs were Latin America CD programs, which typically have high attrition.

3 Almost all programs were Africa teaching programs, which typically have low attrition.

PROGRAMS

VOLUNTEERS IN COUNTRY BY PROGRAM CATEGORY, BY COUNTRY
AS OF MARCH 31, 1967

Agri- Community
culture Development

	TOTAL	AG	CD	EDUC	HEALTH	OTHER
AFRICA						
Botswana	57	-	18	39	-	-
Cameroon	81	-	17	61	-	3
Chad	33	-	11	8	13	1
Ethiopia	446	3	8	385	18	32
Gabon	62	-	27	22	-	13
Ghana	192	-	-	179	-	13
Guinea	-	-	-	-	-	-
Ivory Coast	75	-	-	48	26	1
Kenya	240	16	79	145	-	-
Liberia	338	-	75	240	-	23
Malawi	163	-	1	97	62	3
Mauritania	13	-	12	-	-	1
Niger	122	49	1	48	21	3
Nigeria	763	48	146	563	-	6
Senegal	90	2	40	26	20	2
Sierra Leone	242	57	-	183	-	2
Somalia	94	-	21	67	-	6
Tanzania	303	25	14	249	3	12
Togo	109	20	16	51	17	5
Uganda	117	-	-	116	-	1
Regional	-	-	-	-	-	-
TOTAL-AFRICA	3,540	220	486	2,527	180	127
EAP						
Indonesia	-	-	-	-	-	-
Malaysia	566	-	76	445	40	5
Malaya	-	-	-	-	-	-
Sabah/Sarawak	-	-	-	-	-	-
Micronesia	450	-	-	269	115	66
Philippines	688	-	65	608	3	12
South Korea	93	-	-	93	-	-
Thailand	366	-	57	202	100	7
Regional	-	-	-	-	-	-
TOTAL-EAP	2,163	-	198	1,617	258	90
LATIN AMERICA						
(Barbados)	-	-	-	-	-	-
Bolivia	325	50	149	68	56	2
Brazil	623	53	336	61	165	8
Br. Honduras	42	-	23	18	-	1
Chile	453	18	251	133	33	18
Colombia	606	72	280	220	32	2
Costa Rica	162	-	93	55	12	2
Dominican Rep.	143	13	98	31	-	1
Ecuador	270	55	151	46	-	18
El Salvador	114	33	74	6	-	1
Guatemala	98	-	85	11	-	2
Guyana	44	-	-	43	-	1
Honduras	115	-	64	7	43	1
Jamaica	103	-	-	103	-	-
Panama	183	35	110	18	19	1
Paraguay	36	26	-	9	-	1
Peru	403	14	336	52	-	1
(St. Lucia)	-	-	-	-	-	-
Uruguay	66	-	46	19	-	1
Venezuela	362	21	140	166	4	31
Windward-Leeward Is.	88	-	13	65	8	2
Regional	-	-	-	-	-	-
TOTAL-LA	4,236	390	2,249	1,131	372	94
NANESA						
Afghanistan	162	-	-	98	47	17
Ceylon	-	-	-	-	-	-
Cyprus	-	-	-	-	-	-
India	1,260	594	211	50	369	36
Iran	324	44	35	185	23	37
Libya	18	-	-	18	-	-
Morocco	100	-	15	34	50	1
Nepal	199	18	76	86	-	19
Pakistan	13	-	-	-	-	13
Tunisia	266	1	31	192	20	22
Turkey	426	-	109	252	64	1
Regional	-	-	-	-	-	-
TOTAL-NANESA	2,768	657	477	915	573	146
World Wide TOTAL	12,707	1,267	3,410	6,190	1,383	457

VOLUNTEERS BY SKILL SPECIALTY, BY REGION AND COUNTRY, AS OF MARCH 31, 1967

	A F R I C A	Botswana	Cameroon	Chad	Ethiopia	Gabon	Ghana	Ivory Coast	Kenya	Liberia	Malawi	Mauritania	Niger	Nigeria	Senegal	Sierra Leone	Somalia	Tanzania	Togo	Uganda
Accountant	8				4	1			2										1	
Administration, Business	25	11			2				6				6							
Administration, Public	7								7											
Ag. Extension Worker	102		12	11				5	6				2	55		8			3	
Agricultural Science	30																	30		
Architect	4					1								.		1	1	2		
Art	10				2					1			1	1		5				
Arts and Crafts	26	3			1					1				21						
Audio-Visual	6							2		1			3							
Biologist	168		6		1		36	25	4	5			65		19	2		3	2	
Carpenter	3						3													
Chemist	72		4		1		24	5	2	1			23		7	1		1	3	
City Planner	1		1																	
Commercial Skills	36	1			13	1				1					4			16		
Community Devel. Worker	381	8	3	3	7	35			72	1	3	7	4	127	8	47	20	19	17	
Conservationist	19				3				8				4					4		
Construction Foreman	11										4		1	2					4	
Coop Worker	32							6		1		24	1							
Doctor	6			1	1							3		1						
Draftsman	4				4															
Dramatist	1				1															
Economics	5				3													2		
Engineer, Civil	3		1		1													1		
English Teacher, Excl. TEFL	616	13	19		177			32	62	19	29		123		26	47	33		36	
Environmental Health Wrkr.	141				3			34		55		27	11		.			11		
Fisheries	12																12			

VOLUNTEERS BY SKILL SPECIALTY, BY REGION AND COUNTRY, AS OF MARCH 31, 1967

	A F R I C A	Botswana	Cameroon	Chad	Ethiopia	Gabon	Ghana	Ivory Coast	Kenya	Liberia	Malawi	Mauritania	Niger	Nigeria	Senegal	Sierra Leone	Somalia	Tanzania	Togo	Uganda
General Laborer, Construc.	11					3					1	4							3	
General Science	128	6			40				6	13	8		23		2	10	13	1	6	
Geography	35				11		1		2				7		5		6		3	
Geology	13						13													
Guidance	1				1															
History	161	3	8	25					19	1	8		35		23		22		17	
Home Ec	16		2	7					1	1				4				1		
Lab Technician	3			1								1							1	
Language Teacher, French	46						11						33		2					
Language Teacher, TEFL	129		12	8	18		25						7	8	19			32		
Language Teacher, Other	13										3		5		4				1	
Law	27				8					10				2			4	3		
Librarian	9				5													2		
Licensed Practical Nurse	1												1							
Linguist	1			1																
Literacy Teacher	15												15							
Machine Maint. & Repair																				
Heavy	7		1	2										1	1	1		2		
Motor Vehicle	11				1	2	3						1	1				3		
Machinist	1				1															
Mathematics	247	7	8	34		49		16	9	11			64		12	6	15	7	9	
Medical Technician	5			3	2															
Music	7				3										4					
Museum Curator	1																1			
Operator, Heavy Machinery	4			4																
Physical Education	17	1		3							2	2			7		2			

VOLUNTEERS BY SKILL SPECIALTY, BY REGION AND COUNTRY, AS OF MARCH 31, 1967

	A F R I C A	Botswana	Cameroon	Chad	Ethiopia	Gabon	Ghana	Ivory Coast	Kenya	Liberia	Malawi	Mauritania	Niger	Nigeria	Senegal	Sierra Leone	Somalia	Tanzania	Togo	Uganda
Physical Therapist	1													1						
Physicist	61	2	1		1		22		7					22		3	1	1	1	
Political Science	1									1										
Radio/TV	2				2															
Registered Nurse	34			6	15									5				3	5	
Secretary	43		2	1	4	1		2		3	3	1	4	8	2	2	2	6	2	
Social Worker	45												2		43					
Social Studies	20				14					4						2				
Sociology	1		1																	
Statistics	1					1														
Surveyor	10					4			1					3				2		
Teacher, Elementary	505	2			1	2			251	27			9		56	117			40	
Teacher, Secondary	30				.22				1	4	1			2						
Teacher, Other	15				1								12	1					1	
Teacher of Teachers	115				4									111						
Veterinarian	2								1					1						
Vocational Education	11				3		3							3	1		1			
Welder	1				1															
Zoologist	4					2								2						
TOTAL	3,540	57	81	33	446	62	192	75	240	338	163	13	122	763	90	242	94	303	109	117

VOLUNTEERS BY SKILL SPECIALTY, BY REGION AND COUNTRY, AS OF MARCH 31, 1967

	L A T I N A C I A	Bolivia	Brazil	British Honduras	Chile	Colombia	Costa Rica	Dominican Rep.	Ecuador	El Salvador	Guatemala	Guyana	Honduras	Jamaica	Panama	Paraguay	Peru	Uruguay	Venezuela	Windward-Leeward Is.
Accountant	2				1															
Administration, Business	52		2		2		7		9					6	2		1		21	2
Administration, Public	1																		1	
Administration, Other	2	1			1															
Ag. Extension Worker	151	12	24		1	30	5	6	12	4	9		2		9	14	13		10	
Agricultural Science	5		1		1								1						2	
Anthropologist	3	1	1				1													
Architect	71	8		2	5	24						7	4	1		13		7		
Art	8			2					2			1	2						1	
Arts and Crafts	76	7	4		2	9		3	24					1	1		25			
Audio Visual	1														1					
Biochemist	1				1															
Biologist	39		1	2	2	18	2	1	1	2	3							4	1	2
Blacksmith	2																	2		
Carpenter	3	1												1					1	
Chemist	25		1		7	7	2		1	1				1			2	1	2	
City Planner	16			1	3				2				4				3		3	
Commercial Skills	2			1									1							
Community Devel. Worker	1,914	200	445	12	166	234	101	78	120	38	74	1	78	18	104	8	75	9	143	10
Conservationist	67	2	1		28		1	4	10						2	1	18			
Construc Super & Other																				
Foreman	12	4													1		7			
Coop Worker	258				61	31	5		11	3				2	4	19	92		30	2
Dental Hygienist	5		2		1															
Dentist	1		1																	
Doctor	1		1																	

VOLUNTEERS BY SKILL SPECIALTY, BY REGION AND COUNTRY, AS OF MARCH 31, 1967

	L A M E R I C A	Bolivia	Brazil	British Honduras	Chile	Colombia	Costa Rica	Dominican Rep.	Ecuador	El Salvador	Guatemala	Guyana	Honduras	Jamaica	Panama	Paraguay	Peru	Uruguay	Venezuela	Windward-Leeward Is.
Draftsman	1																1			
Drama	32	4			8	1	7								5			7		
Economics, Excl. Rural	12	6	3		1						1								1	
Economics, Rural	1										1									
Educational TV	66					57				1	1						9			
Electrician	12	1			6														3	
Engineer, Ceramic	1				1															
Engineer, Civil	30	3			4	5			2	5	1	1	1	1		2	5		1	
Engineer, Electrical	24	2	3	1	10				2	5	1									
Engineer, Industrial	3				2														1	
Engineer, Mechanical	21	2			6	2	1	1	5	1			2		1					
Engineer, Structural	1																1			
Engineer, Other	4				4															
English Teacher, Excl. TEFL	20	2			5				1	2		2			1	1	4		2	
Environmental Health Wrkr.	94	22	8		9	15	4			26					2		8			
Fisherman	6		6							31										
4-H	87	8														23	25			
General Laborer, Construc.	14	2			2		1		4						4				1	
Genl. Laborer, Excl. Construc	1				1															
General Science	18		4		1				2			5		5				1		1
Geography	5										4									1
Geology	4		1		1			2												
Guidance	2				1								1							
History	3										3									
Home Arts	6											1		1		1			4	
Home Economics	53	4	6	3	4	3		1	7			4	8	2	9		1		1	1

VOLUNTEERS BY SKILL SPECIALTY, BY REGION AND COUNTRY, AS OF MARCH 31, 1967

	AMERICA NATI-	Bolivia	Brazil	British Honduras	Chile	Colombia	Costa Rica	Dominican Rep.	Ecuador	El Salvador	Guatemala	Guyana	Honduras	Jamaica	Panama	Paraguay	Peru	Uruguay	Venezuela	Windward-Leeward Is.
Lab. Technician	7																5	3		
Language Teacher, TEFL	59					3	38	1	1	4							4	6		1
Language Teacher, French	1																1	3		
Law	17	3	1	1	3															
Librarian	10	1	1	1	6															
Literacy Teacher	22					16														
Machine Maint. & Repair																	2			
Diesel	3																1	1		
Electronic	5					1	2													
Heavy	1						1													1
Motor Vehicle	4						3										1	3		
Machinist	14					10											9			
Mathematics	53	1	3	2	5	22	1		1	1			5	2	1	1				
Medical Technician	5					4														
Mental Health Worker	1						1													1
Meteorologist	1						1													
Music	19	7					9	1									1			
Museum Curator	1						5										1			
Nutrition	7																2			1
Occupational Therapist	2																			
Occup. Therapist Aide	1																			
Pharmacist	3			3																
Photographer	1			1																
Physical Education	168					1	51	12	3	21							1	20	47	5
Physical Therapist	4		2			2	17				1						1	5		
Physicist	31	1	2																	

VOLUNTEERS BY SKILL SPECIALTY, BY REGION AND COUNTRY, AS OF MARCH 31, 1967

	L A M E R I C A	Bolivia	Brazil	British Honduras	Chile	Colombia	Costa Rica	Dominican Rep.	Ecuador	El Salvador	Guatemala	Guyana	Honduras	Jamaica	Panama	Paraguay	Peru	Uruguay	Venezuela	Windward-Leeward Is.
Plumber	2				1			1												
Political Science	1																			1
Printer	1																			
Psychologist	4	3		1																1
Radio/TV,Excl Radio Techncn	1																			
Recreation Leader	41						1			1					2	3	3	10	12	9
Registered Nurse	113	4	43		17	16		5	4		1		6		5	2	1	2	3	7
Secretary	49	2	11	1	2	2	2	1	3	2	3	1	2	1	1	1	5	2	3	4
Social Worker	6	1		1									2			2				
Social Worker, Aide	12	1																	11	
Social Studies	7						1				3	1	1							
Sociologist, Industrial	2		2																	
Speech Therapist	2				1										1					
Surveyor	2							2												
Surveyor Aide	3					1	1												1	
Teacher of the Blind	2												1	1						
Teacher, Elementary	55		12									2		26			5			10
Teacher, Secondary	6											4		1	1					
Teacher, Other	46	6	3		4	1			2			1		15	1	11				2
Teacher of Teachers	96	18	1	5	4		7	27						4	2	1	5	5	17	
Veterinarian	1																	1		
Vocational Education	96	5		2	19				9			1		5	5	11		30	9	
Welder	2				2															
Writer	1				1															
X-Ray Technician	5		5																	
Zoologist	1											1								
TOTAL		4,236	325	623	42	453		3	270	114	98	44	115	103	183	36	403	66	362	88

VOLUNTEERS BY SKILL SPECIALTY, BY REGION AND COUNTRY, AS OF MARCH 31, 1967

	E & A S P T A C A I S F I I A C	Malaysia	Micronesia	Philippines	South Korea	Thailand
Accountant						
Administration, Business	16		8	8		
Administration, Public						
Adult Education	3		1	2		
Ag Exten Worker	7	3		2		2
Agricultural Science						
Architect	13	2	5	6		
Art	1	1				
Biologist	43	12	2	20	9	
Chemist	21	5		11	5	
Commercial Skills						
Community Devel. Worker	168	51	29	37		51
Conservationist	3	3				
Construction Foreman	7		7			
Coop. Worker						
Dentist						
Doctor						
Economics						
Engineer, Civil	11	1	5	2		3
Educational TV and Radio	10	10				
Engineer, Electrical	2			1		1
Engineer, Industrial	2	1		1		
Engineer, Mechanical	5			4		1
Engineer, Other	2				2	
Engr. Aide, Excl. Survey.						
English Tchr., Excl. TEFL	299	20	279			

N A N E S A	Afghanistan	India	Iran	Libya	Morocco	Nepal	Pakistan	Tunisia	Turkey
7	7								
13		13							
1			1						1
202	139	44				18		1	
1		1							
39		3	13					1	22
1			1						
7	1		2					1	
7		2	2					3	
4	4								
800	600	29		16	50		4	101	
6							6		
8		6	2						
18	18								
1									
13	6	2	3					2	1
3		1	2						
15		1	2			4	8		
10		10							
3		3							
11		5	2						
8		5	1			2		4	
5	3		2						
8		8							

VOLUNTEERS BY SKILL SPECIALTY, BY REGION AND COUNTRY, AS OF MARCH 31, 1967

	E & A S P T A C A I I S F I C I C A C	Malaysia	Micronesia	Philippines	South Korea	Thailand
Environmental Health Worker	189	33	66		90	
Farmer, Poultry.						
Fisheries	2			2		
4-H	11	11				
General Laborer, Construction						
General Science	194	49	145			
History						
Home Economics	13	13				
Lab Technician						
Language Teacher, TEFL	592	116	225	67	184	
Law	10		10			
Librarian	1	1				
Licensed Practical Nurse	4		4			
Machine Maintenance & Repair						
Electronic	1	1				
Heavy	1				1	
Motor Vehicle	5		2	2	1	
Machinist						
Mathematics	152	19	133			
Medical Technician	10	7	2		1	
Nurses' Aide						
Music						
Nutrition						
Occupational Therapist	3		3			
Pharmacist	2		1		1	
Physical Education	26	1		5	20	

N A N E S A	Afghanistan	India	Iran	Libya	Morocco	Nepal	Pakistan	Tunisia	Turkey
145	1	105	8		20				
116		116							
13	2		11						
33	2	21				8	2		
1						1			
7		6							1
20	8		1		10		1		
802	66	8	177	18	34	62	177	260	
3						1			2
2		2							
1									1
7		1					6		
1		1							
40	10	7				16		7	
18					16	2			
2	1					1			
1									1
110		109							1
1	1								
3	1			2					

VOLUNTEERS BY SKILL SPECIALTY, BY REGION AND COUNTRY, AS OF MARCH 31, 1967

	E A S T P A C I F I A C	Malaysia	Micronesia	Philippines	South Korea	Thailand
Physical Therapist						
Physicist	23	4		12	7	
Psychologist						
Radio/TV, Excl. Radio Tech	8	1	7			
Recreation Leader	3		3			
Registered Nurse	17	2	13	1		1
Secretary	33	5	9	12		7
Social Worker	4	4				
Sociology						
Surveyor	8		8			
Teacher of the Blind						
Teacher, Elementary	30	30				
Teacher, Secondary	95	62	33			
Teacher, Other	10	1	4	5		
Teacher of Teachers	35	35				
Vocational Education	62	62				
X-Ray Technician	6		6			
Zoologist						
TOTAL	2,163	566	450	688	93	366

N A N E S A	Afghanistan	India	Iran	Libya	Morocco	Nepal	Pakistan	Tunisia	Turkey
3									3
8	2		2			1			3
1			1						
3		3							
82	35	32	8						3 4
40	6	13	6		1	5		2	7
53								24	29
2			2						
20		1		1	18				
1					1				
1		1							
14		5	2					6	1
4	2								2
17	4	12				1			
2			1		1				
2,768	162	1260	324	18	100	199	13	266	426

What are the procedures involved in review of country requests for Volunteers, given the availability of funds?

Requests for Peace Corps Volunteers are judged by the relationship of proposed activity to host country efforts and problems, the extent of host country interest and effort in relation to these problems, the opportunities for the kind of contact between Volunteers and nationals that encourages mutual understanding, the availability of the type of Volunteers requested, the costs of training and supporting them, and other factors. Critical problems are stated, after consultation between Peace Corps country directors and host country officials, in a Program Memorandum prepared as part of the Planning-Programming Budgeting System.

The critical factor for Peace Corps participation is the existence of a bona fide host country request for Peace Corps Volunteers. Next in importance is the presence of a framework and resources which offer opportunity for Volunteers to work with nationals in ways that offer satisfying experience to the Volunteer and contribute to host country social or economic development. Also important is the availability to the Peace Corps of the kind of trainees most suitable to the contemplated activities. Entrance of the Peace Corps into a new country is a high priority, because it is felt that the impact of a first group of Volunteers in terms of the second and third purposes of the Peace Corps Act is particularly significant. Once presence is established, the furnishing of additional Volunteers is reviewed and compared in terms of the other criteria mentioned.

In all cases, the goals of Peace Corps activity support and are compatible with the stated goals and programs of the host country. The assignment of Volunteers is based upon the Peace Corps' best judgment of the contribution their efforts will make to social and economic improvement, subject only to the condition that the activities be conducted in accordance with customary Peace Corps practices and offer opportunity for advancement of mutual understanding. Increasingly, requests are scrutinized to assure that the situation and the service offers opportunity for application of the unique human qualities characteristic of the well-trained Peace Corps Volunteer.

Requests for Peace Corps Volunteer projects are received by country directors, reviewed and investigated by them, and those considered promising are submitted to the Regional Offices in Washington. The Regional Office collects all submissions, reviews and compares them, and makes a regional submission to the Office of Planning and Program Review. These regional submissions are made three times a year, proposing groups to enter training during the fall, spring and summer training cycles. The Office of Planning and Program Review examines projects in terms of both substance and for availability of qualified

trainees and issues a Program Plan of approved projects. Project descriptions for all approved projects are prepared by the Regional Offices, approved by the offices of Selection and Training, Controller and General Counsel and coordinated with the appropriate offices of AID and the Department of State. Initial submissions from the field are made approximately eight months before training begins, although Peace Corps can respond quickly in special situations and arrange for a group to enter training less than three months from the time that a field director forwards a host country request.

What is the relationship of the Volunteer to the host country officials in his job overseas?

Every effort is made to assign Peace Corps Volunteers as an integral part of host country efforts. Volunteer teachers, for example, function as part of the staff of host country schools, under the supervision of local headmasters. Volunteer agricultural extension workers are customarily part of a national extension service, under the direction of local supervisors.

All supervision of Volunteer performance by host country nationals is conditioned upon host country assurances of the Volunteers' civil liberties and freedom from discrimination. The Peace Corps also insists upon full consultation between host country officials and Peace Corps staff in all cases involving disagreement or personnel changes. In addition, the Peace Corps expects the host to recognize that the narrow role of the Peace Corps Volunteer within the formal host country system is to be supplemented by the kind of active participation in national life that is characteristic of the Peace Corps.

Overseas Peace Corps staff, in supervising Volunteers, are concerned with maintaining the kind of job situation and performance that permits Volunteers to fulfill all reasonable host country requirements and, at the same time, allows the Volunteers adequate opportunity for involvement, innovation, and freedom of action, which are the essential ingredients and unique quality of the Peace Corps contribution.

Describe the Peace Corps teaching programs

- (1) The Peace Corps supplies qualified teachers at the specific request of host countries.
- (2) The Volunteers' activities bring to their students and their communities the kinds of attitudes and knowledge which produce citizens who can contribute more effectively to economic development.
- (3) The Peace Corps does not knowingly assign Volunteers to positions in which they are in competition with nationals or expatriates.
- (4) Peace Corps teachers, by their attitudes of concern and their participation in the life of their students and their communities, are often more effective than other available teachers. The level at which they live, their knowledge of local language and their rejection of colonial attitudes make them an influence for change which is not represented by most other teachers.
- (5) Volunteers and trainees in the Field of Education

	8/31/65			8/31/66			8/31/67		
	Ts	Vs	Total	Ts	Vs	Total	Ts	Vs	Total
Total	2356	4210	6566	2992	4338	7330	2700	4979	7679
AF	871	2134	3005	846	1998	2844	697	1977	2674
EAP	933	608	1541	985	1000	1985	1374	1279	2653
LA	330	618	948	681	705	1386	369	1007	1376
NANESA	222	850	1072	480	635	1115	260	716	976

What is the Peace Corps doing about family planning programs?

The major Peace Corps family planning program is in India. The main emphasis of this program--and the ones to follow in several other countries soon--is on education and attitudinal changes. The Peace Corps is not involved in the purely clinical aspects of family planning services; therefore, we seek as Volunteers people with nursing or paramedical experience or experience in audio-visual aids, statistics, graphic art, public relations or writing. These Volunteers, working in the community and with home extension visitors, have a great role to play in providing a solid base for increasing achievement in family planning.

A short description of the India program follows:

A. Training - Family planning training programs include the basic components of all Peace Corps training programs. The additional key elements are learning about and understanding (1) family planning methods (their advantages and disadvantages as well as side-effects), (2) the Indian central government and state family planning programs, (3) methods of promoting family planning, and finally, (4) the need for an expanded and more efficient family planning effort in India.

B. Job Structure - The typical Volunteer family planning project in India has Volunteers (couples or assigned singly) attached to Primary Health Centers in semi-urban areas to work with the state family planning personnel assigned to cover that area. The area ranges from a development block at the least or an entire district at most, with an average population respectively of 50,000 and 800,000. The basic tasks of the Volunteers are to: (a) work side-by-side with extension personnel to increase their motivation and effectiveness; (b) serve an organizing and expediting function to enable the existing program administration to cope with the desired

increase in demand for family planning services; and (c) engage in promotional work to increase the public demand for family planning services.

C. Indian Participation - Since these are continuing Indian government programs with generally sufficient funds and materials inputs, the Volunteers are not there to take anyone's place in the structure. They are there in a temporary, supplementary capacity to improve the efficiency of India's own program. Since the state programs are hindered by important weaknesses in field organization, training and follow-up, the Volunteers as middle-level manpower can give an invaluable impetus to the program through motivating their counterparts and improving overall efforts with that critical extra push of energy, moral support, practical know-how and a pragmatic approach to problems that is now needed.

D. Goals - The goal of India's family planning program is to reduce the birthrate from 41 to 25 per thousand by 1976, when the Fifth Five-Year Plan ends. The reduction is absolutely critical to ensure meaningful socio-economic progress, which is the uncontested and basic need of India. Without it, India faces not only famine and mass-starvation but the disintegration of a democratically oriented society. Intermediate goals are centered on providing the number of family planning services needed on a steadily increasing basis to ensure that the birthrate is actually brought down substantially. The Peace Corps fully supports these goals and expects to make a solid contribution towards achieving them.

PEACE CORPS FAMILY PLANNING PROGRAMS

NANESA

August 31-66: None

August 31-67: One project in India (57 PCVs), and three in training (115 PCVs).

August 31-68: Above four projects still in India in addition to an estimated four new projects (one from fall '67 training, and one from spring '68 training and two then in summer '68 training) for an estimated grand total of 300 Volunteers in family planning.

AFRICA

There are no family planning programs in Africa and none are contemplated during the period August 31, '66 through August 31, '68.

EAST ASIA & PACIFIC

Thailand	August 31-66:	15-20 rural health Volunteers have been spending part-time in the education and referral of mothers to established family clinics.
Korea	August 31-67:	28 female Volunteers will be in training for maternal-child health and their work will include some family planning education.
	August 31-68:	An additional 200 health Volunteers will be including family planning education as a part of their work.

LATIN AMERICA

Honduras	August 31-67:	Four Volunteers will be working in a demographic study project preliminary to the possibility of a formal family program.
Dominican Republic	August 31-67:	10 female Volunteers will be in training for participation in a family planning project.

School Partnership Program

As of April 1, under the School Partnership Program, 239 schools had been constructed overseas or were under construction, involving a total of \$227,480.83. 187 U. S. schools have participated.

To become a recipient of money, the villagers and their Peace Corps Volunteer submit a request along with detailed plans of their proposal to the Country Director. After he approves the project, it is sent to Peace Corps/Washington for final approval and funding. Sites are selected on the basis of the villagers' willingness to donate labor, land, and teachers. A real need for the proposed school and the part the school will play in the nation's overall educational development plan are also important considerations.

U. S. schools are informed of the School Partnership Program through mailings to elementary and secondary students and administrators, addressing conventions of student government leaders, personal contacts with students by returned Peace Corps Volunteers, and through the help of educational groups such as the Parent-Teachers Association, National Education Association, etc. In two instances, in Michigan and Illinois, the Peace Corps has conducted statewide campaigns wherein returned Volunteers visited more than 150 schools in each state to solicit support for special School Partnership Programs in Tanzania and Iran.

The demands from Peace Corps countries are enormous, thus there are no plans at the present time to expand into countries that do not have Peace Corps Volunteers. If, however, a more urgent priority should arise, the Peace Corps would explore it. The criteria of self-help, fiscal responsibility, and exchange with the sponsoring American schools will be maintained.

MISCELLANEOUS QUESTIONS AND DATA ON VOLUNTEERS

What is the Peace Corps' relationship with United States government intelligence agencies?

The short answer to this question can be summarized in one word "non-involvement." This has been the Peace Corps' policy since its beginning. The Peace Corps has always been most careful to avoid any connection with intelligence and similar activities, or even the appearance of such connections.

The Peace Corps has, on occasion, been attacked by Communists and others who wish it to fail, on the grounds that Peace Corps Volunteers are intelligence agents for the United States Government. To avoid giving substance to such accusations, no persons are eligible for Peace Corps employment or Volunteer service who have previously been employed by intelligence agencies or who otherwise have done intelligence or related work. As a corollary to this policy, the Peace Corps has asked intelligence agencies of the United States Government, and they have agreed, not to employ former Peace Corps Volunteers or staff members for at least several years after the completion of their Peace Corps service. In addition, the Armed Forces have agreed not to assign former Volunteers and staff members to intelligence type duties.

On February 3, 1966, the Secretary of State reiterated the Government's position on the unique position of the Peace Corps in a message to all diplomatic posts in which he said:

"President Kennedy and President Johnson have both determined that the twin goals of service and mutual understanding can best be served if the Peace Corps is strictly non-political. Thus, neither Peace Corps Volunteers nor Peace Corps staff members are to be associated in any way with any United States or foreign intelligence activities or with any other United States Government activities designed to obtain information about or to influence the actions of host countries."

There is, perhaps, no better evidence of the success in implementing the policy of non-involvement with intelligence activities than the failure of any persons, malicious or well-meaning, to produce any evidence to the contrary despite six years of Peace Corps service in more than 50 countries overseas. Indeed, the Peace Corps has passed the intense scrutiny generated by the public and press interest following the recent disclosure concerning the National Students Association.

The Peace Corps and the Draft

Does Peace Corps service defer or exempt a person from the draft?

National interest occupation deferments (2A) are applied for by those accepted for Peace Corps training. This, however, is a matter for individual consideration by local draft boards. The general policy was originally stated in April 1961 by Selective Service Director Hershey: "...the classification of registrants in the Peace Corps can be handled as any other registrant engaged in activities in the national health, safety, or interest." This, however, was a guideline and is not binding on local boards. There are no exemptions from military duty by reason of Peace Corps service.

How many returned Peace Corps Volunteers have been drafted?

Only a tentative and incomplete answer can be attempted. Returnees are not obliged to inform the Peace Corps of their movements. However, these statistics are known: As of April 1, 1967, there were 11,766 returned Volunteers, of which 61 per cent were men. Some of these men have previously served in the armed forces, and others are continuing their education and have 2S (education) deferments. Of the remaining draft-eligible ex-Volunteers, 148 were known to be in the armed forces as of April 1, 1967. This figure was compiled from a career questionnaire sent to each Volunteer at termination time. Responses were received from 7,523 of the 11,766 returned Volunteers as of April 1, 1967. If we assume that the remaining four out of 10 who have not returned the career questionnaire enter military service in about the same proportion, the present total of 148 returned Volunteers in the military should be increased to 218. The list does not indicate how many of these persons volunteered for military duty.

Are young men applying for Peace Corps service in an effort to avoid the draft?

Motivations for joining the Peace Corps are often complex and difficult if not impossible to separate. However, the organization does have statistical indications that reject any notion Peace Corps duty has become a means of draft avoidance. Since 1961, the ratio of male and female Volunteers has remained constant at 60/40, and within recent months, dropped to 57/43. Thus, the Peace Corps today is no more a haven for draft dodgers than it was in 1961. Word of the Peace Corps' stringent selection and training standards is common knowledge among youth today, and Peace Corps selection officials say it is possible to identify and screen out individuals whose prime motivation is draft avoidance. These facts, coupled with the image of the

spartan conditions under which many Volunteers are known to live and work, probably serves to discourage the applicants who merely want to come in out of the cold of the draft.

What is the Peace Corps' role in the deferment of Peace Corps Trainees and Volunteers?

When an applicant for Peace Corps service accepts an invitation to begin training for service as a Volunteer, he receives, as part of an information kit, three forms concerning Selective Service. One form is completed in duplicate and sent by the applicant to his local board or military reserve unit and advises of his invitation and requests a deferment or permission to be excused from his reserve participation requirements. The decision of the local board or reserve unit is recorded on this form and one copy is returned to the Peace Corps. The other form, completed by the applicant and returned to the Peace Corps, provides detailed information on his draft or reserve status.

On the basis of this information, the Peace Corps independently confirms to the local board the fact of the applicant's invitation to Peace Corps training and the date it is scheduled to begin and the length of service if the trainee becomes a Volunteer. Thereafter the Peace Corps undertakes to keep the local board informed of all changes in his trainee or Volunteer status.

An application for Peace Corps service by a draft-eligible male may trigger some or all of the following actions:

1. Once the Peace Corps invites the applicant for a training program, he is told of his military obligations and given forms he can use to inform the Peace Corps of his current military situation and to send to his draft board to request a 2A deferment.
2. Generally the local board will grant the requested deferment. If the local board (for the sake of illustration) does not grant a deferment and classifies him 1A, the Peace Corps assures that the trainee knows of his right to appeal and it contacts the board to ensure that it understands the applicant's relation to the Peace Corps program and provides such information as may aid the board's further consideration of the case.
3. If the trainee's appeal is not granted by his local board or the state appeal board, he may, in some cases, take a further appeal to the presidential appeal board. In cases where the individual has exhausted his normal appeal rights, the National Selective Service headquarters in Washington or his state director will often consider whether or not the case merits further consideration at the local, state, or national level.

4. In the meantime, if a Volunteer completes training and is ready to go overseas, the Peace Corps may send him to his overseas assignment pending resolution of his status. Despite the common belief, Selective Service regulations do not require a draft-eligible male to receive a permit from his draft board to leave the country. The Peace Corps does inform the local board and National Selective Service headquarters of the Volunteer's departure, indicating that he will be returned for induction -- at the Peace Corps' expense -- if his deferment is not granted.

MONTHLY LIVING ALLOWANCES

(as of March 31, 1967)

<u>COUNTRY</u>		<u>Current Dollar Allowance</u>	<u>COUNTRY</u>	<u>Current Dollar Allowance</u>
<u>AFRICA</u>			<u>EAST ASIA & PACIFIC</u>	
Botswana		81.20	Korea	45 (rural)
Cameroon	West	115.		50 (Seoul)
	East	125	Malaysia	90 Mainland
Chad		150		104 Sabah/Sarawak
Ethiopia		100		
Gabon		150	Philippines	61 (rural)
Gambia		100		70 (Manila)
Ghana		136		
Ivory Coast		155-145	Thailand	70-80
		150-140		
Kenya		98		
Liberia		145	Trust Territories of the Pacific	90
Malawi		114-100		
Mauritania		135		
Niger		140	Western Samoa	Under discussion
Nigeria		149-133		
Senegal		135-145		
Sierra Leone		119-105		
Somalia		113		
Tanzania		101-91		
Togo		120		
Uganda		98		
Upper Volta		140		

MONTHLY LIVING ALLOWANCES - Cont'd

(As of March 31, 1967)

<u>COUNTRY</u>	<u>Current Dollar Allowance</u>	<u>COUNTRY</u>	<u>Current Dollar Allowance</u>
<u>LATIN AMERICA</u>		<u>NORTH AFRICA, NEAR EAST & SOUTH ASIA</u>	
Bolivia	90-115	Afghanistan	70-78
Brazil	55-85	Ceylon	Under discussion
British Honduras	83-113	India	60
Chile	100	Iran	89.93
Colombia	69-83	Libya	70-160
Costa Rica	100	Morocco	90-130
Dominican Republic	125	Nepal	45
Ecuador	94-100	Pakistan	79.17
El Salvador	100-120	Tunisia	114
Guatemala	90-120	Turkey	77-135
Guyana	90		
Honduras	100-123		
Jamaica	68-130		
Panama	90-120		
Paraguay	80-100		
Peru	100		
Uruguay	68-75		
Venezuela	156-167		
Windward/Leeward Is.	81-119		

VOLUNTEERS AND TRAINEES - BY AGE*
AS OF MARCH 31, 1967

	TOTAL	20 & UNDER	$\frac{21}{25}$	$\frac{26}{30}$	$\frac{31}{40}$	$\frac{41}{50}$	$\frac{51}{60}$	$\frac{61}{70}$	$\frac{71}{80}$	AVERAGE AGE
MALE	8611	225	7259	883	153	44	29	15	3	23.9
FEMALE	4971	105	4079	513	100	55	53	58	8	24.6
TOTAL	13582	330	11338	1396	253	99	82	73	11	24.2

VOLUNTEERS AND TRAINEES BY LEVEL OF EDUCATION*
AS OF MARCH 31, 1967

HIGH SCHOOL	COLLEGE BUT NO DEGREE	GRADUATE NURSES	ASSOCIATE DEGREE	COLLEGE DEGREE	POST GRAD DEGREE	TOTAL
448	1,725	190	312	10,010	897	13,582

* Based on distributions for December 31, 1966.

EXTENSIONS OF PEACE CORPS SERVICE

1. May a Peace Corps Volunteer extend his service beyond the normal 24 to 27 months?

Yes. He may extend a current period of service up to a maximum of 18 months or he may re-enroll for a new two-year period of service in the same or another country. In unusual circumstances, a re-enrollment may be extended up to 18 months.

2. If a Volunteer wishes to extend or re-enroll, is approval automatic?

No. Such factors as the need for the continued service of the Volunteer, his motivation in seeking continued service, the desires of the host country, the Volunteer's job performance, health and previous conduct are taken into account.

The Peace Corps Country Director may approve an initial extension of up to one year. Any additional extension and any extension for one year or more must have Peace Corps/Washington approval. All re-enrollments require Peace Corps/Washington approval.

3. In what circumstances is re-training required?

Re-training is not required for extensions of service. If a Volunteer is re-enrolled in the country of his original assignment within one year following completion of his first term of service, additional training is usually not required. A Volunteer re-enrolling for service in a new country generally will participate fully as a trainee in training for his second assignment. He will not regain the status of a Volunteer unless and until he is re-enrolled as a Volunteer at the end of training.

4. Is an extending Volunteer given a period of "home leave?"

If he extends his service for one year or more, he is granted 30 days of special leave and transportation to the U. S. or other approved point and return to the host country. This leave may be taken at any time after the completion of his first term of service and before the beginning of the last six months of extended service.

EXTENSIONS AND RE-ENROLLMENTS

March 31, 1967

Completion of Service: 11,766 Volunteers in 362 Programs

<u>Number of Re-enrollments:</u>	<u>Current</u>	<u>Overall</u>
	66	122
<u>Number of Extensions:</u>		
Less than 6 months	103	1,096
6 months or more	<u>373</u>	<u>744</u>
	476	1,840

The current career plans of 7,393 returned Peace Corps Volunteers who have reported their post Peace Corps career plans to CIS are summarized below. Separate totals and percentages are given for Volunteers who completed service in 1963, 1964, 1965 and 1966.

<u>CONTINUING EDUCATION</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1966</u>	<u>TOTAL</u>
<u>Graduate School</u>					
Social Studies	60	208	235	99	602
Area Studies	6	26	40	22	94
Humanities, including journalism and language	12	65	113	54	244
Technical, including engineering, science, math, architecture, etc.	23	87	108	33	251
Health, recreation, and physical education	3	22	28	9	62
Education	23	94	137	57	311
Law	7	44	45	23	119
Business and management	1	11	32	23	67
Agriculture/Forestry	2	11	22	8	43
Other fields & not specified	5	30	47	48	130
Overseas	5	12	23	4	44
Total Graduate	147 (22.6%)	610 (20.4%)	830 (31.5%)	380 (34.0%)	1967 (26.6%)
<u>Undergraduate Education</u>					
Social studies	9	96	74	33	212
Area studies	1	10	10	4	25
Humanities, including journalism and language	2	40	53	22	117
Technical, including engineering, science, math, architecture, etc.	9	58	45	14	126
Health, recreation, and physical education	2	9	17	3	31
Education	2	35	19	12	68
Business and management		10	11	4	25
Agriculture/Forestry	4	31	16	5	56
Other fields & not specified	6	41	33	20	100
Overseas	—	1	6	3	10
Total undergraduate	35 (5.4%)	331 (11.1%)	284 (10.8%)	120 (10.7%)	770 (10.4%)
TOTAL CONTINUING EDUCATION	182 (28.0%)	941 (31.5%)	1114 (42.3%)	500 (44.7%)	2737 (37.0%)

<u>EMPLOYED</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1966</u>	<u>TOTAL</u>
<u>Federal Government</u>					
Peace Corps	47	121	133	34	335
State Department					
FSO	3	16	4	2	25
Other					
AID	19	58	50	7	134
USIA	4	9	5	1	19
War on Poverty (Federal only)	4	21	12	13	50
All other domestic agencies	38	172	117	36	363
Congressional staff	4	1	4	1	10
Total Federal	119 (18.3%)	398 (13.3%)	325 (12.3%)	94 (8.4%)	936 (12.7%)
<u>State and Local Government</u>					
State Government	11	43	42	7	103
County Government	10	46	32	11	99
Municipal Government	8	38	24	11	78
War on Poverty local	7	8	7	3	25
Total State & Local	36 (5.5%)	132 (4.4%)	105 (4.0%)	32 (2.9%)	305 (4.1%)
<u>Job Corps Centers</u>					
Teachers & Administrators	1	21	13	5	40
Not specified	1	25	12	3	41
Total Job Corps	2 (.3%)	46 (1.5%)	25 (.9%)	8 (.7%)	81 (1.1%)
<u>VISTA VOLUNTEERS</u>	0	8 (.3%)	2 (.1%)	1 (.1%)	11 (.1%)
<u>International Organizations and Foreign Governments</u>					
United Nations & Other international organizations	4	5	6	3	18
Foreign Governments					
Teaching	3	11	12	4	30
Other	0	7	2	0	9
Total International	7 (1.1%)	23 (.8%)	20 (.8%)	7 (.6%)	57 (.8%)

<u>Teaching</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1966</u>	<u>TOTAL</u>
National Teacher Corps	0	1	3	7	11
Elementary teacher/administrator	17	82	76	39	214
Secondary teacher/administrator	49	233	152	65	499
Special education	1	18	18	10	47
College teachers/admtrs.	35	81	55	27	198
College employees (includes secretaries, other)	3	32	16	19	70
Overseas teachers/admtrs.	6	26	30	8	70
Peace Corps training sites, teachers & administrators	3	22	27	35	87
Not specified, secondary or elementary teacher	10	54	80	51	195
Total teachers	124 (19.1%)	549 (18.4%)	457 (17.3%)	261 (23.3%)	1391 (18.8%)
<u>Non-profit Organizations</u>					
Health worker	13	75	65	18	171
Labor union worker	0	4	1	0	5
Social service worker	19	132	65	21	237
War on Poverty contractor	3	4	7	1	15
All non-profit overseas	10	32	17	4	63
Educational organizations	3	5	9	2	19
Total non-profit	48 (7.3%)	252 (8.4%)	164 (6.2%)	46 (4.1%)	510 (6.9%)
<u>Profit-making Organizations</u>					
Agriculture & related	3	23	4	3	33
Business:					
Secretarial & clerical	4	30	31	18	83
Management	16	56	52	18	142
Technical	11	85	55	28	179
Sales & Retail	4	40	20	12	76
Semi-skilled	2	49	14	12	77
Communications	4	20	22	6	52
Self-employed, professional	3	18	4	4	29
All profit organizations overseas	5	21	10	3	39
Other professional	2	19	5	4	30
Total profit-making	66 (10.2%)	406 (13.6%)	257 (9.7%)	123 (11.0%)	852 (11.5%)
TOTAL EMPLOYED	402 (61.8%)	1806 (60.4%)	1353 (51.2%)	571 (51.0%)	4105 (55.9%)

<u>OTHER</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>	<u>1966</u>	<u>TOTAL</u>
Housewife	53	156	88	25	322
Military	12	60	54	19	145
Traveling	0	3	11	3	17
Retired	1	12	16	0	29
TOTAL OTHER	66 (10.2%)	231 (7.8%)	169 (6.4%)	47 (4.2%)	513 (7.0%)
GRAND TOTALS	650 (100%)	2986 (100%)	2638 (100%)	1119 (100%)	7393* (100%)

Summary of Overseas Careers

Employed by the Peace Corps or other Federal agency with international interests	73	204	192	44	513
Studying overseas	5	13	29	7	54
Employed overseas other than U. S. Agency	28	102	77	22	229
Total in Overseas Careers	106	319	298	73	796

War on Poverty Employment

Employed by the Office of Economic Opportunity	4	21	12	13	50
Employed by OEO Contractors	3	4	7	1	15
VISTA Volunteers		8	2	1	11
State and local War on Poverty	7	8	7	3	25
Job Corps	2	46	25	8	81
Total War on Poverty Employment	16	87	53	26	182

*Does not include current extended or re-enrolled Volunteers--
Total all years: 570

CONTRACTS

Table 1

Fiscal Year 1966 Contracts - Training

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Antioch College Yellow Springs, Ohio	Advance planning for and training of Trainees for a rural and urban community development project in Colombia
Arizona State University Tempe, Arizona	Training of Trainees for 4-H work in Brazil
Arizona, University of Tucson, Arizona	Training of Trainees for YMCA and physical rehabilitation projects in Venezuela
(Same)	Training of Trainee secretaries for Latin America
(Same)	Training of Trainees for a community development/Cooperatives project in Venezuela
Boston University Boston, Massachusetts	Advance planning and training of Trainees for secondary and university teaching projects in Nigeria and Cameroon
Brandeis University Waltham, Massachusetts	Advance planning for training and training of Trainees for math/science and an adult literacy ETV utilization project in Colombia
Brown University Providence, Rhode Island	Training of Trainees for TEFL and architects projects in Tunisia
California, University of Berkeley, California	Advance planning for training and training of Trainees for an urban community development project in Peru
(Same)	Advance planning for training and training of Trainees for a food production project in India
California, University of Los Angeles, California	Training of Trainees for service in Africa and Latin America (Ivory Coast health, Nigeria secondary education and teacher training, Ethiopia secondary education and health, Latin America community development/theatre, and Central America university education projects)

Table 1 - Page 2

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
California, University of Los Angeles, California	Advance training program for Trainees for projects in Ethiopia
California, University of La Jolla, California	Advance planning for training and training of Trainees for an agriculture/rural development project in Nigeria
California, University of La Jolla, California	Advance planning for training and training of Trainees for an agriculture/rural development project in Nigeria
Catholic University Foundation Washington, D. C.	Training of Trainee secretaries for Africa and Asia
Columbia University School of Social Work New York, New York	Training of Trainees for an urban community development project in India
Columbia University Teachers College New York, New York	Training of Trainees for service in Africa and Peru
Claremont College Claremont, California	Advance planning for training and training of Trainees for a rural and urban community development project in Colombia
College of the Virgin Islands St. Thomas, Virgin Islands	Cultural and language training for Trainees for service in West Africa
(Same)	Cultural, language and technical training for Trainees for service in India
Cooperative League of the USA Chicago, Illinois	Training of Trainees for a consumer's cooperative project in India
Dartmouth College Hanover, New Hampshire	Advance training program for experienced Peace Corps applicants for projects in French Speaking Africa

Table 1 - Page 3

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Dartmouth College Hanover, New Hampshire	Advance planning of a Peace Corps training program for Liberia
(Same)	Advance planning of a Peace Corps training program for French speaking West Africa
(Same)	Advance planning for training for an applied nutrition project in India
(Same)	Advance planning for training for a Francophone health education program for French Speaking Africa
Denison University Granville, Ohio	Advance planning for training and training of Trainees for a physical education project in Ecuador
Educational Services, Inc. Newton, Massachusetts	Advance planning for training for education and community development projects in Ethiopia and contract for development of secondary education curriculum materials
(Same)	Advance planning for training for an education improvement project in the Philippines and contract for the development of elementary science education curriculum materials
Experiment in International Living Putney, Vermont	Training of Trainees for a rural public health and nutrition project in India
(Same)	Training of Trainees for a public health project in Iran
(Same)	Advance planning for training and training of Trainees for a community development project in Brazil
(Same)	Advance planning for training and training of Trainees for service in a health and education project in India

Table 1 - Page 4

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Experiment in International Living Putney, Vermont	Advance planning for training and training of Trainees for a public health project in Tunisia
Frederic Burk Foundation for Education San Francisco, California	Training of Trainees for a secondary education project in Liberia
(Same)	Training of Trainees for a primary education project in Liberia
(Same)	Advance planning for training and training of Trainees for a health, agriculture/rural development project in Chad and Niger
(Same)	Training of Trainees for a secondary education project in Liberia
George Peabody Teacher's College Nashville, Tennessee	Advance training program for Trainees for an education/community development project in Korea
General Dynamics Corp. Rochester, New York	Advance planning for training and training of Trainees for a food production project in India
Georgetown University Washington, D.C.	Advance planning for training and training of Trainees for school lunch, electrical education, and university education projects in Brazil
George Washington University Washington, D.C.	Training in technical studies and office procedures for Trainee secretaries
(Same)	Advance planning for training and training of Trainees for a worldwide secretarial program
(Same)	Advance planning for training and training of Trainees for a community development project in Colombia

Table 1 - Page 5

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Great Lakes Colleges Association Yellow Springs, Ohio	Training of Trainees for an urban and rural community action project in Colombia
(Same)	In-Country second phase advance training of Trainees for an education project in Colombia
Howard University Washington, D.C.	Advance planning for training and training of Trainees for an education project in Guyana
Humboldt State College Arcata, California	Training of Trainees for a fishing cooperative project in Chile
Ithaca College Ithaca, New York	Advance planning for training and training of Trainees for a community development/sports project in Uruguay
Kent State College Kent, Ohio	Advance planning for training and training of Trainees for voca- tional education projects in Bolivia and Ecuador
Kentucky, University of Lexington, Kentucky	Advance planning for training for a community development project in Turkey
(Same)	Training of Trainees for food production, rural community develop- ment, and other work in India
Lincoln University Lincoln University, Pa.	Advance planning for training and training of Trainees for educa- tion and community development projects in British Honduras
Litton Systems, Inc. College Park, Maryland	Advance planning for training and training of Trainees for a blue collar project in Venezuela
(Same)	Conduct of orientation sessions for former Volunteers who will participate in Peace Corps train- ing programs
Los Angeles State College Foundation Los Angeles, California	Training of Trainees for a community health development project in Thailand

Table 1 - Page 6

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Los Angeles State College Foundation Los Angeles, California	Training of Trainees for a primary teacher training project in the Dominican Republic
(Same)	Training of Trainees for rural and urban community development projects in Colombia
(Same)	Training of Trainees to do industrial training and rehabilita- tion in prisons in Venezuela
(Same)	Training of Trainees for an urban community development project in the Dominican Republic
Loyola University Chicago, Illinois	Advance planning for training and training of Trainees for a public health project in Brazil
Marquette University Milwaukee, Wisconsin	Advance planning for training and training of Trainees for a community development/health project in Brazil
University of Missouri Columbia, Missouri	Advance planning for training and training of Trainees for a rural community action project in Thailand
(Same)	Advance planning for training and training of Trainees for a community development project in Thailand
(Same)	Advance planning for training and training of Trainees for a community development/agricultural extension project in Peru
(Same)	Training of Trainees for a food production project in India
Montana State University Bozeman, Montana	Advance planning for training and training of Trainees for agri- cultural extension and rural community development projects in Ecuador

Table 1 - Page 7

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Montana State University Bozeman, Montana	Advance planning for training and training of Trainees for agricultural extension and rural electrification projects in Ecuador
Morehouse College Atlanta, Georgia	Advance planning for training and training of Trainees for a secondary teachers project in Nigeria
New Mexico, University of Albuquerque, New Mexico	Training of Trainees for rural and urban community action projects in Latin America
New Mexico State University University Park, New Mexico	Advance planning for training and training of Trainees for a home economics/agricultural extension project in Colombia
New York University New York, New York	Advance planning for training and training of Trainees for a nursery school and social work project in Turkey
North Carolina, University of Chapel Hill, No. Carolina	Advance planning for training and training of Trainees for a tuberculosis control and maternal child care project in Malawi
(Same)	Advance planning for training for a family planning project in India
Northern Illinois University DeKalb, Illinois	Advance planning for training for a project in Thailand
(Same)	Training of Trainees for service in the Far East
Notre Dame, University of Notre Dame, Indiana	Advance planning for training and training of Trainees for an urban community development project in Bolivia
(Same)	Junior and senior year training and advance training for Trainees for Bolivia

Table 1 - Page 8

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Occidental College Los Angeles, California	Advance planning and training of Trainees for a TEFL project in Turkey
Oberlin College Oberlin, Ohio	Training of Trainees to serve as TEFL instructors in Francophone Africa
Ohio University Athens, Ohio	Training of Trainees for a public health project in India
Oklahoma, University of Norman, Oklahoma	Support training of Trainees for projects in Latin America
(Same)	Training of Trainees for rural and urban community development and 4-H projects in El Salvador and a fisheries project in Togo
Organization for Social and Technological Innovation Cambridge, Massachusetts	Advance planning for training and training of Trainees for a small industries program in India
Pennsylvania, University of Philadelphia, Pennsylvania	Training of Trainees for a health/nutrition project in India
(Same)	Training of Trainees for a cooperative project in India
(same)	Training of Trainees for a food production project in India
Portland State College Portland, Oregon	Advance planning for training and training of Trainees for a rural community development project in Turkey
Princeton University Princeton, New Jersey	Advance planning for training and training of Trainees for a TEFL project in Morocco
(Same)	Advance planning for training and training of Trainees for a TEFL project in Libya

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Ranken School School of Mechanical Trades St. Louis, Missouri	Diesel mechanics training for Trainees for a diesel mechanics project in Guinea
Reed College Portland, Oregon	Advance planning for training and training of Trainees for a TEFL project in Iran
Roosevelt University Chicago, Illinois	Advance planning for training and training of Trainees for a secon- dary education project in Sierra Leone
San Diego State College Foundation San Diego, California	Advance planning for training and training of Trainees for rural education, HeadStart, Job Corps, and ETV cooperatives in Jamaica
Sacramento State College Sacramento, California	Advance planning for training and training of Trainees for an urban community development project in Brazil
San Jose State College San Jose, California	Advance training program for Trainees for service in the Philippines
St. John's College Annapolis, Maryland	Advance planning for training and training of Trainees for an elemen- tary education project in the Philippines
St. John's College Santa Fe, New Mexico	Advance planning for training and training of Trainees for a university education project in Bolivia, Ecuador and Venezuela
South Florida, University of St. Petersburg, Florida	Advance planning for training and training of Trainees for a sports/ community development project in Venezuela
St. Louis University St. Louis, Missouri	Training of Trainees for social work and nursing education projects in Honduras and El Salvador
Stanford University Stanford, California	Advance planning for training and training of Trainees for an ele- mentary English project in the Philippines

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Southwest Texas State College San Marcos, Texas	Advance planning for training of Trainees for a physical education/ community development project in Costa Rica
State Universities of New York Albany, New York	Training of Trainees for youth clubs and vegetable farming projects for India
Syracuse University Syracuse, New York	Training of Trainees for a secon- dary education project in Malawi
(Same)	Training of Trainees for service in Africa and Latin America (Bots- wana education/cooperative, Somali school construction, Tanzania agri- cultural vocational/education, Tanzania village settlement and Peru urban community development projects)
Texas Technological College Lubbock, Texas	Advance planning of a training program in Ecuador
(Same)	Training of Trainees for community development and credit union projects in Costa Rica
Texas, University of Austin, Texas	Advance planning for training and training of Trainees for public health and community development projects in Brazil
(Same)	Training of Trainees for a medical technology project in Morocco
(Same)	Training of Trainees for an education project in Iran
(Same)	Training of Trainees for a TEFL project in Iran
(Same)	Training of Trainees for education and health projects in Afghanistan

Table 1 - Page 11

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Texas, University of Austin, Texas	Advance planning for training for TEFL projects in Turkey, Afghanistan, and Iran and for a public health project in Morocco
(Same)	Training of Trainees for an education project in Afghanistan
(Same)	Training of Trainees for TEFL and education projects in Iran
(Same)	Training of Trainees for a TEFL project in Turkey
(Same)	Training of Trainees for a public health project in Morocco
Utah State University Logan, Utah	Training of Trainees for an agricultural assistance project in Iran
(Same)	Advance planning for training and training of Trainees for an agriculture extension/rural education project in Bolivia
University of Utah Salt Lake City, Utah	Advance planning for training and training of Trainees for an education and imperial highway authority project in Ethiopia
Westinghouse Electric Corporation Baltimore, Maryland	Training of Trainees for a rural public works project in Iran
(Same)	Training of Trainees for a TESL/Community development project in the Trust Territory of the Pacific
(Same)	Advance planning for training and training of Trainees for an industrial project in Chile
Wisconsin, University of - Milwaukee Milwaukee, Wisconsin	Conduct of orientation sessions for former Volunteers who will participate in Peace Corps training programs

Table 1 - Page 12

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Wisconsin, University of - Milwaukee Milwaukee, Wisconsin	Training of Trainees under a year around contract for service in Africa, Latin America and Near East/ SA (Advanced training Phase I Kenya agriculture/rural community action, Kenya land settlement, Advanced training Phase I India health and food production, India science workshops, and Brazil community development/health projects)
Williams College Williamstown, Mass.	Advance planning for training and training of Trainees for a poultry and community development project in India
Y.W.C.A. Washington, D. C.	Physical education training of Trainees for a world-wide secre- taries project

Fiscal Year 1966 Contracts - Overseas Support

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
American Association for Health, Physical Education, & Recreation Washington, D.C.	Full administration of a general recreation project in Venezuela
(Same)	Professional support of a youth activities project in Colombia
(Same)	Professional support of a physical education project in Ecuador
(Same)	Professional support of a physical education project in Costa Rica
Agri Research, Inc. Manhattan, Kansas	Professional support of Volunteers engaged in a community develop- ment/cooperatives project in Venezuela
Arizona State University Tempe, Arizona	Overseas administration of Volunteers serving in Mato Grosso, Brazil
CARE, Inc. New York, New York	Professional support of Volunteers engaged in rural and urban community development projects in Colombia
Cooperative League of USA Chicago, Illinois	Professional support of Volunteers engaged in a cooperative/agri- cultural project in Panama
(Same)	Professional support of Volunteers engaged in cooperative projects in Colombia
(Same)	Professional support of Volunteers engaged in cooperative projects in Peru
Daly, Leo A., Co. Omaha, Nebraska	Professional support of Volunteers engaged in an architects project in Tunisia
Development & Resources Corp New York, New York	Professional support of Volunteers in an agricultural/rural develop- ment project in Nigeria

Table 1 - Page 14

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Development & Resources Corp New York, New York	Professional support of Volunteers engaged in an agricultural food production project in India
Frederic Burk Foundation for Education San Francisco, California	Professional support of Volunteers engaged in an elementary and secondary education project in Liberia
Heifer Project Inc. N. Manchester, Indiana	Professional support of Volunteers engaged in agricultural extension, community development and industrial vocational education projects in Iran
Michigan State University E. Lansing, Michigan	Professional and technical support of Volunteers engaged in public health/sanitation and community development projects in Bolivia
National 4-H Club Foundation Bethesda, Maryland	Professional support of Volunteers engaged in a 4-H project in El Salvador
North Carolina, University of Chapel Hill, No. Carolina	Professional support of Volunteers engaged in a public health project in Malawi
Roosevelt University Chicago, Illinois	Professional support of Volunteers engaged in a secondary and primary education project in Sierra Leone
St. Louis University St. Louis, Missouri	Professional support of Volunteers engaged in a nursing/social work/kindergarten project in Honduras
Syracuse University Syracuse, New York	Professional support of Volunteers engaged in education projects in Tanzania and Malawi
Texas, University of Austin, Texas	Professional support of Volunteers engaged in a TESL project in Afghanistan
University of Utah Salt Lake City, Utah	Professional support of Volunteers engaged in a TESL project in Ethiopia

Table 1 - Page 15

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Washington, University of Seattle, Washington	Professional and technical support of Volunteers engaged in public health/sanitation and community development projects in Bolivia

Table 1 - Page 16

Research Contracts

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
American Institutes for Research Pittsburgh, Pennsylvania	Research into site selection practices in Latin American community develop- ment
Louis Harris and Associates, Inc. New York, New York	To study the effectiveness of the Peace Corps recruiting efforts in U. S. colleges
Northern Illinois University DeKalb, Illinois	Improvement of Peace Corps training content and techniques - cost shared by university on matching basis
Oregon Research Institute Eugene, Oregon	Improving the usefulness of the Civil Service Commission background report in Peace Corps selection
Syracuse University Syracuse, New York	Contract to develop methods for appraising Peace Corps training programs

Supplies and Services Contracts

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Advertising Council, Inc. New York, New York	Advertising services during FY 1966
American Foundation for Continuing Education Aspen, Colorado	Development of materials for use in study-discussion programs in Peace Corps training
Government of the Virgin Islands Charlotte Amalie, Virgin Islands	Subsistence for Volunteers and Peace Corps employees in the Virgin Islands
Hampton Institute Hampton, Virginia	Development of course material for training Trainees in the Temne language and collating a Mende language course

Table 1 - Page 17

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Indiana University Foundation Bloomington, Indiana	Phase I of the development of basic and intermediate course materials for various African languages
(Same)	Development of preliminary material for training Volunteers in the Susu language of Guinea
Institute of Modern Languages Washington, D. C.	Development of language materials for training Volunteers in the Tswana language of Bechuanaland
Menninger Foundation Topeka, Kansas	Medical psychiatric consultation on training programs and overseas service in the Peace Corps
Michigan State University East Lansing, Michigan	Development of a basic conversational course in the West African pidgin language
Monocle Periodicals New York, New York	Development of concepts in connection with the fifth anniversary of the Peace Corps
Princeton University Princeton, New Jersey	Contract for improvement of TEFL training programs by use of the video tape feedback method
Schickele, David New York, New York	Preparation of a black and white documentary sound motion picture on Volunteers in Nigeria
Scientific Resources, Inc. Union, New Jersey	Contract for the conduct of orientation sessions for former Volunteers who will participate in Peace Corps training programs
Syracuse University Syracuse, New York	Development of training materials in Somali
Training Corporation of America Falls Church, Virginia	A study of the application of the planning programming budgeting system to Peace Corps programs in selected countries

Table 1 - Page 18

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Utah, University of Salt Lake City, Utah	Development of Amharic language training materials
Wisconsin, University of Milwaukee, Wisconsin	Conduct of orientation sessions for former Volunteers who will participate in Peace Corps training programs

Table 1
Fiscal Year 1967 Contracts - Training

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
American ORT Federation, Inc. New York, New York	Language and vocational skill training of Trainees for a rural vocational education project in the Ivory Coast
Antioch College Yellow Springs, Ohio	Training of Trainees for arts and handicrafts projects in Ecuador
Arizona, University of Tucson, Arizona	Training of Trainees for a directed recreation and community development project in Venezuela
University of California Davis, California	Training of Trainees for a food production project in India
(Same)	Training of Trainees for a rice production/rural development project in Nepal
Chicago, University of Chicago, Illinois	Training of Trainees for a family planning project in India
Educational Services, Inc. Newton, Massachusetts	Training of Trainees for secondary education projects in Ghana and Nigeria
(Same)	Training of Trainees for math/science and physical education projects in Nigeria
Experiment in Inter- national Living Putney, Vermont	Training of Trainees for a health project in Afghanistan
Frederic Burk Foundation for Education San Francisco, California	Training of Trainees for public administration, city planning and city government and services projects in Venezuela
(Same)	Training of Trainees for an educa- tion project in Liberia

Table 1 - FY 67 - Page 2

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Fresno State College Foundation Fresno, California	Training of Trainees for a food production project in India
(Same)	Training of Trainees for an agricultural project in Iran
George Washington University Washington, D. C.	Training of Trainees for a rural community development project in Colombia
Great Lakes Colleges Association Yellow Springs, Ohio	Training of Trainees for a rural community development project in Colombia
Los Angeles State College Foundation Los Angeles, California	Training of Trainees for an industrial arts project in Malaysia
Montana State University Bozeman, Montana	Training of Trainees for agricultural extension and rural electrification projects in Ecuador
San Diego State College Foundation San Diego, California	Training of Trainees for a rural education project in Jamaica
State University of New York Albany, New York	Training of Trainees for Latin America math or science teaching or teacher training assignments
Texas Technological College Lubbock, Texas	Training of Trainees for an agricultural development project in Colombia
Texas, University of Austin, Texas	Training of Trainees for an education project in Afghanistan
UAW Solidarity Social, Technical, and Educational Programs, Inc. Washington, D. C.	Recruitment and training of Trainees for service in Gambia

Table 1 - FY 67 - Page 3

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Virgin Islands, College of the	Cultural, technical and language training of Trainees for projects in the Leeward-Windward Islands
Westinghouse Electric Corporation Baltimore, Maryland	Training of Trainees for a TESL/ community development project in the Trust Territory of the Pacific
Wheelock College Boston, Massachusetts	Training of Trainees for a child care project in Tunisia
Wilmington College Wilmington, Ohio	Training of Trainees for agricultural development projects in Latin America

Overseas Support Contracts

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Agri Research, Inc. Manhattan, Kansas	Professional support of agricultural extension and cooperatives projects in Nepal
Educational Services, Inc. Newton, Massachusette	Professional support of a math/science project in Ethiopia
Hawaii, University of Honolulu, Hawaii	Professional support of a health project in the Trust Territory of the Pacific
Humboldt State College Foundation Arcata, California	Professional support of a fishery cooperatives project in Chile
Laubach Literacy Fund, Inc. Syracuse, New York	Professional support of educational television and literacy projects in Colombia

Table 1 - FY 67 - Page 4

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Marquette University Milwaukee, Wisconsin	Professional support of an education project in Korea
RCA Service Company Camden, New Jersey	Professional support of an industrial training project in Chile
Teachers College, Columbia University New York, New York	Professional support of education projects in Peru

Research Contract

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Rosalind P. Pearson Washington, D. C.	Preparation of a manual on living and working in Afghanistan for use in Peace Corps training

Supplies and Services Contracts

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Cornell University Ithaca, New York	Development of Waray-Waray language training materials
Dartmouth College Hanover, New Hampshire	Development of language training materials in Fang, Cabrais, Kotokoli and Mina/Ewe
Federal Electric Corporation Paramus, New Jersey	A study to develop a multi-year program in Botswana utilizing PCVs and considering capital and technical inputs as appropriate

Table 1 - FY 67 - Page 5

<u>Name and Address of Contractor</u>	<u>Purpose of Contract</u>
Louis Harris and Associates, Inc. New York, New York	Conduct a study of 300 applicants (150 for Micronesia and 150 other) during the recruiting drive for the Trust Territory program
Howard University Washington, D. C.	Development of preliminary language materials and tape recordings for Libyan Arabic and Tamachek
International Center for Language Studies, Inc. Washington, D. C.	Language training in 29 languages for Peace Corps doctors
Lipez, Richard Arlington, Virginia	Provide a manual on living and teaching in Ethiopia
Starkweather, Frank E. Newton, Massachusetts	Provide a manual on living and teaching in Nigeria
Washington, University of Seattle, Washington	Development of Quechua language training materials

Table 1 A

Contracts Issued Prior to FY-1966
Which Were Amended During FY-1966 to Cover New Programs

<u>Type</u>	<u>Action</u>	<u>Contractor</u>	<u>Purpose</u>
S. A. *		Stanford University	To reobligate FY-1966 funds and to extend the period of contract performance (Research)
S. A.		Purdue Research Foundation	To provide for additional analysis of data and to extend the period of contract performance (Research)
S. A.		Ohio University	To provide funds for the payment of overseas allowances for an additional 44 PCVs, and a second amendment for allowances for an additional 19 PCVs
S. A.		University of California - Los Angeles	To provide for additional professional support services and to increase by 100 the number of PCVs supported
C.O. **		University of North Carolina	To obligate FY-1966 funds (Research)
C.O.		Research Institute for the Study of Man	To provide operating funds for FY-1966 (Research)
S.A.		Michigan State University	To provide funds for the continuation of the analysis of data concerning PCVs to support the validation of selection criteria, and to have the Contractor perform all keypunching operations of raw data (Research)
S.A.		National 4-H Foundation	To provide funds for the overseas support of 15 additional PCVs and to extend the period of contract performance

* S. A. = Supplemental Agreement

** C. O. = Change Order

*** A. N. = Administrative Notice

Table 1 A - Page 2

<u>Type</u>	<u>Action</u>	<u>Contractor</u>	<u>Purpose</u>
S. A.	University of Utah		To provide funds for a more extensive testing program with more tests and more scores per test, which thereby extends the period of contract performance (Research)
S. A.	Teachers College, Columbia University		To extend the period of performance and to provide for the training of 175 additional PCTs
S. A.	University of Oklahoma		To provide for the instructional support of three Latin America Fall 1965 training programs at the Peace Corps Puerto Rico Training Center and to provide for Advanced Project Director support for Summer 1966 training programs
S. A.	Michigan State University		To provide training for Trainees for a secondary teaching project in Nigeria
S. A.	University of Hawaii		To provide funds for the training of additional Trainees
S. A.	University of Washington		To provide funds for the development of a basic language course in Aymara
A. N.	University of Washington		To provide funds for the training of additional Trainees
S. A.	Cooperative League of the USA		To provide funds to cover the administration of additional PCVs and to extend the period of contract performance (Overseas)
S. A.	Yale University		To obligate FY-1966 funds (Research)
A. N.	University of Wisconsin		To transfer funds from FY-1965 to FY-1966 (Research)
A. N.	University of California- Los Angeles		To transfer funds from FY-1965 to FY-1966 (Research)

Table I A
Contracts Issued Prior to FY-1966
Which Were Amended During FY-1967 to Cover New Programs

<u>Type Action</u>	<u>Contractor</u>	<u>Purpose</u>
C. O.	Research Institute for the Study of Man	To provide FY-1967 operating funds (Research)
A. N.	Michigan State University	To obligate FY-1967 funds (Research)
A. N.	University of Hawaii	To provide FY-1967 funds for Fall training programs
S. A.	University of Washington	To provide funds for the training of Trainees for a TB eradication project in Bolivia