

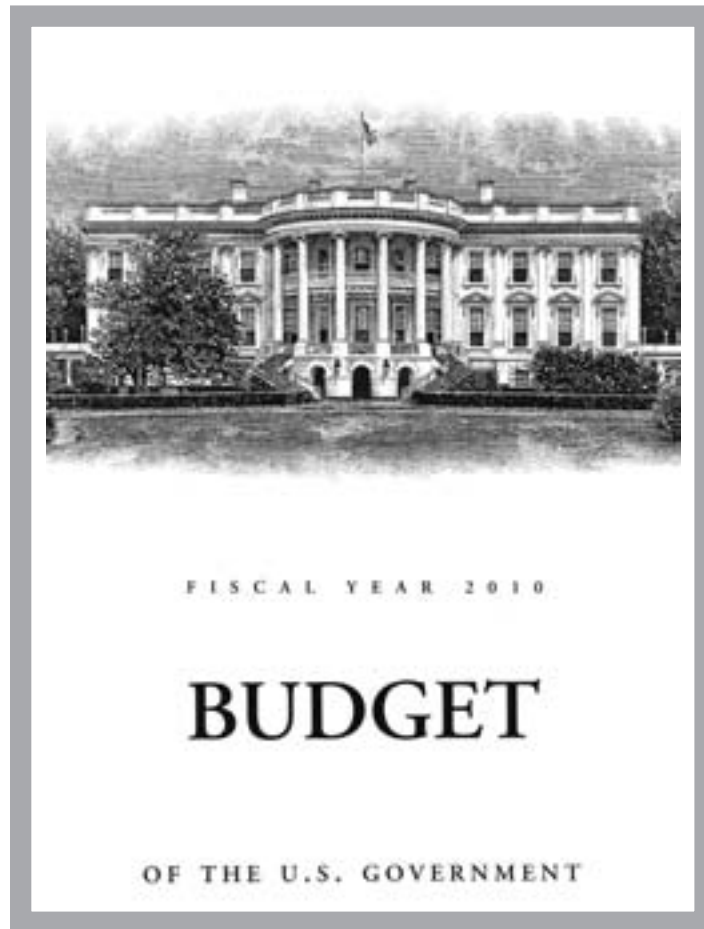


Peace Corps
Congressional Budget Justification | Fiscal Year 2010



CONTENTS

Letter from the Director	
Executive Summary	vii
The Peace Corps Strategic Plan	2
Budget Information	19
Safety and Security: The Overarching Priority	27
The Volunteer	31
Program Priorities: How Peace Corps Volunteers Serve Around the Globe	32
Volunteer Statistics	38
Number of Peace Corps Volunteers Working in HIV/AIDS Activities | FY 2008	39
Countries Where Peace Corps Volunteers Serve	40
Languages Spoken by Peace Corps Volunteers Across the World	41
The Phases of the Volunteer	44
Domestic Programs: “Bringing the World Home”	47
The Peace Corps’ Educational Partnerships in the United States	52
Home States of Peace Corps Volunteers	54
Regional Summaries and Post Data	55
Africa Region	56
Europe, Mediterranean, and Asia Region	59
Inter-America and the Pacific Region	63
Post Statistical Profiles	67
Peace Corps Post Data	102
Reports to Congress	105
Foreign Currency Fluctuation Account	106
The Peace Corps’ Performance Plans FY 2009 and FY 2010	107
The Peace Corps’ FY 2008 Performance Results	119



PEACE CORPS FY 2010 BUDGET REQUEST

The Peace Corps budget request for FY 2010 is \$373,440,000, an increase of \$33,440,000 over the FY 2009 appropriation of \$340,000,000. The FY 2010 request will enable the Peace Corps to provide support to Americans serving as Volunteers in approximately 75 countries worldwide in 2010, including the necessary safety and security provisions for Volunteers and staff. The Peace Corps' FY 2010 budget request represents the first step in a strategic presidential initiative to increase the number of Peace Corps Volunteers 25 percent by 2012 and 50 percent by 2016.

THE DIRECTOR OF THE PEACE CORPS
WASHINGTON, DC

Dear Member of Congress:

I am pleased to submit the Peace Corps' FY 2010 budget request of \$373.44 million. These funds will be used to recruit, train, and support the thousands of American women and men who devote two years of their lives to serve as Peace Corps Volunteers in communities around the world.

President Obama is inspiring all Americans to serve their country, and his administration is committed to providing as many opportunities as possible for Americans to serve as Peace Corps Volunteers.

The Peace Corps continues to capture the imagination of the American people and stands ready to accept and support a new generation of Volunteers inspired by President Obama. In the last year, the Peace Corps has received over 13,000 applications, an increase of 16 percent from the previous year. There has also been an increase in the number of countries interested in hosting a Peace Corps program.

With a structured plan for quality growth in place, the Peace Corps is evolving to meet the challenges of the 21st century. For example, we now teach over 250 languages to prepare our Volunteers for full integration into their communities. Equipped with the necessary language and cultural skills, Volunteers become effective grassroots innovators, working on projects ranging from constructing solar stoves in Central America to improving internet access in Azerbaijan, or teaching bicycle repair techniques in Mauritania. In addition to helping interested countries meet their needs for trained men and women, these community projects help promote a better understanding of Americans on the part of the peoples served.

Long renowned for its international service and its positive representation of the United States overseas, the Peace Corps is also charged with a third goal—to help Americans develop a better understanding of other peoples. Programs like Peace Corps Week and Coverdell World Wise Schools provide an opportunity for returned Volunteers to share their experiences with the American public and truly “bring the world home.” Through Peace Corps service abroad, Volunteers acquire valuable skills in leadership, foreign language, and cross-cultural understanding, and often pursue public service careers in education, health, and government.

I recognize the considerable challenges that you and your congressional colleagues confront in determining the federal budget for FY 2010. These are difficult times in many ways, yet they are also times that present new opportunities for Americans to serve our country. The Peace Corps remains one of the best means for Americans to take advantage of these opportunities for service and to have a life-enriching experience in the process.

Our Volunteers, both current and past, have benefited people the world over through their service and friendship, a noble mission we strive to improve every day. On behalf of the Peace Corps' extended family, I thank you for your consideration and support.

Sincerely,



Jody K. Olsen
Acting Director

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Congressional Budget Justification | Fiscal Year 2010

EXECUTIVE SUMMARY

The Peace Corps provides practical assistance to developing countries by sharing America's most precious resource—its people. The close interaction between Peace Corps Volunteers and local communities has allowed the Peace Corps to establish an admirable record of service that is recognized around the world. For 48 years, Peace Corps Volunteers have helped build the path to progress with people who want to build a better life for themselves, their children, and their communities. Around the world, Peace Corps Volunteers continue to bring a spirit of hope and optimism to the struggle for progress and human dignity. Nearly 200,000 Americans have served in 139 countries since the agency's establishment.

While times have changed since the Peace Corps' founding in 1961, the agency's mission—to promote world peace and friendship—has not. The three core goals of the Peace Corps are as relevant today as they were 48 years ago:

1. To help the people of interested countries in meeting their need for trained men and women.
2. To help promote a better understanding of Americans on the part of the peoples served.
3. To help promote a better understanding of other peoples on the part of Americans.

The Peace Corps' FY 2010 budget request of \$373.44 million is the first step in a strategic presidential initiative to increase the number of Peace Corps Volunteers 25 percent by 2012 and 50 percent by 2016. The overarching plan is to provide quality growth that is strategic and cost effective. In addition, it is critically important to undertake key changes to improve our Volunteer recruitment processes and to implement technological changes to improve the effectiveness and efficiencies of our domestic and overseas operations. With this important groundwork being laid in FY 2009 and FY 2010, the Peace Corps will achieve its growth targets.

In addition to increasing the number of new Volunteers in FY 2010, the proposed budget will be used to further automate the business processes related to the recruitment and placement of Americans applying to the Peace Corps. Investments in the proposed Volunteer Delivery System will integrate all Volunteer-related business processes, currently encompassing disconnected databases and business systems. Full integration of the core business process of the Peace Corps, including recruitment, screening, placement and training, support and medical care, will facilitate a rapid increase in Volunteer levels, promote efficiency, and ensure compliance with federally-mandated privacy requirements. The Peace Corps will be able to more quickly and appropriately match recruits to Volunteer positions, thereby simultaneously increasing Volunteer satisfaction and host country benefit levels. Faster recruitment processing also promotes higher recruiting yield. An integrated system is a vital and long-overdue asset for achieving effectiveness and business continuity, essential for an agency that limits employment to five years.

The safety and security of each Volunteer remains the agency's number one priority. All trainees, before they are sworn-in as Volunteers, must demonstrate proficiency in key worldwide safety and security competencies. The Office of Safety and Security staff will continue its commitment to research, planning, training, and compliance. And, the agency will continue to do its part to ensure that all Volunteers have an extensive support system and a quality Volunteer experience.

The Congressional Budget Justification also includes the Peace Corps' Strategic Plan for Fiscal Years (FY) 2009–2014. The agency is proud of its inclusive efforts to craft a new strategic plan with outcome-oriented strategic goals that link directly to accomplishing the agency's longstanding core goals and mission. The strategic plan for FY 2009–2014 presents five strategic goals the Peace Corps seeks to achieve. Each strategic goal shows the related performance and outcome goals, followed by the means and strategies that will be implemented to accomplish the goals. The Peace Corps strives for continuous improvement to provide the most efficient and effective use of resources in serving the needs of our Volunteers, staff, and host country partners, in fulfilling our commitment to the American people.

Encouraging service and volunteerism among the American people has a long tradition in the United States and is a priority of this administration. The Peace Corps has played a critical role in that tradition for nearly 50 years and stands ready to add to its proud history in the coming years.

Over 100,000 people contact the Peace Corps each year seeking information about serving as a Volunteer, and we anticipate that number will rise. We are prepared to meet that challenge and to fully support the men and women who serve America as Volunteers. When those Volunteers complete their overseas service, many continue their commitment to volunteerism or use their skills and experience to enhance careers and make contributions to our society in virtually every sector. It is the people-to-people relationships that Peace Corps Volunteers forge with their host country colleagues and communities that serve as a crucial foundation for world peace, cross-cultural exchange, and understanding—and make a lasting investment for the United States.

Handwritten notes on the wall include:

- SOLO MENTAL**
- CONVENCIONES**
- Factores de Riesgo**
- Seguridad Económica**
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THE PEACE CORPS STRATEGIC PLAN FISCAL YEARS 2009–2014

Positioning the Peace Corps for Growth and Impact in the 21st Century

Agency Mission

The Peace Corps' mission is to promote world peace and friendship. While much has changed in the world since the Peace Corps' founding in 1961, its mission has not. The Peace Corps' three core goals are as relevant today as they were over four decades ago:

1. To help the people of interested countries in meeting their need for trained men and women.
2. To help promote a better understanding of Americans on the part of the peoples served.
3. To help promote a better understanding of other peoples on the part of Americans.

The Peace Corps carries out its mission and goals by assisting interested countries with their development needs and building cross-cultural understanding while providing efficient and effective support to ensure a positive Volunteer experience for a diverse group of Americans in a safe and secure environment.

Since the program's inception, nearly 200,000 Americans have served as Peace Corps Volunteers, and the agency has partnered with 139 countries around the world. These Volunteers foster positive relationships with host country nationals, dispel myths about Americans, and promote sustainable development. During and after their service, Volunteers share, with the American people, information about life overseas, the people they have served, and the cultures they have experienced.

Overall, the Peace Corps provides practical assistance to developing countries by sharing America's most precious resource—its people. The men and women who serve as Peace Corps Volunteers reflect the rich diversity of the United States and represent some of the finest characteristics of the American people: a generosity of spirit, a strong work ethic, a commitment to service, and an approach to problem solving that is both optimistic and pragmatic. Peace Corps Volunteers are afforded no special privileges and often live in remote, isolated communities where they speak local languages and learn the cultures and customs of the people they serve. The Peace Corps combines development with personal relationships that Volunteers forge with host country colleagues and communities. This combination serves as a crucial foundation for peace and friendship for generations to come.

Strategic Goal Overview

The Peace Corps has five new strategic goals that encapsulate all of the key elements needed to measure the agency's performance as it carries out its important mission.

Strategic Goal One

Enhance the capacity of host country individuals, organizations, and communities to meet their skill needs.

Strategic Goal Two

Promote a better understanding of Americans on the part of host country individuals, organizations, and communities served by Volunteers.

Strategic Goal Three

Foster outreach to Americans through agency programs that assist Volunteers and returned Peace Corps Volunteers to help promote a better understanding of other peoples on the part of Americans.

Strategic Goal Four

Provide Volunteers, who represent the diversity of Americans, to meet the evolving technical needs of host countries.

Strategic Goal Five

Implement the Peace Corps mission in an effective and efficient manner through the provision of high quality Volunteer support with optimal health care, safety and security support, and effective management of resources.

Overview of the Strategic Plan Development

In May 2007, the Office of Strategic Information, Research, and Planning was created and charged with enhancing the agency's strategic planning and reporting, evaluation and measurement, and data governance efforts. The office led the agencywide effort to create a new strategic plan for fiscal years (FY) 2009–2014 that positions the Peace Corps for 21st century growth and impact.

Prior to the kickoff of the FY 2009–2014 strategic plan development process, the Peace Corps developed a logic model¹ to show the “relationships among the resources that are invested, the activities that take place (outputs), and the benefits or changes that result (impact).” Through the relationships, the model illustrates how an organization's activities and processes are linked to its output and outcomes, or results and impact. A logic model helps an organization ensure that what it is doing is aligned with its goals.

The Peace Corps Logic Model provides an agency level view of the Peace Corps program and its intended results. It does not include each and every activity, process or function, but instead represents what the organization as a whole is trying to achieve. In this depiction, however, each function is able to identify where it fits in contributing to the outputs and outcomes of the organization.

As a first step in the formulation of the new Strategic Plan for FY 2009–2014, the Peace Corps Logic Model was rolled out to the agency through introductory sessions. This resulted in the participation of approximately 110 staff members at headquarters and the participation of the leadership of 70 percent of all overseas posts.

The agency's development of its new Strategic Plan for FY 2009–2014 was a very inclusive effort that reached out to hundreds of staff members at headquarters and all posts throughout the world for input. The agency created a steering committee and various working committees to formulate specific goals and identify appropriate performance indica-

¹ A logic model is an internationally recognized tool, usually a graphic representation, for accurately framing what an organization does and what it intends to accomplish. It is a “roadmap” that describes the sequence of events connecting the need for a program with the program's desired results.

Peace Corps Logic Model

Peace Corps Goals:

- To help the people of interested countries in meeting their need for trained men and women;
- To help promote a better understanding of Americans on the part of peoples served;
- And to help promote a better understanding of other peoples on the part of Americans.

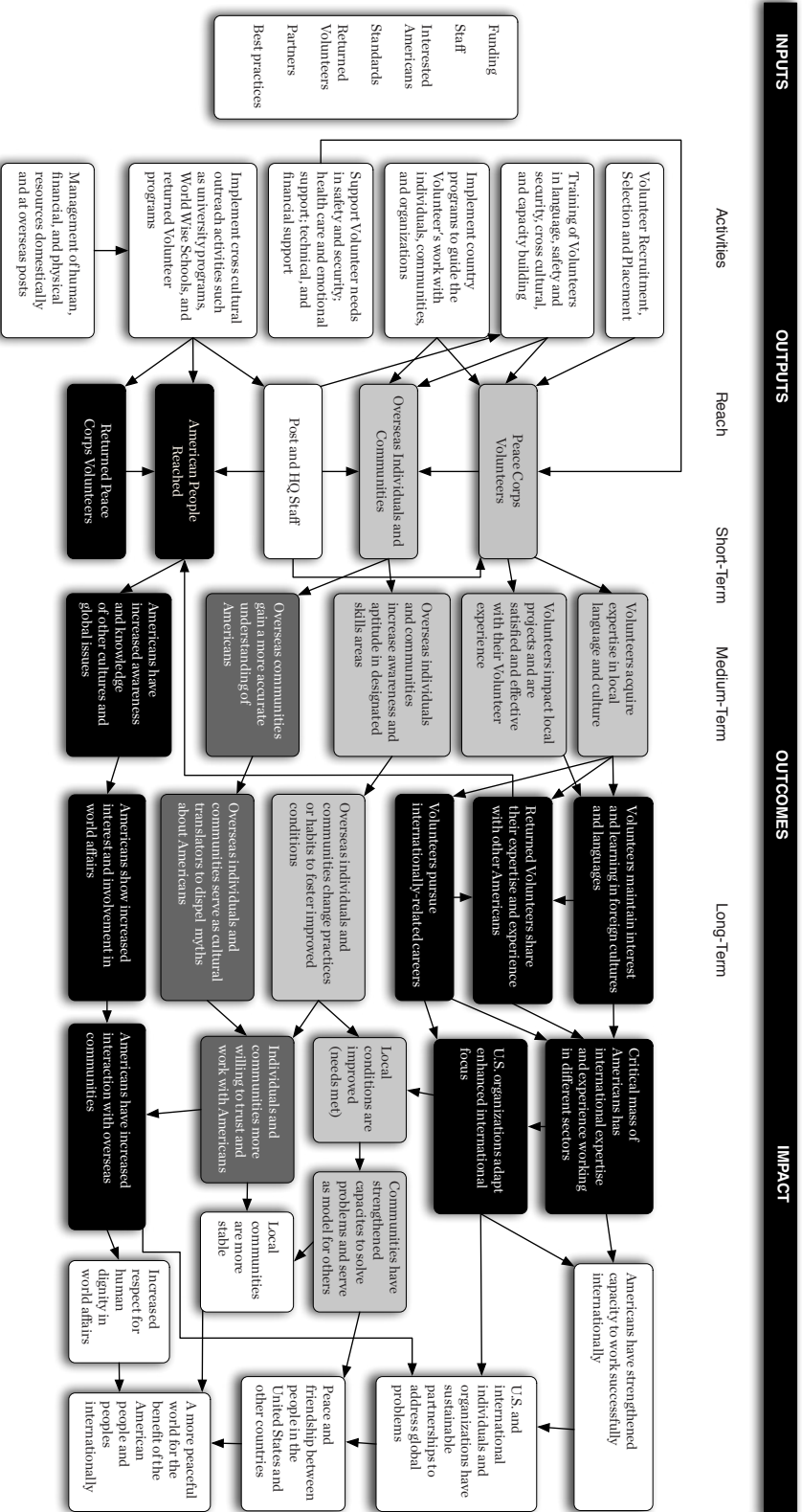
Priorities

- Delivering a trained and diverse group of Volunteers to interested countries to transfer tangible skills and promote cross-cultural understanding, all the while "doing the same work, eating the same food, [and] talking the same language" as locals;*
- Ensuring Volunteers have an effective experience by providing relevant health, safety, and programmatic support;
- Increasing exposure of Americans to other cultures by sharing Volunteer experiences through a variety of avenues; and
- Meeting the needs of applicants and Volunteers with efficient and effective support.

*Language adapted from President Kennedy's Executive Order.

Situation

The Peace Corps addresses the needs of people from interested countries for trained manpower, particularly in meeting the basic needs of those living in the poorest areas of those countries. It also meets the need to promote peace and friendship between the United States and other nations.



Assumptions

- Personal, in-country interaction leads to improved understanding and relations level
- Learning local language increases effectiveness of Volunteer and project
- Recruitment of creative, problem-solvers who are flexible and open-minded keeps Peace Corps relevant
- Two-year immersion of Volunteers leads to transformational empowerment of self and others
- Awareness and knowledge about other cultures generates increased interest and involvement in international affairs

External Factors

- Taxpayers and Congress continue to support the mission—Agency funding
- Foreign governments continue to request and support Volunteer work
- Political, economic, or social instability dampen interest/hinder ability to send PCVs
- Proliferation or reduction of alternate volunteer opportunities
- Peace Corps maintains its independence

tors. Agency managers and staff participated directly with the formulation and vetting of the strategic plan. Moreover, managers understand their responsibility for meeting their performance goals and that their progress will be assessed at regular intervals, including during the mid-year and year-end reviews.

The agency significantly strengthened its alignment of office level performance with agency level performance goals, creating a more integrated set of goals. With field reviews of the agency level plan and agency level reviews of the field plans, both goal alignment and indicator consistency have been improved. The feedback loops on the agency level strategic plan utilized during the budget and performance planning cycle helped domestic and overseas staff look more holistically at the integration of budget and performance for their individual offices as they relate to the agency as a whole.

Furthermore, Peace Corps' agency level performance monitoring and reporting has been significantly strengthened through the assignment of the Peace Corps performance improvement officer and the organizational specific discussions that have been held over the last year. The development of Performance Indicator Data Sheets for each indicator in the FY 2009–2014 Strategic Plan will ensure consistent performance reporting in the future. The data sheets provide important accountability, transparency, and consistency in performance reporting.

The Integrated Planning and Budget System (IPBS) and Peace Corps Strategic Plan

The Integrated Planning and Budget System (IPBS) is the Peace Corps' operational planning mechanism. IPBS is consistent with the planning process defined by the Government Performance and Results Act (GPRA). It features a multilevel planning process that requires each Peace Corps office and sub-office to set goals and establish quantifiable objectives and specific tasks—in essence, a performance plan—with related timelines. IPBS incorporates a three-year planning cycle, where every Peace Corps office and overseas post is required to define its goals and objectives and develop an operational plan and budget that will enable each office to meet them.

During the development of the FY 2009–2011 IPBS plans, all offices and posts were provided the draft of the agency's FY 2009–2014 Strategic Plan to ensure compatibility and alignment of strategic and operational performance goals. This approach also provided an opportunity for the posts and headquarters offices to fully participate in the strategic planning process through their input and ideas.

The IPBS plans are based on projected levels of funding, which are adjusted accordingly if the funding levels are not realized through actual appropriations. This is possible through the annual update of the three-year plan, as well as quarterly reviews and adjustments of office plans. IPBS annually includes an assessment of the previous year's plans and projects. It then identifies lessons learned, potential improvements, and plans for the future. IPBS aligns the agency with federal planning and budget mandates and takes full advantage of the agency's integrated financial management system. The IPBS structure provides appropriate flexibility for all levels of budget holders while demanding increased accountability agencywide. The system has resulted in effective resource management, transparent decision-making, timely external reporting, and the production of financial statements directly from the financial management system.

The agency's operational planning process begins each spring with the issuance of guidance by the Peace Corps Director. Each office aligns its individual plans with the agency's overall direction and then each office's operating plan submission is presented to the Director and reviewed. After the review activities conclude, each overseas post, sub-office, and major office assembles its respective performance plan with an emphasis on alignment with the agency strategic plan and on defining and implementing the outcome and performance goals together with accompanying performance indicators.

Addressing performance results during periodic budget reviews allows the agency to further align performance and budgeting. The integrated mid-year review allows for the reallocation of funding and human resources to correct a course of action if there are challenges in meeting performance goals, or to validate positive actions taken to meet performance goals.

Evaluations

Peace Corps' methods for measuring recruiting, training, and the support of Volunteers (outputs²) has significantly improved over the past several years, but determining Peace Corps' demonstrated impact³ has remained elusive. The Peace Corps has assumed that a two-year Peace Corps Volunteer experience leads to changes for the Volunteer, the host country community, and communities in the United States. Validating these assumptions remains a significant challenge.

The creation of the Office of Strategic Information, Research, and Planning to focus on evaluation efforts is a significant step for the agency. Experienced staff is in place and working closely with all offices to enhance existing data collection efforts and develop new means to collect the data necessary to inform evaluation efforts and demonstrate the impact of the Peace Corps.

As the agency looks to evaluate its impact, the Office of Strategic Information, Research, and Planning is directing research implemented by local host country resources to provide a perspective on the effectiveness of the Peace Corps in accomplishing its mission. Specifically, the Peace Corps will undertake a series of country level studies to evaluate the impact of Volunteers on the host country nationals with whom they live and work. The overseas studies will focus on the outcomes of efforts to transfer needed skills and promote a better understanding of Americans. The study will use a multi-method approach to gather information, and will include outreach to counterparts, host families, and community members, as well as host country ministries and other organizations.

Additionally, the agency plans to conduct an extensive survey of returned Peace Corps Volunteers (RPCVs) to gather more perspective on RPCV efforts to carry out the Peace Corps' third goal of promoting a better understanding of other peoples on the part of Americans. The survey will also obtain RPCV feedback on agency outreach programs to better inform agency programming. The survey will help the agency to assess, through updated and objective data, the effect of RPCV cross-cultural activities on families, friends, and communities throughout the United States with whom RPCVs have come in contact.

The Peace Corps requires overseas posts to develop plans for their projects in health, business, education, or other sectors that describe the goals, objectives, and life spans of such projects. Existing ongoing evaluations include reviews that assure project plans are current and appropriately meet host country needs. Each project sector's strengths and weaknesses are assessed, and the plan is reaffirmed or altered based on lessons learned during its actual implementation.

Additionally, in an effort to focus on the efficiency and effectiveness of Peace Corps operations, the agency continues its program of internal management assessments. The goal of the assessments is to partner with senior leadership to strengthen and improve management at the post or office level. Assessment teams have pursued meaningful solutions to improve post operations and to enhance Volunteer service and programmatic impact. The assessments are insightful, collaborative, and timely and produce specific recommendations for change. Finally, the Office of Inspector General regularly conducts evaluations of the effectiveness of programs that support Peace Corps Volunteers.

These ongoing and future evaluations, from different angles and at different levels, help provide the agency a multidimensional picture of its efficiency and effectiveness, as well as a foundation upon which to build the direction of the strategic plan.

² Outputs are an organization's deliverables and are usually expressed quantitatively (e.g., number of Volunteers in the field).

³ Impact is the net cumulative effect of changes in attitude, behavior and/or condition of the program recipients and their immediate environment. For example, the Volunteers, efforts to carry out the Peace Corps' second goal of promoting a better understanding of Americans are intended to result in overseas individuals and communities gaining a better understanding and serving as cultural translators to dispel myths about Americans. Thus, the impact of the Volunteers' second goal efforts are a more peaceful world for the benefit of the American people and peoples internationally because of the cumulative effect of increased understanding and having individuals and communities more willing to trust and work with Americans.

Key Factors

While social, political, and economic conditions in the United States and abroad have remained favorable for the Peace Corps to continue to carry out its important mission, there are key factors that could affect the agency's ability to achieve its strategic goals. Domestically, the agency has enjoyed solid support from Congress and the American people; however, competition for sufficient funding is often a key issue in being able to maintain the agency's high standards to effectively recruit, train, and support Volunteers who are carrying out the agency's mission. These funding issues have been recently aggravated by negative currency fluctuations and increases in the costs of energy and food throughout the world. Furthermore, as alternate volunteer or employment opportunities flourish or diminish, the agency's ability to attract and place the Americans needed to match the demand from host countries is often affected. Internationally, shifting political, economic, or social conditions can hinder Volunteers' effectiveness on the ground or result in the agency having to close operations in certain countries. While the Peace Corps works in some of the most challenging and dynamic places in the world, which present ever-changing external factors, the agency retains the flexibility to meet its strategic goals.

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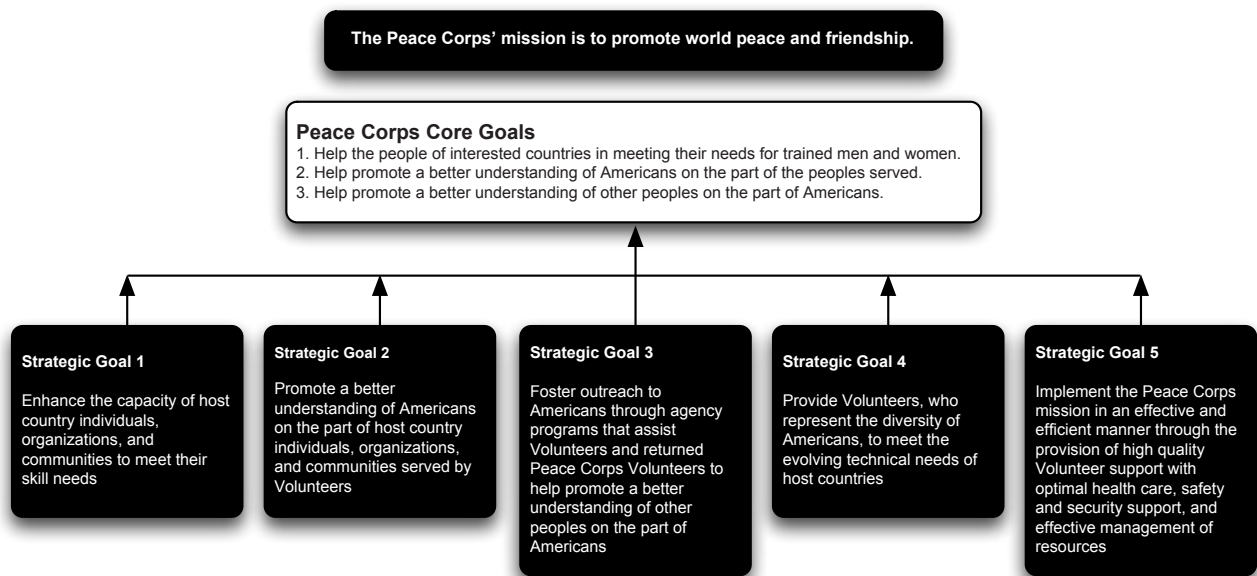
Other Strategic Alignment

Moreover, the Peace Corps reports its annual performance results in the Performance and Accountability Report (PAR), and receives a review via the Performance Assessment Rating Tool (PART) process. The last PART review was completed in 2005, with the Peace Corps receiving an effective rating. In the PAR, the agency must report and analyze its annual performance results compared to the annual targets. Together, these tools ensure that the agency is monitoring and reporting performance goals and results and continually seeking ways to improve.

The annual performance plans have performance indicators that include annual targets for achievement. These indicators are often measured using tools that produce monthly, annual, or ongoing results, such as the Peace Corps Volunteer Survey or specific databases or reports. Thus, the agency is able to address regularly its performance in these key operational areas. The annual performance indicators directly link and roll up into the related performance, outcome, and strategic goals. At the strategic level, the agency can benefit from the long-term trends that the annual data show, as well as the more outcome oriented evaluations directed by the Office of Strategic Information, Research, and Planning.

The strategic plan for fiscal years 2009–2014 lays out five strategic goals that the Peace Corps seeks to achieve. Each strategic goal shows the related performance and outcome goals, followed by the means and strategies that will be implemented to accomplish the goals. All of the goals link back to the agency’s focus on achieving its three core goals and carrying out the Peace Corps’ mission.

Peace Corps’ Five Strategic Goals



Strategic Goal One: Enhance the capacity of host country individuals, organizations, and communities to meet their skill needs.



In order to enhance the capacity of host country individuals, organizations, and communities to meet their skill needs, the agency must first work with the host country to identify its needs. To do this, the agency must have open communication and positive working relationships at all levels—with the host country governments, partner organizations, communities, and counterparts. Once those needs are identified, the agency must provide appropriate Volunteers who are well trained to meet the specified needs and can effectively build capacity and transfer skills. Thus, it is essential to provide Volunteers with adequate language, cultural, technical, and capacity building training.

The Peace Corps currently utilizes projects that focus on six main sectors according to the needs in-country: agriculture, business development, education, environment, health and HIV/AIDS, and youth. Additionally, there are numerous cross-cutting initiatives that are integrated into all sectors as appropriate and allow for agility in recognizing shifts in skills needed on the ground. During the time frame of this Strategic Plan, the agency will be emphasizing the environmental, educational, and food security issues that are critically important and interrelated to addressing the basic development issues in the countries served by the Peace Corps.

A key mechanism to capture data related to Volunteer capacity building and skills transfer activities is the Volunteer activity report, which Volunteers complete and submit on a periodic basis. The agency is deploying an improved data collection tool that will automate, where technological reliability and access exist, how Volunteers record and report data on their community development activities. This new tool will allow overseas staff to more easily aggregate, view, and analyze this data across and among programs within their countries. The implementation and institutionalization of this tool at posts and with Volunteers is both a challenge and an opportunity for the Peace Corps in performance reporting.

Effective Volunteers must be trained and supported by effective overseas staff. The agency is working to improve the way it measures, assesses, and supports overseas staff capacity and performance. The agency conducted an internal assessment on the efficacy of the office charged with providing programming and training support to overseas staff at post. In response to the assessment, the agency is implementing numerous recommendations, including making substantial organizational and functional changes to ensure the office focuses primarily on overseas staff capacity building. Specifically, this office reviewed and redesigned its main overseas staff training program from a four-week training program

to a targeted orientation for overseas staff. The agency plans to supplement this orientation with a performance-based continuum of training.

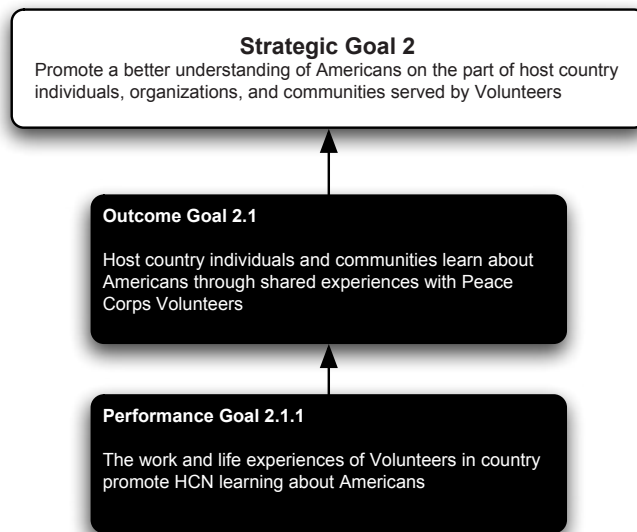
The agency continues to look to technology to assist in effectively leveraging expertise and knowledge through online collaboration and knowledge management platforms. The agency has offered P.DOT (pre-departure online training) for Volunteers to enhance language, cross-cultural, and other skills prior to departing for their country of service. Additionally, the agency's new online collaboration program, called GURU, empowers staff worldwide to share best practices and acquire information and knowledge.

Additionally, the Peace Corps will conduct field evaluations that include host country national assessments of the Peace Corps' success in transferring needed skills and building capacity. The evaluations will identify in what ways and to what degree skills transfer and capacity building occur as Volunteers work alongside their host country counterparts and community members.

Overall, to enhance the capacity of host country individuals, organizations, and communities to meet their skill needs, the agency will:

- Improve connectivity to host country needs and enhance Volunteer training
- Improve Volunteer activity data collection by implementing a more effective reporting tool designed to ease the collection and compilation of Volunteer project, capacity building, and skills transfer activities
- Enhance staff effectiveness in supporting Volunteers through improved overseas staff training, including targeted orientation programs and a performance-based continuum of training
- Implement field data collection based on the feedback of host country nationals to evaluate impact in the transfer of skills and capacity building

Strategic Goal Two: Promote a better understanding of Americans on the part of host country individuals, organizations, and communities served by Volunteers.



The Peace Corps sends Volunteers to countries around the globe to help promote a better understanding of Americans on the part of the host country individuals, organizations, and communities they serve. A key to effectively sharing about Americans is to ensure that Volunteers learn the local language, customs, and culture, and that they can live and work alongside host country nationals in a manner that builds trust and a willingness to work together. Thus, the Peace Corps structures its program to maximize a Volunteer’s ability to integrate into the local community, thereby earning trust and the ability to share a better understanding of Americans.

Because language is such an important component of everyday life and a conduit of cross-cultural interaction, Peace Corps’ language training must ensure that Volunteers are well-equipped to communicate in the local language. The agency is expanding its efforts to help future Volunteers get an early start by providing online tools for language acquisition prior to the intense pre-service training. The agency is using its pre-departure online training (P.DOT) and other language tools to provide for early language exposure. Additionally, the agency continues to ensure that its language testers are properly trained and certified to assess Volunteers’ language abilities. Moreover, the language testing data are being analyzed to determine learning gains and provide insight on overall language learning.

Cross-cultural training for both the Volunteers and their counterparts—the specific host country nationals with whom the Volunteers work on a regular basis—is another key factor in providing the groundwork for positive interactions in which Volunteers share a better understanding of Americans. Effective training can break down cultural barriers that exist through lack of knowledge of cultural norms. The Peace Corps strives to ensure that the pre-service and in-service training prepares Volunteers to integrate into their communities and work with their counterparts to carry out project goals and build cross-cultural understanding.

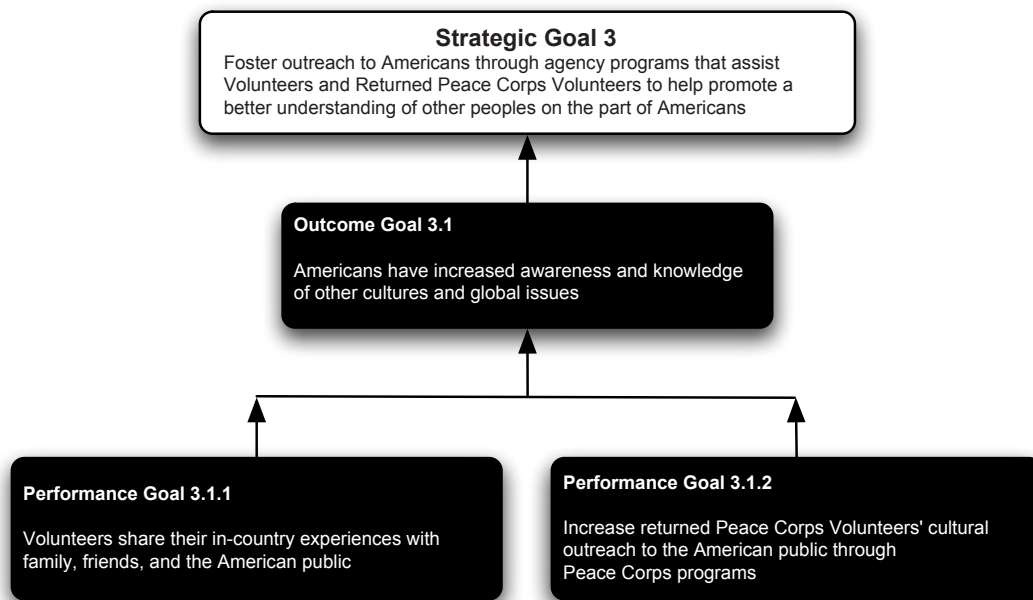
Furthermore, the Peace Corps will conduct field evaluations that include host country national perspectives of their understanding of Americans as a result of interacting with Peace Corps Volunteers. The aim is for host country partners with whom Volunteers live and work to learn from the Volunteer, exhibit a willingness to work together, observe and learn about Americans, have new perceptions about Americans, and increasingly trust the Volunteer. These evaluations will look at the experience from various angles and seek to show the knowledge,

attitude, and behavior changes that occur within the host country populations through their work and contact with Volunteers.

Overall, the Peace Corps strategy to provide Volunteers who help promote a better understanding of Americans on the part of host country individuals, organizations, and communities they serve involves:

- Effecting cross cultural training of Volunteers and their counterparts
- Early and continuous language learning
- Building cross-cultural understanding and communication with local host country nationals and government partners
- Implementation of the field evaluation to obtain host country national feedback on how their understanding of Americans has evolved as a result of living and working with Peace Corps Volunteers

Strategic Goal Three: Foster outreach to Americans through agency programs that assist Volunteers and returned Peace Corps Volunteers to help promote a better understanding of other peoples on the part of Americans.



Volunteers and returned Peace Corps Volunteers (RPCVs) help promote a better understanding of other peoples on the part of Americans through formal and informal interactions during and after their Peace Corps service. The agency supports such interactions by establishing programs that encourage outreach to the American public through a variety of means, such as personal interaction, electronic communication, and cross-cultural education curricula. The interactions are both one-on-one and in large group settings in classrooms, schools, civic clubs, and with other audiences.

The challenge for the Peace Corps in advancing outreach is to ensure that the programs are publicized and on target in matching Volunteers and RPCVs with appropriate audiences, and that the agency uses technology effectively to reach more people to increase knowledge and awareness of cross-cultural issues.

The Peace Corps' education partners at the K-12 and university levels are emphasizing global awareness and 21st century millennium skills, creating a positive environment in which to expand Peace Corps' programs. The agency has

many excellent outreach programs and educational resources. The programs target different segments of the population—ranging from age-based curricula to a correspondence match program that connects a Peace Corps Volunteer with an American classroom to a master’s level program in which a Peace Corps Volunteer’s service helps make progress toward his or her degree. Additionally, the Peace Corps Partnership Program, in which students, clubs, individuals, and organizations provide funds to assist a Peace Corps Volunteer and his or her host community in completing a community driven project, creates a strong connection between the American public and communities overseas.

Moreover, tracking agency progress in interacting with the American public will always be a significant challenge. Since promoting a better understanding of the cultures in which they served is a lifelong commitment that becomes so second nature to most RPCVs, many share their experiences repeatedly but do not report such interactions to the agency. Thus, capturing the true breadth of the interactions and keeping RPCVs connected with agency programs remain areas of opportunity for the agency. The Peace Corps has recently improved upon its RPCV database to provide a consistent, up-to-date repository for contact information for RPCVs. In addition to an improved database, the agency plans to use technology, such as WebEx and e-blasts, to improve support services to partners, stay connected with returned Volunteers, and to publicize its programs through which they can share their overseas experience with Americans. Additionally, the agency will survey RPCVs to gain their perspectives on their activities and agency outreach programs.

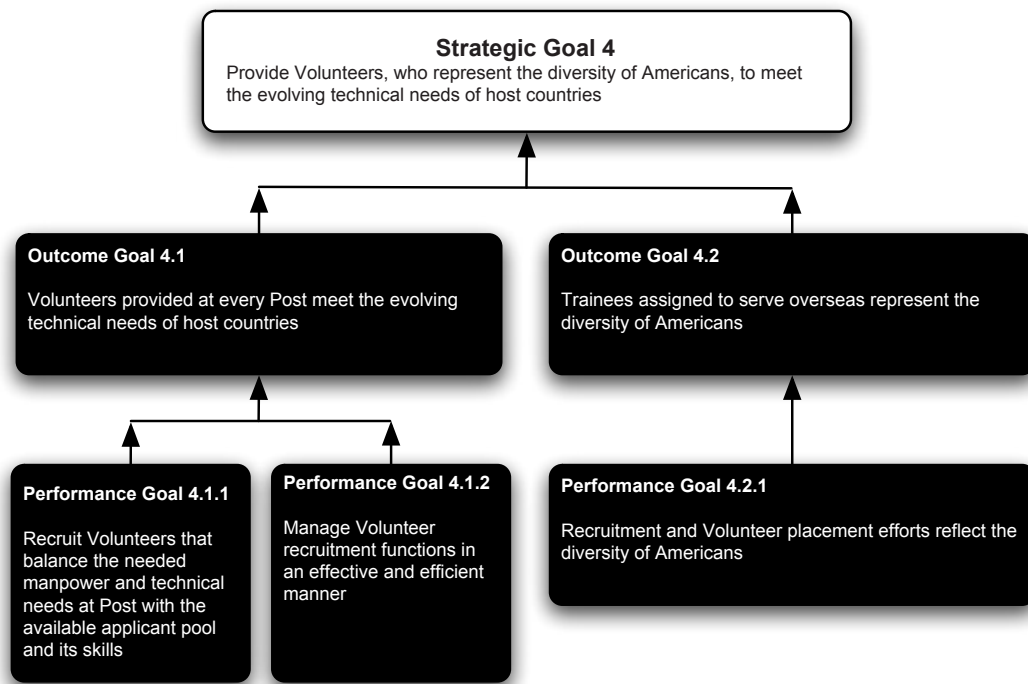
The Peace Corps will celebrate its 50th anniversary in 2011. This landmark occasion will create tremendous opportunities for the Peace Corps community to share with the American public and carry out its outreach mission in a highly visible manner. The Peace Corps is planning events in the nation’s capital and throughout the country to celebrate the anniversary and educate the American public about cultures overseas.

Overall, in order to foster outreach to Americans through agency programs that assist Volunteers and returned Peace Corps Volunteers to help promote a better understanding of other peoples on the part of Americans, the agency will:

- Utilize innovative marketing to broaden the reach of programs
- Improve efforts to keep RPCVs connected
- Implement an RPCV survey to obtain their perspectives on agency outreach programs and their efforts to introduce a better understanding of other peoples to the American people
- Effectively use technology to enhance program support, outreach, and efficiency

Continued on next page

Strategic Goal Four: Provide Volunteers, who represent the diversity of Americans, to meet the evolving technical needs of host countries.



The Peace Corps is charged with supplying Volunteers to host countries to meet their skill needs. Essentially, the agency must properly recruit the “supply” to meet the “demand” for specific skill sets. Thus, it is important to have well refined systems in place to help synchronize the recruitment of individuals with appropriate skill sets with the evolving technical needs of host countries throughout the world. Moreover, since the agency also has a critical cross-cultural component to its mission, it is important that the Volunteers recruited help reflect the rich diversity of Americans.

The Volunteer Delivery System (VDS) is a continuous cycle of Volunteer recruitment, screening, and placement that allows the Peace Corps to deliver the best suited Volunteers for a host country’s needs. The Peace Corps has strategically aligned its VDS with the agency’s mission, modernizing its processes to speed up the delivery process and to reach different diverse groups more effectively. Nonetheless, overall process redesign and improvements are needed to allow for a more seamless exchange of information to provide a continuous and timely flow of data for planning, recruitment, and marketing purposes. In addition to continuing to focus on communication, information technology use, and cross-training to develop synergies and break down barriers to effective and efficient recruitment, the agency has a team focusing specifically on the VDS process redesign.

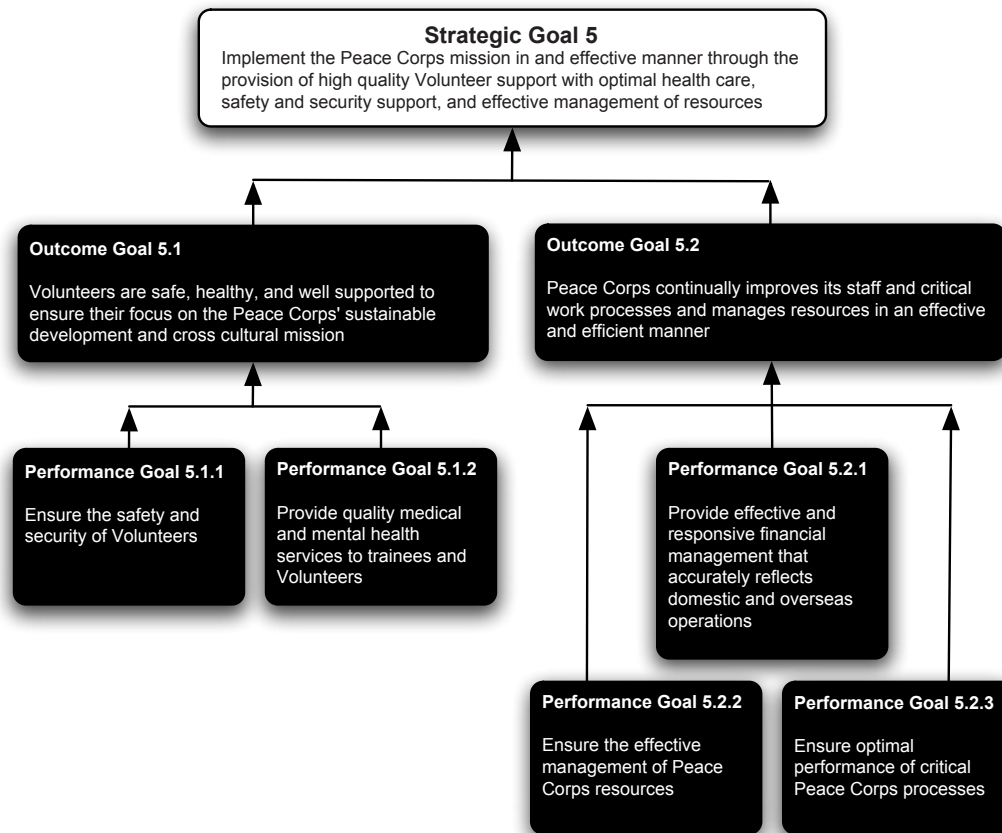
Peace Corps Volunteers are the face of America in the communities in which they serve around the world. Therefore, when Peace Corps Volunteers reflect the rich diversity of Americans, it helps communicate the opportunities and values of the American people. Furthermore, more experienced Volunteers often bring skill sets and life experience that can also bring a different perspective to host communities. As the Peace Corps looks to build a more ethnic, skill-specific, and age diverse corps of Volunteers, the agency will employ broad-based recruiting efforts, strategic planning, and innovative marketing. The agency will use specific research data for appropriate targeting of messages to specific populations such as students, diverse populations, and more mature audiences. Targeted skill-specific outreach will take place through industry associations, federal agencies, and campus communities.

Overall, to provide Volunteers, who represent the diversity of Americans, to meet the evolving technical needs of host countries, the agency will:

- Maximize the number of Volunteers who serve, balancing the available funding and the necessary support to ensure Volunteer effectiveness
- Redesign its Volunteer Delivery System to continue to enhance its effectiveness and optimize communications and efficiencies
- Utilize information technology assets to allow for better and more timely alignment when matching technical and language needs in-country with requisite Volunteer skill sets
- Continue to reduce the amount of time that it takes to respond to applicants to the Peace Corps
- Use creative management tools to support more cost effective and productive means of penetrating lucrative recruiting markets
- Continue to develop market forecasting capabilities and techniques to seek out recruitment opportunities in niche markets, such as more experienced and ethnic populations

Continued on next page

Strategic Goal Five: Implement the Peace Corps mission in an effective and efficient manner through the provision of high quality Volunteer support with optimal health care, safety and security support, and management of resources.



Peace Corps Volunteers serve at the grassroots level worldwide and experience the broadest range of social and environmental conditions, making health and safety risks an inherent part of Volunteer service. Peace Corps staff and Volunteers work together to create a framework that maximizes, to the extent possible, Volunteers' well-being, enabling them to focus on their mission. Furthermore, the effective management of resources creates the ability to provide an excellent level of support to Volunteers in all aspects of their service.

The safety and security of Peace Corps Volunteers is always the agency's highest priority. The agency has dedicated safety and security personnel at overseas posts and headquarters who are part of an extensive safety and security support network. The agency will endeavor to enhance the safety and security of Volunteers by identifying risks, developing mitigation strategies, educating personnel, evaluating effectiveness, and incorporating feedback and appropriate policy revisions. Adequate training of staff and Volunteers and continual assessment are key factors in ensuring Volunteers are well-supported to carry out their work in a safe manner.

The agency is responsible for all aspects of a Volunteer's health care during Peace Corps service. The Peace Corps provides a comprehensive Volunteer health care program that focuses on the delivery of high quality care and service. The Volunteer health program addresses both the physical and mental health of Volunteers and includes training, access to counseling, and the provision of medical services. Peace Corps Volunteers can work in very demanding environments, so the agency will continue to focus on issues of Volunteer resiliency and coping with stress, especially as some Volunteers experience the emotional challenges of working with communities affected by HIV/AIDS. Furthermore, the Peace Corps

is working to utilize information technology to create an integrated health information management system to enhance the agency's ability to provide exceptional customer service and an effective and efficient Volunteer health system from the application process through the post-service phase of a Volunteer's experience.

Effective management of Peace Corps' domestic and overseas operations, including human and financial resources, is critical to carrying out the mission of the agency. The agency has a mechanism in place to send management assessment teams to support posts or offices in need of review and to make recommendations for improvement. Furthermore, the posts must work to integrate the many perspectives of their stakeholders—Volunteers, staff, and host country partners—in ensuring that its programs are on target and serving host country needs. The agency will ensure that the proper communication mechanisms and advisory councils are in place to review and recommend improvements to its programs. Additionally, staff development will be an area of focus for the agency as it seeks to provide consistent, high quality support to its programs over time.

The Peace Corps strives for constant improvement to provide the most efficient and effective services to Volunteers, staff, host country partners, and in the fulfillment of its mission to the American people. In addition to the continual efforts to evaluate and enhance work products throughout the agency, the Peace Corps seeks to regularly review its business processes. Evaluating current models and implementing streamlined critical work processes will enhance services to all of the agency's valuable partners.

Overall, to implement the Peace Corps mission in an effective and efficient manner through the provision of high quality Volunteer support with optimal health care, safety and security support, and effective management of resources, the agency will:

- Ensure that the safety and security environments and programs are regularly assessed, risks mitigated, training provided, and improvements implemented
- Utilize technology to improve and integrate health information systems to more efficiently track, manage, analyze, and utilize data that results in improved health care for Volunteers
- Ensure effective management of resources overseas by implementing the best staff development practices and integrating the expertise of Volunteers, staff, and host country nationals in program development and implementation
- Institutionalize continuous improvement of mission critical work processes

Conclusion

The Peace Corps combines development with the strong people-to-people relationships that Volunteers forge with host country colleagues and communities, providing a crucial foundation for peace and friendship for years to come. Indeed, the core values of the Peace Corps since its establishment on March 1, 1961, have remained steadfast and continue to build stronger communities and cross-cultural relationships between Americans and host country partners around the world.

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For necessary expenses to carry out the provisions of the Peace Corps Act (75 Stat. 612) including the purchase of not to exceed five passenger motor vehicles for administrative purposes for use outside of the United States, \$373,440,000, to remain available until September 30, 2011: Provided, That none of the funds appropriated under this heading shall be used to pay for abortions: Provided further, That the Director may transfer to the Foreign Currency Fluctuations Account, as authorized by 22 U.S.C. 2515, an amount not to exceed \$5,000,000: Provided further, That funds transferred pursuant to the previous proviso may not be derived from amounts made available for Peace Corps overseas operations.

BUDGET OF THE UNITED STATES GOVERNMENT, FISCAL YEAR 2010



Peace Corps FY 2010 Budget Request by Program Operations

(in thousands of dollars)

	FY 2008 Actual	FY 2009 Estimate	FY 2010 Request
DIRECT VOLUNTEER OPERATIONS			
Overseas Operational Management			
Africa	75,536	79,661	84,593
Europe, Mediterranean, and Asia	51,093	54,567	58,598
Inter-America and Pacific	60,138	63,581	67,542
Peace Corps Response (formerly Crisis Corps)	686	1,309	1,352
United Nations Volunteers	100	100	100
Subtotal, Overseas Operational Management	187,553	199,218	212,185
Overseas Operational Support			
Volunteer Support Operations	7,927	8,291	8,668
Federal Employees' Compensation Act	10,238	10,761	11,017
Medical Services Centrally Shared Resources ¹	7,767	5,795	10,580
Overseas Program and Training Support (formerly The Center)	5,354	5,519	5,737
Office of AIDS Relief	275	276	285
Volunteer Recruitment and Selection	14,482	14,863	15,399
Private Sector Initiatives	561	599	622
Centrally Processed Overseas Equipment and Supplies	3,563	5,132	5,114
Volunteer Readjustment Allowance	21,261	21,044	20,464
Reimbursements to Department of State	7,389	7,980	9,019
Subtotal, Overseas Operational Support	78,817	80,260	86,904
SUBTOTAL, DIRECT VOLUNTEER OPERATIONS	266,370	279,478	299,089
VOLUNTEER OPERATIONS SUPPORT SERVICES			
Third Goal Programs			
World Wise Schools	557	582	604
University Programs	580	600	631
Returned Volunteer Services	708	619	739
Subtotal, Third Goal Programs	1,868	1,801	1,974
Agency Administration			
Director's Office, General Counsel, OSIRP, & Congressional Communications	5,959	5,892	6,181
Communications	2,459	2,463	2,348
Safety and Security	4,207	3,032	3,187
Safety and Security Centrally Managed Resources ¹	0	639	1,250
Office of the Chief Financial Officer	11,570	12,374	12,769
OCFO Centrally Managed Resources	1,210	2,837	2,096
Acquisitions & Contracts	1,375	1,487	1,642
Office of the Chief Information Officer	7,625	9,220	9,260
Information Technology Centrally Managed Resources ²	5,016	11,205	11,086
Office of Management	5,874	5,946	5,794
Office of Management Centrally Managed Resources	12,325	13,114	13,604
Inspector General	3,106	3,371	3,860
Subtotal, Agency Administration	60,727	71,580	73,077
SUBTOTAL, VOLUNTEER OPERATIONS SUPPORT SERVICES	62,595	73,381	75,052

	FY 2008 Actual	FY 2009 Estimate	FY 2010 Request
GRAND TOTAL AGENCY	328,965	352,859	374,140
APPROPRIATED RESOURCES	333,500	340,000	373,440
RESCISSION	-2,701	0	0
TOTAL ENACTED	330,799	340,000	373,440
UNOBLIGATED BALANCE FROM PREVIOUS YEAR	7,619	11,715	0
UNOBLIGATED BALANCE FROM ERFI AVIAN FLU	681	445	0
TOTAL APPROPRIATED RESOURCES	339,099	352,160	373,440
MISCELLANEOUS RESOURCES	2,983	1,500	1,500
FOREIGN CURRENCY FLUCTUATION	0	0	0
RESERVE FOR UNRECORDED OBLIGATIONS	-957	-800	-800
EST UNOBLIGATED BALANCE AVIAN FLU PREPAREDNESS	-445	0	0
ESTIMATED UNOBLIGATED BALANCE AT END OF YEAR	-11,715	0	0
TOTAL AVAILABLE BUDGETARY RESOURCES	328,965	352,859	374,140

(Detail may not add due to rounding)

¹ Forward Funded in FY 2008 for FY 2009: Safety and Security Centrally Shared Resources; Medical Services Centrally Shared Resources

² Forward Funded in FY 2007 for FY 2008: Information Technology Centrally Managed Resources



DESCRIPTION OF THE PEACE CORPS' OPERATIONAL AREAS

DIRECT VOLUNTEER OPERATIONS

Overseas Operational Management

Regional Operations

Overseas operations are organized and administered through a regional structure composed of three offices: Africa; Europe, Mediterranean, and Asia; and Inter-America and the Pacific. These offices provide general oversight and direction to Peace Corps country programs, or posts. Post budgets include Volunteer allowances (living, settling-in, and leave), training for Volunteers, in-country travel for Volunteers and staff, return travel for Volunteers, in-country medical costs, including the health unit, and Volunteer safety and security activities.

Before qualifying to serve as a Volunteer, a trainee must participate in a pre-service training of 10 to 12 weeks. This training includes intensive language instruction, cross-cultural training, technical skill enhancement, and training in personal health and safety. Most of the time, this training is contiguous. However, in some situations, a split pre-service training is preferred in which technical skills are enhanced and more detailed training provided shortly after Volunteers have had thorough exposure to their actual worksites. Volunteers also receive training during their service to increase their job effectiveness and satisfaction.

In addition, overseas budgets cover the costs of maintaining the posts: local staff, security, rents, communications, utilities, supplies, and equipment. They also cover the costs to headquarters of managing overseas operations. These costs include salaries and benefits of overseas American and headquarters' regional staff, assignment travel for staff and Volunteers, and certain pre-service training costs borne by headquarters.

Peace Corps Response

Formerly known as Crisis Corps, Peace Corps Response sends extending and former Volunteers on short-term assignments to assist with disaster relief and humani-

tarian response efforts. The name change better reflects Peace Corps' shift toward preparedness training and allays the fear of host governments anxious to avoid the term "crisis" when dealing with unexpected disasters.

United Nations Volunteers

The Peace Corps participates in the United Nations Volunteer program by recruiting American Volunteers and providing them with some financial and logistical support.

Overseas Operational Support

Volunteer Support

This office provides medical support for Volunteers, medical screening oversight for applicants, and initial and ongoing training for medical contractors.

Federal Employees' Compensation Act (FECA)

Under the Federal Employees' Compensation Act, the Peace Corps reimburses the Department of Labor for disability payments and medical costs for returned Volunteers and staff who experience service-related injuries or sickness. A vast majority of these costs relate to Volunteers' claims; staff claims are minimal.

Medical Services Centrally Shared Resources

These are Volunteer medical expenses, including care and travel for medical evacuations and the costs of pre- and post-service physical examinations.

Overseas Programming and Training Support

This office (formerly named the Center for Field Assistance and Applied Research) supports programming and training in the field. It identifies and disseminates best practices in Volunteer programs and training, collects and analyzes data from Peace Corps projects, applies technology to the promotion of innovation and learning, manages partnerships and reimbursable agreements with other agencies, provides training and development opportuni-

ties to overseas field staff, and manages the pre-departure orientation Volunteers receive in the United States before leaving for overseas pre-service training.

Office of AIDS Relief

Established in 2005, this office provides agency-level policy, overall leadership, and general supervision, direction, and coordination of all domestic and foreign HIV/AIDS activities relating to agency programs.

Volunteer Recruitment and Selection

This office oversees the recruitment of Volunteers through nine offices across the United States. It assesses the technical and personal skills of applicants and matches qualified persons to specific Volunteer projects. Applicants go through a multifaceted and competitive screening process that includes interviews, evaluations, and reference checks.

Private Sector Initiatives

This office manages private sector funds and in-kind contributions received by the Peace Corps. These funds are used to support Volunteer projects.

Centrally Processed Overseas Equipment and Supplies

Overseen by the Office of Management, this account funds the purchase of vehicles for overseas Volunteer support and supplies for Volunteers such as medical kits, eyeglasses, and mosquito nets.

Volunteer Readjustment Allowance

An allowance of \$225 per month of service is provided to Volunteers upon termination of service to assist them when they return to the United States.

Reimbursements to the Department of State (ICASS)

These are payments the Peace Corps makes to the Department of State for administrative support. Some financial management support is also included here, although the Peace Corps has directly provided most financial management support to its overseas posts since the end of fiscal year 1998.

VOLUNTEER OPERATIONS SUPPORT SERVICES

Third Goal Programs

Paul D. Coverdell World Wise Schools

This program allows current and former Peace Corps Volunteers to share their overseas experiences with American schoolchildren and young adults. Nearly 3 million students in all 50 states have communicated directly with Volunteers serving in 100 countries since the program's inception in 1989.

University Programs

This office manages two partnership programs with universities throughout the United States. The Fellow/USA program, which began in 1985, provides the opportunity for RPCVs to work toward graduate degrees and to gain professional experience at the same time in such fields as teacher education, community/economic development, nursing and public health, and environmental studies. In consideration for educational benefits offered by participating universities, Agency Fellows work as teachers or as interns with nonprofits or other community agencies. The Master's International program has been in existence since 1987. Through this program, graduate students incorporate two years of Peace Corps service as a hands-on practicum between an initial year of graduate work and a return to campus to finish their degrees.

Returned Volunteer Services

This office assists Volunteers with the readjustment process when they return to the United States by providing job and other practical information. It also serves as a liaison with private returned Volunteer groups and with Peace Corps offices that collaborate with former Volunteers.

AGENCY ADMINISTRATION

Director's Office; General Counsel; Congressional Relations; and Office of Strategic Information, Research & Planning

These offices provide general policy direction, legal advice, and compliance verification to the agency. They also coordinate all external communication and serve as a liaison to

Congress and other federal agencies. The Director's Office also includes the American Diversity Program.

Office of Communications

This office manages all official internal communications, marketing and advertising, video production and photography, the external website, press relations, and agency publications. In addition, the office produces recruitment tools that support the Office of Volunteer Recruitment and Selection.

Safety and Security

This office coordinates and promulgates all worldwide Peace Corps safety and security policies, save for IT systems security which, by law, is the domain of the Chief Information Officer. Through use of the Volunteer Safety Council, the Crime Statistics and Analysis Unit, and continuing consultation with appropriate federal agencies, Peace Corps regions, and the field, the office institutes, reviews, refines, and recommends security policy to the Director of the Peace Corps. The office also oversees and manages domestic emergency preparedness and physical security, information and personnel security, safety and security of Volunteers and staff overseas, and the collection and analysis of security statistics and trends, and other safety risks to Volunteers.

Safety and Security Centrally Managed Resources

These resources are primarily for domestic security guard contracts with the Department of Homeland Security. Crime response funds are also managed within this account that can be directed to any part of the world where crimes against Peace Corps Volunteers requires a swift response.

Office of the Chief Financial Officer

The OCFO oversees all financial management activities relating to the programs and operations of the agency; maintains an integrated agency budget accounting and financial management system; provides financial management policy guidance and oversight; and monitors the financial formulation of the agency budget and the financial execution of the budget in relation to actual expenditures.

Office of the Chief Financial Officer Centrally Managed Resources

These resources are primarily for staff costs such as unemployment compensation, severance pay, terminal leave payments, foreign currency fluctuations, and overseas staff medical evacuation.

Acquisitions & Contracts

This office is responsible for agency procurement policies and procedures, ensuring compliance with the Federal Acquisition Regulations and the Peace Corps Act. It provides technical guidance and advice to agency staff worldwide on procurement matters and handles all procurement actions for domestic offices.

Office of the Chief Information Officer

This office provides leadership for, and management of, the development and application of information technology resources and methodologies in support of the Peace Corps' mission at headquarters, U.S. regional offices, and overseas posts. It serves as the primary source of information technology advice and counsel to the agency director.

Information Technology Centrally Managed Resources

These funds include the costs of telecommunications, data center operations, mainframe and distributed computing environments, overseas equipment, disaster recovery, and enterprise information architecture.

Office of Management

This office provides administrative support for headquarters, nine regional recruiting offices, and international operations through its offices of Human Resource Management and Administrative Services.

Office of Management Centrally Managed Resources

These funds include General Services Administration rent for headquarters and domestic recruiting offices, employee MetroPool benefits, mail services, and building maintenance.

Inspector General

This office fulfills the mandates of the Inspector General Act of 1978, as amended.

Peace Corps Authorizations and Appropriations | FY 1962–FY 2010
(in thousands of dollars)

Fiscal Year	Authorized	Budget Request ^{a/}	Appropriated ^{a/}	Trainee Input	Volunteers and Trainees On Board ^{b/}
1962	\$40,000	\$40,000	\$30,000	3,699	N/A
1963	63,750	63,750	59,000 ^{c/}	4,969	N/A
1964	102,000	108,000	95,964 ^{c/}	7,720	N/A
1965	115,000	115,000	104,100 ^{c/}	7,876	N/A
1966	115,000	125,200	114,000	9,216	N/A
1967	110,000	110,500	110,000	7,565	N/A
1968	115,700	124,400	107,500	7,391	N/A
1969	112,800	112,800	102,000	6,243	N/A
1970	98,450	109,800	98,450	4,637	N/A
1971	94,500	98,800	90,000	4,686	N/A
1972	77,200	71,200	72,500	3,997	6,632
1973	88,027	88,027	81,000	4,821	6,194
1974	77,000	77,000	77,000	4,886	6,489
1975	82,256	82,256	77,687	3,296	6,652
1976	88,468	80,826	81,266	3,291	5,825
Transition Qtr	27,887	25,729	24,190	—	—
1977	81,000	67,155	80,000	4,180 ^{d/}	5,590
1978	87,544	74,800	86,234	3,715	6,017
1979	112,424	95,135	99,179	3,327	5,723
1980	105,000	105,404	99,924	3,108	5,097
1981	118,531	118,800	105,531	2,729	4,863
1982	105,000	121,900	105,000	2,862	4,559
1983	105,000	97,500	109,000	2,988	4,668
1984	115,000	108,500	115,000	2,781	4,779
1984/5 Supp	2,000	2,000	2,000	—	—
1985	128,600	115,000	128,600	3,430	4,828
1986	130,000	124,400	124,410 ^{e/}	2,597	5,162
1987	137,200	126,200	130,760	2,774	4,771
1987/8 Supp	7,200	—	7,200	—	—
1988	146,200	130,682	146,200	3,360	4,611
1989	153,500	150,000	153,500	3,218	5,214
1990	165,649	163,614	165,649 ^{f/}	3,092	5,241
1991	186,000	181,061	186,000	3,076	4,691
1992	—	200,000	197,044	3,309	4,927
1993	218,146	218,146	218,146	3,590	5,414
1994	219,745 ^{g/}	219,745	219,745 ^{h/}	3,541	5,644
1995	234,000	226,000	219,745 ^{i/ j/}	3,954	5,884
1996	—	234,000	205,000 ^{k/ m/}	3,280	6,086
1997	—	220,000 ^{l/}	208,000 ^{n/}	3,607	5,858
1998	—	222,000	222,000 ^{o/}	3,551	5,757
1999	—	270,335	240,000 ^{p/}	3,835	5,729
2000	270,000 ^{q/}	270,000	245,000 ^{r/}	3,919	7,164
2001	298,000	275,000	267,007 ^{s/ u/}	3,191	6,643
2002	327,000	275,000	278,700 ^{w/ v/}	4,047 ^{w/}	6,636
2003	365,000	317,000	297,000 ^{x/}	4,411	7,533
2004	—	359,000	310,000 ^{y/}	3,812	7,733
2005	—	401,000	320,000 ^{z/}	4,006	7,810
2006	—	345,000	322,000 ^{aa/ab}	4,015	7,628
2007	—	336,642	319,700 ^{ac/}	3,964	7,875
2008	—	333,500	333,500 ^{ad/}	3,821	7,622
2009	—	343,500	340,000	3,530 ^{est.}	7,340 ^{est.}
2010	—	373,440	—	3,897 ^{est.}	7,337 ^{est.}

(Notes on page 26)

NOTES:

- a/ Starting in FY 1992, funds to remain available for two years.
- b/ For FY 1972 through FY 1999, this is the average number of Volunteers throughout the year. For FY 2000 through the fiscal year of the president's budget, this is the number of trainees and Volunteers on board on 30 September of the fiscal year, including Peace Corps Response and United Nations Volunteers.
- c/ Includes reappropriated funds in 1963 (\$3.864 million), 1964 (\$17 million) and 1965 (\$12.1 million).
- d/ Includes Trainee Input from Transition Quarter.
- e/ Excludes \$5.59 million sequestered under the Balanced Budget and Emergency Deficit Control Act of 1985 (P.L. 99-177).
- f/ Excludes \$2.24 million sequestered under the Balanced Budget and Emergency Deficit Control Act of 1985 (P.L. 99-177) and a \$725 thousand reduction related to the Drug Initiative (P.L. 101-167).
- g/ Authorization included report language of a \$15 million transfer to the Peace Corps from assistance funds for the Newly Independent States (NIS).
- h/ In addition, the Peace Corps received a transfer of \$12.5 million for assistance to the NIS.
- i/ In addition, the Peace Corps received a transfer of \$11.6 million for assistance to the NIS.
- j/ Appropriation of \$219,745 thousand was later reduced by a rescission of \$721 thousand.
- k/ In addition, the Peace Corps received a transfer of \$13 million for assistance to the NIS. An additional \$1 million of NIS funds, intended for FY 1996, was received in FY 1997.
- l/ In addition, the president requested a transfer of \$5 million for assistance to the NIS.
- m/ Appropriation of \$205,000 thousand was later reduced by a rescission of \$296 thousand.
- n/ In addition, the Peace Corps received a transfer of \$12 million for assistance to the NIS. An additional \$1 million of NIS funds, originally intended for FY 1996 in addition to the \$13 million received that year, was received in FY 1997.
- o/ In addition, the Peace Corps received a base transfer of \$3,581 thousand from the Department of State for the Peace Corps' participation in International Cooperative Administrative Support Services.
- p/ Appropriation of \$240,000 thousand was later reduced by a rescission of \$594 thousand. In addition, the Peace Corps received a transfer of \$1,269 thousand from Economic Support Funds for security; \$7,500 thousand from the FY 1999 Emergency Appropriations Act (\$7,000 thousand for security and \$500 thousand related to the Kosovo conflict); \$6,000 thousand from the Central American and Caribbean Disaster Recovery Fund; and \$1,554 thousand from the Business Continuity and Contingency Planning Fund for Y2K preparedness.
- q/ Four-year authorization bill by Congress, FY 2000 of \$270M, FY 2001 of \$298M, FY 2002 of \$327M and FY 2003 of \$365M.
- r/ Appropriation of \$245,000 thousand was reduced by a rescission of \$931 thousand.
- s/ Appropriation of \$265,000 thousand was reduced by a rescission of \$583 thousand.
- t/ The Peace Corps received a transfer of \$2,590 thousand of Emergency Response Fund monies in support of program evacuations in four countries and the relocation of the New York City regional recruiting office.
- u/ The Peace Corps received a transfer of \$3,900 thousand of Emergency Response Fund monies in support of potential future evacuations.
- v/ Appropriation of \$275,000 thousand was reduced by a rescission of \$200 thousand.
- w/ Due to the September 11th events, the departure of 417 trainees was delayed from late FY 2001 to early FY 2002.
- x/ Appropriation of \$297,000 thousand was reduced by a rescission of \$1,930.5 thousand. OMB later reallocated \$1,200 thousand in Emergency Response Fund monies from the Peace Corps to another U.S. government agency.
- y/ Appropriation of \$310,000 thousand was reduced by a rescission of \$1,829 thousand.
- z/ Appropriation of \$320,000 thousand was reduced by a rescission of \$2,560 thousand.
- aa/ Appropriation of \$322,000 thousand was reduced by a rescission of \$3,220 thousand.
- ab/ In addition, Peace Corps received \$1,100 thousand supplemental for Avian Flu Preparedness.
- ac/ Revised Continuing Appropriations Resolution, 2007 (H.J. Res. 20).
- ad/ Appropriation of \$333,500 thousand was reduced by a rescission of \$2,701 thousand.



SAFETY AND SECURITY



SAFETY AND SECURITY: THE OVERARCHING PRIORITY

Office of Safety and Security

While all Peace Corps staff members play a role in promoting safety and security, coordination of these activities is the primary responsibility of the Peace Corps Office of Safety and Security. Established in 2003, this office fosters improved communication, coordination, and oversight of all aspects of Peace Corps' safety and security efforts. These include federal employee background investigations, domestic physical security, continuity of operations, crime statistics and analysis, and most importantly, the safety and security of Peace Corps Volunteers and staff overseas.

The Policy of the Peace Corps on Volunteer Safety and Security

Because Volunteers serve at the grassroots level worldwide, experiencing the broadest range of social and environmental conditions, health and safety risks are an inherent part of their service. Peace Corps staff and Volunteers work together to create a framework that maximizes, to the extent possible, Volunteers' well-being, enabling them to carry out their mission effectively. The Peace Corps incorporates safety and security information into all aspects of Volunteer recruitment, training, and service, and ensures that safety and security policies and training curricula are current. Volunteers are asked to do their part by taking responsibility for their behavior at all times and by integrating successfully into their host communities. Volunteers face fewer security risks when they demonstrate respectful behaviors, spend the majority of their time at their sites, are well-regarded in their communities and integrated into the culture, are able to speak the local language, and are working on well-designed projects.

The Peace Corps takes an integrated approach to Volunteer training. Safety and security material is incorporated extensively into language, cross-cultural, and health instructional programs, helping Volunteers

learn about their new environment and giving them the necessary tools to effectively cope with the many challenges they will face. Volunteers are informed about Peace Corps' policies and procedures and their responsibility to abide by them. Throughout pre-service training and regular in-service trainings, Volunteers develop or enhance skills and receive information that helps them understand their surroundings, cope with unwanted attention, and develop personal safety strategies. At the conclusion of pre-service training, every trainee must demonstrate proficiency in key worldwide safety and security core competencies before they are sworn-in as Volunteers. Posts are encouraged to develop additional, locally based training topics to supplement these learning objectives. The Office of Safety and Security's Overseas Operations staff collaborates closely with the agency's training specialists to manage the integrated facets of safety and security instruction.

Direct support to overseas posts is provided by nine regionally-based Peace Corps safety and security officers (PCSSOs). PCSSOs collaborate with posts on a variety of matters related to the safety and security of Peace Corps personnel and operations, including training of staff and Volunteers, physical security, emergency planning and crisis management, and response to incidents involving Volunteers. PCSSOs serve as a professional resource for country directors and other staff members and usually visit each post at least once a year. They are always made available to respond to a specific incident if warranted.

In addition to PCSSOs, each post hires a local staff person responsible for coordinating the post's safety and security activities. The safety and security coordinators (SSCs) have proven to be a key resource; and the position continues to evolve to meet the needs of posts and the agency. The PCSSOs provide support and mentoring for individual SSCs, while the Office of Safety and Security sponsors subregional training workshops for SSCs every two years to ensure that all SSCs are receiving continual, uniform training to strengthen their skills and further

develop their capacity to support Volunteer security efforts.

Another integral part of a post's network for maintaining safety and security is the U.S. Embassy. Each Peace Corps country director is a member of the embassy's emergency action committee and a regular participant in weekly country team meetings. The country director also communicates regularly with the embassy's regional security officer (RSO), who represents the U.S. government's interests in any safety and security situation and is the first point of contact with local law enforcement officials. The country director reviews with the RSO any situation that might impact the safety or security of Peace Corps personnel or operations and RSOs regularly participate in Volunteer training.

Volunteer Crime Incident Analysis

The Crime Statistics and Analysis Unit, part of the office's overseas operations, continually tracks and analyzes information related to the safety of Volunteers. The unit employs a social science analyst and a safety and security data analyst to develop protocols for reporting crimes against Volunteers and to compile and analyze the data that are received. Crime statistics for posts are presented to prospective Volunteers at the time of invitation so they can make informed decisions in regards to joining the Peace Corps. Data are published in an annual Safety of the Volunteer report that provides summary statistics on all crime incidents against Volunteers for each calendar year, in addition to information on historical trends in each of the three Peace Corps regions. The publication's objective is to identify and analyze trends in safety conditions among in-service Volunteers; and to provide useful feedback on noted trends to support the safety and security training and education of Volunteers and staff. Analysis is also used to enhance existing policies and procedures or to develop new procedures as needed.

Continuous improvements to the incident reporting and data collection efforts have enabled the Peace Corps to profile specific crimes by identifying associated risk factors (e.g., time of day, location, alcohol use, and modes of transportation) and to develop strategies to help Volunteers mitigate these risks. In 2008, the unit launched an updated crime incident reporting system that expedites the notification of appropriate person-

nel when an incident occurs in the field. The improved information flow enables the regionally-based PCSSOs and key Peace Corps headquarters staff to better support posts as they manage incidents involving Volunteers.

Emergency Communications and Planning

Most Volunteers live and work in communities that are some distance from the Peace Corps office in-country, which can present challenges in the event of an emergency. In order to facilitate vital communication, Volunteers are required to report their whereabouts when they travel from their sites and to receive the Peace Corps' authorization if they intend to leave the country for any reason. This allows Peace Corps to account for the well-being of Volunteers should an emergency arise and ensures that vital information can be relayed without unnecessary delay.

The Peace Corps addresses larger security concerns through country-specific emergency action plans. These plans, developed to address serious events such as natural disasters or civil unrest, outline the strategies developed by each post to prepare for, respond to, and recover from such crises. The Peace Corps works closely with the U.S. Embassy to share information, develop strategies, and coordinate communications in a crisis. If a decision is made to evacuate Volunteers from a country, the Peace Corps commits every available resource to safely move Volunteers and staff out of harm's way. The agency maintains a "situation room" at Peace Corps headquarters that is equipped with the necessary communications equipment and technology to support a crisis management operation. Staff members are continually trained to support crisis management, using material drawn from the Peace Corps' extensive experience with emergency situations and the agency's Evacuation Support Guide.

Continuity of Operations

The federal Continuity of Operations Plan (COOP) requires that agencies be able to fulfill their essential functions if offices are forced to close in response to an emergency event. COOP serves as an insurance policy for federal services to the American people and allows each agency to maintain a presence even in the worst natural or man-made emergency scenario. During the past year,

the Peace Corps' COOP team has consulted with senior leadership and agency offices to identify essential agency functions and activities that support these functions. The two functions considered critical to the Peace Corps in a COOP event are: the safety and security of Volunteers; and the recovery of business systems. The Office of Safety and Security developed COOP, which has been approved

by the Peace Corps Director. Additionally, an addendum to COOP was approved, which outlines specific steps the agency will take in response to an influenza pandemic. The office has also developed several COOP alternate relocation sites using existing Peace Corps resources that will allow the seamless continuation of Peace Corps programs at a minimal cost.



August 2008: United States Senate Majority Leader Harry Reid (D-NV) takes time to meet with Peace Corps Volunteers during a trip to the Kyrgyz Republic.



THE VOLUNTEER



Program Priorities: How Peace Corps Volunteers Serve Around the Globe

Volunteer projects and activities are the primary focus of the Peace Corps program. Volunteers are involved in a variety of host country projects because they speak the local languages, appreciate the cultural traditions, and are eager to respond to local community needs. Currently, the Peace Corps' work worldwide falls into six general sectors: agriculture, business development, education, environment, health and HIV/AIDS, and youth development. Additionally, Volunteers in all sectors incorporate meaningful work in information and communication technology (ICT), women in development/gender and development (WID/GAD), HIV/AIDS, and youth development into their primary and secondary activities. A discussion of each sector's work objectives and examples of Volunteer activities follow.

At the end of FY 2008, there were 7,876 Peace Corps Volunteers from all sectors working directly with more than 2.1 million individuals. Volunteers and their counterparts reached an additional 4.8 million individuals through the use of mass media technologies (e.g., radio, video, the Internet, etc.). Volunteers helped train 148,565 service providers, including teachers, health clinic workers, and organization administrators; their efforts assisted 25,590 agencies, organizations, and nongovernmental agencies.

Agriculture

The Peace Corps' agriculture projects are designed to promote environmentally sustainable farming practices. Along with their environment-sector counterparts, many agriculture Volunteers help farmers focus on the long-term productivity of their fields by maintaining and improving soils and managing water. They demonstrate the importance of working with local, natural inputs to control pests and erosion. Increasingly, Volunteers and their partners are promoting approaches to farming that are both sustainable and organic as they continue to work with a broad range of agricultural products. Volunteers are also helping their host country communities mitigate the adverse effects of the global food security crisis.

Volunteers systematically include women and youth in their agriculture-extension activities. Today, a Volunteer is as likely to be working with a women's association or youth club as with a male head of household.

At the end of FY 2008, there were 393 agriculture Volunteers providing assistance through 12 projects.

Examples of Volunteer work include:

- training farmers and extension agents to develop and disseminate successful farming practices;
- improving traditional field-crop systems by introducing farmers to better practices and technologies such as new soil conservation techniques, crop diversification, and agroforestry strategies;
- expanding the availability and acceptance of non-traditional crops by promoting and strengthening vegetable gardening and fruit tree production while raising awareness about the nutritional value of the foods produced;
- increasing knowledge and skills needed for small-animal husbandry, such as poultry, rabbits, fish, and honey production; and
- helping producers increase the value of their agricultural products by developing new products such as jams and dried fruit, as well as improving storage, expanding distribution, and implementing more effective management and marketing.

Business Development

The business development sector includes four sub-sectors: community, municipal, business, and organizational development. Volunteers with a variety of business education and professional experiences are assigned to projects that focus on business, organizational, and communication skills in local government offices, nonprofit agencies, and for-profit businesses. Recently, the focus of work in this sector has shifted from business consulting to more community economic development, emphasizing sustainability, transparency, community volunteerism, and leadership training. In response to the needs of a

global economy, the number of business Volunteers continues to grow as efforts intensify to assist underserved communities and to expand entrepreneurial skills for women and youth.

At the end of FY 2008, there were 1,155 business development Volunteers providing assistance through 49 projects worldwide.

Examples of Volunteer work include:

- training activities in computer and Internet use;
- training entrepreneurs in marketing, business planning, and bookkeeping;
- helping artisan cooperatives market their handmade goods;
- advising women's groups about access to credit;
- educating young people to enter the workforce and participate in the market economy;
- helping businesses find markets for traditional and value-added products;
- counseling businesses, including microfinance, on organizational issues;
- teaching financial management to nongovernmental organizations (NGOs); and
- working with ecotourism project planning through community-based resource management.

Education

Education remains the Peace Corps' largest program sector. In reality, all Volunteers are, to some extent, educators. Many host country nationals describe how the Peace Corps Volunteer who taught them years ago opened up new vistas for their future and empowered them to make a difference. Education projects include team-teaching courses in math, science, health, environment, and civics or skills-based classes in English and literacy. Education Volunteers strengthen local capacity by training and mentoring teachers in K-12 schools, teacher-training colleges, and universities. Based on the needs of host communities, Volunteers support programs for vulnerable, marginalized or other special-needs children; also creating after-school programs, clubs, and camps for boys and girls to promote HIV/AIDS prevention and life skills. Education Volunteers train teachers to expand learning opportunities through the use of Information and Communications Technology (ICT) including radio, video, and computers, which are increasingly important

for accessing information, communicating professionally, and equipping students with 21st-century skills. Improved ICT broadens access to education, makes learning more interactive, provides teachers with access to classroom materials, and enables classrooms around the world to communicate and collaborate.

Volunteers are also making significant contributions to girls' education and gender awareness. Around the world, Volunteers promote activities that help expand educational opportunities for females in both formal and nonformal settings. For example, Volunteers conduct summer leadership camps for girls, support community awareness of girls' achievements and potential, encourage their participation in the classroom, establish safe environments for after-school study, and organize career fairs for women. Similarly, Volunteers are working with boys and men to explore gender roles, expectations, and opportunities in a rapidly changing world.

At the end of FY 2008, there were 2,779 education Volunteers providing assistance through 55 projects worldwide.

Examples of Volunteer work include:

- teaching students through classes and extracurricular activities;
- mentoring counterparts and training teachers;
- advising in the development of curricula and teaching materials;
- promoting community and school-based resource centers;
- advising school-community organizations, parent-teacher groups, and community development projects;
- supporting adult education;
- promoting distance learning;
- supporting special-needs classes, such as deaf education;
- encouraging early childhood education; and
- working with radio stations to teach English and HIV/AIDS prevention.

Environment

Volunteers working on environment projects help strengthen a community's ability to sustainably conserve and use natural resources. They work primarily at the grassroots level, focusing on human needs and sustain-

able alternatives. Volunteers focusing on agroforestry, for example, identify and train local leaders so they can teach other farmers how to use forestry to improve the productivity and resource sustainability of their fields and gardens. Similarly, Volunteers implement education activities outside the classroom through environmental clubs and eco-camps. At some posts, schools and communities are connected for the first time as parents and youth work together to identify joint projects, such as bottle recycling or community cleanup days.

At the end of FY 2008, there were 1,180 environment Volunteers providing assistance through 32 projects worldwide.

Examples of Volunteer work include:

- promoting reforestation and soil and water conservation with individual farmers;
- co-teaching classes in schools, conducting teacher-training seminars, and developing curricula related to environmental topics;
- promoting nonformal environmental education (e.g., summer camps, eco-clubs, Earth Day events, and theater dramas); and
- working with entrepreneurs and associations to develop or strengthen alternatives to unsustainable harvesting and cultivation practices, such as generating income from renewable natural resources.

Health and HIV/AIDS

Volunteers work in health projects to promote preventive health education, with an emphasis on overall health and well-being. The scope of these projects includes: hygiene and sanitation; water systems development and enhancement; food security; maternal and child health; communicable diseases; chronic illnesses; and healthy lifestyles, exercise, and decision making. Volunteers and their counterparts address these issues in a variety of ways, including formal classroom instruction from kindergarten to university level; materials development; training for health care providers; and nonformal health sessions using murals, theater, radio, television, and puppet shows.

Many Volunteers focus on HIV/AIDS prevention and care exclusively or as part of a comprehensive community health project. Life skills training continues to be at the center of much of Volunteers' HIV/AIDS prevention

work, particularly when targeting youth. Increasingly, Volunteers are assigned to HIV/AIDS-related NGOs and assist in increasing the technical, managerial, and administrative capacities of these groups. Volunteers are uniquely suited to work in HIV/AIDS prevention because they live and work in local communities and can present information in culturally sensitive ways. The Peace Corps is collaborating with the U.S. Department of State's Office of the Global AIDS Coordinator to support the U.S. government's commitment to worldwide HIV/AIDS care, prevention, and treatment through the President's Emergency Plan for AIDS Relief (PEPFAR). The agency is active in 11 of the 15 PEPFAR focus countries. Ninety-five percent of all Peace Corps posts around the world conducted HIV/AIDS activities; 750,400 people, including service providers, benefited from Volunteer interventions, and another 3.63 million were reached through mass media.

At the end of FY 2008, there were 1,690 health and HIV/AIDS Volunteers providing assistance through 52 projects worldwide.

Examples of Volunteer work include:

- teaching about health and HIV/ AIDS prevention and care;
- expanding peer education to urge youth and others to reduce risky behavior;
- promoting healthy lifestyles, especially for youth;
- supporting youth and orphan activities and care;
- providing nutrition and hygiene education classes in communities;
- promoting education about infectious disease prevention;
- assisting in maternal and child health clinics;
- strengthening NGO health-delivery systems;
- constructing and managing water systems; and
- supporting community sanitation efforts.

Youth

Since the inception of the Peace Corps in 1961, Volunteers have had great success working with youth. It is often young people in a community who are the Volunteers' first language coaches and cultural interpreters. In turn, young people value the opportunity to learn from Peace Corps Volunteers. In many of the countries in which Peace Corps works, nearly 50 percent of the population

is under the age of 25. Volunteers in the youth sector are guided by three key principles: promoting positive youth development, facilitating a greater level of youth participation, and approaching community development from an asset-based point of view. Volunteers and their partners integrate these approaches into stand-alone youth development projects and into projects that cross all program sectors. The Peace Corps' approach to youth development supports effective, sustainable work with young people, their families, and their communities. Projects also aim to build the capacity of youth-serving organizations and the host country professionals who work with young people. Critical issues affecting youth throughout the world include successfully making the transition from school to work, developing relevant skills to prepare them for family life, and becoming engaged and active citizens in their communities.

Volunteers also serve a valuable role in reaching special populations, such as children orphaned due to HIV/AIDS, street children, and other vulnerable young people. Volunteers work with their partners to improve employment skills for disenfranchised and out-of-school young men and women, and provide support to youth to help avoid drugs and prostitution. Many Volunteers serve as mentors for young people and as counterparts in youth service organizations. Volunteers are uniquely positioned to provide learning opportunities to girls and boys at the

grassroots level. The overarching purpose of youth development work is to help young men and women maintain healthy lifestyles and to prepare them for their roles in the world of work, in family life, and as good citizens.

At the end of FY 2008, there were 370 youth development Volunteers providing assistance through 18 projects worldwide.

Examples of Volunteer work include:

- increasing employability skills, career planning, and entrepreneurship training;
- supporting training for computer skills and Internet use;
- developing leadership, communication, and teamwork skills through sports, recreation, drama, and arts opportunities;
- providing environmental education and community service opportunities;
- providing life skills through family life and healthy lifestyles training, including HIV/AIDS prevention;
- promoting positive leadership and citizenship development;
- developing the skills of teachers, youth promoters, and social workers to better facilitate participatory, asset-based learning opportunities for youth; and
- working to encourage parents and other community adults to support youth priorities.



February 2008: Representative Patrick Kennedy (D-RI) thanks Peace Corps Volunteers and staff for their service in Cape Verde.

Peace Corps Response

Peace Corps Response mobilizes returned Peace Corps Volunteers to provide short-term humanitarian assistance to countries worldwide. Since its inception as the Crisis Corps in 1996, this program has sent over 1,150 returned Volunteers to more than 45 countries.

In 2007 the name of the program was changed to Peace Corps Response in order to better reflect the scope of the work these Volunteers do around the world. This also allowed the department to broaden its five programming areas to include projects that do not necessarily rise to the level of a crisis. Additionally, the term “crisis” has not always resonated well with potential host countries and partnering organizations, resulting in impeding the development of some much needed assignments.

Peace Corps Response’s five main program areas are:

- Humanitarian assistance
- HIV/AIDS (including PEPFAR programming)
- Disaster preparedness and mitigation
- Natural disaster relief and reconstruction
- Post-conflict relief and reconstruction

The Crisis Corps has been retained as a unique branch within the Peace Corps Response program. Its focus is to mobilize Volunteers to provide disaster relief and other immediate-need assistance to countries affected by hurricanes, earthquakes, floods, volcanic eruptions, and other catastrophes. In 2008, Peace Corps Response sent Volunteers to both the Philippines and Panama in response to disasters and conducted disaster preparedness activities in the Eastern Caribbean, Jamaica, and El Salvador.

Peace Corps Response Volunteers were also deployed to Liberia for the first time in more than a decade. Volunteers are helping to reconstruct the country’s health and education systems by mentoring teacher trainers, training health professionals, and strengthening community partnerships through Parent Teacher Associations and resource libraries for teachers.

Peace Corps Response continued to strengthen its participation in the fight against HIV/AIDS through the PEPFAR program, sending Volunteers to Guyana, Namibia, Zambia, and Uganda and Malawi.

Peace Corps Response draws from a pool of former Peace Corps Volunteers interested in short-term critical

work. Peace Corps Response Volunteers have already served as Peace Corps Volunteers, so they come to their assignments with the appropriate language, technical, and cross-cultural skills needed to make an immediate impact.

Peace Corps Response assignments are short term, generally lasting three to six months. Specific projects are developed by a partner organization, the Peace Corps overseas office, and the Peace Corps Response office in Washington, D.C. Partner organizations include local and international nongovernmental organizations, international development and relief organizations, government agencies, and United Nations organizations.



A Peace Corps Response Volunteer participates in a community development project in Thailand.

Peace Corps Partnership Program

The Peace Corps Partnership Program connects interested individuals, groups, foundations, service organizations, and businesses to Volunteers and their communities in order to obtain financial support for community-initiated projects. The mission of the Peace Corps Partnership Program (Partnership Program) is to build enduring financial alliances with the private sector in an effort to connect donors with community-based projects where Volunteers serve. The Partnership Program is administered by the agency's Office of Private Sector Initiatives (OPSI), which oversees and manages all donations to the Peace Corps. One hundred percent of contributions made to the Partnership Program are used for project purposes in host countries.

Donors to the Partnership Program may contribute to a sector fund, country fund or to a specific project. Partnership Program sector funds provide a mechanism through which donors in the United States can support a specific area of development in communities served by the Peace Corps. Currently, the sector funds include agriculture, business development, education, environment,

gender development, health and HIV/AIDS education, information and communication technology, municipal development, water sanitation, and youth development. Since their launch in July 2008, 48 country funds have become active. Country funds provide a way for donors to direct their support to a specific country. Peace Corps country directors then work with OPSI to distribute these funds to Partnership Program projects. A list of all current projects seeking funds can be found on the Peace Corps website by clicking on the "Donate Now" tab on the home page.

In FY 2008, the Partnership Program received donations from 8,857 donors totaling \$2.03 million, a 39 percent increase over FY 2007. These funds were applied to 595 community-initiated projects in 62 countries. Partnership Program-funded projects benefited over 550,000 individuals in 2008.

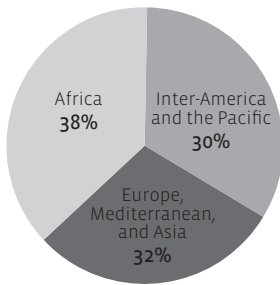
The Partnership Program requires a minimum 25 percent community contribution; in FY 2008, the actual contribution was more than 48 percent, accounting for approximately \$1.76 million in cash and in-kind community contributions.



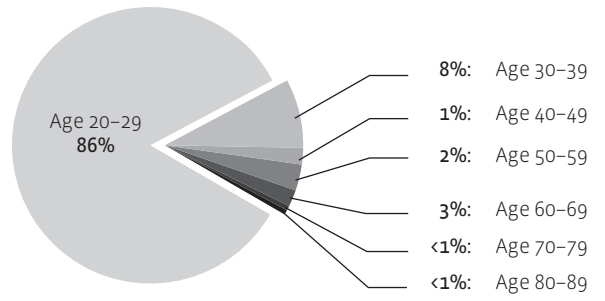
December 2008: Representatives Sam Farr (D-CA) and Mike Honda (D-CA) meet with Peace Corps Volunteers and staff during a trip to the Philippines. Reps. Farr (Colombia 1964-66) and Honda (El Salvador 1965-67) are Returned Peace Corps Volunteers.

Volunteer Statistics

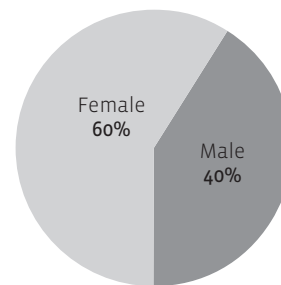
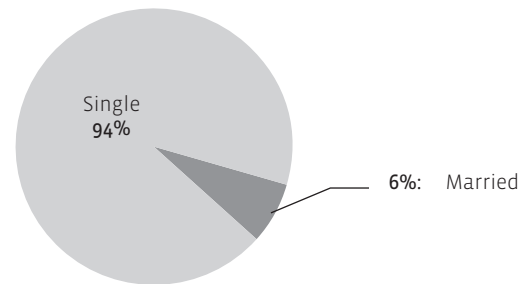
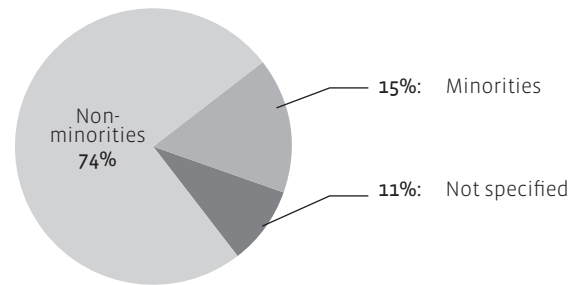
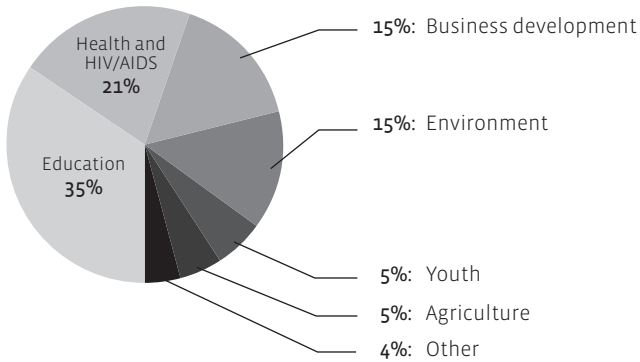
Volunteers by Region



Volunteer Profile



Volunteer Projects



Totals may not add to 100 percent because of rounding.
Data current as of September 30, 2008.

Number of Peace Corps Volunteers Working in HIV/AIDS Activities FY 2008

Africa		Inter-America and the Pacific		Europe, Mediterranean, and Asia	
<i>Country</i>	<i>Volunteers</i>	<i>Country</i>	<i>Volunteers</i>	<i>Country</i>	<i>Volunteers</i>
Benin	64	Belize	17	Albania	23
Botswana*	140	Bolivia	12	Armenia	24
Burkina Faso	36	Costa Rica	24	Azerbaijan	8
Cameroon	108	Dominican Republic**	42	Bulgaria	68
Cape Verde	46	Eastern Caribbean** ¹	37	Cambodia	8
Ghana**	98	Ecuador	97	China	36
Ethiopia*	42	El Salvador	32	Georgia**	18
Kenya*	141	Fiji	17	Kyrgyz Republic**	27
Lesotho**	84	Guatemala	38	Macedonia	12
Madagascar	26	Guyana*	35	Moldova	52
Malawi**	121	Honduras**	93	Mongolia	12
Mali	39	Jamaica	26	Morocco	34
Mauritania	40	Micronesia	2	Philippines	23
Mozambique*	108	Nicaragua	72	Romania	16
Namibia*	74	Panama	68	Thailand**	75
Niger	53	Paraguay	15	Turkmenistan	3
South Africa*	135	Peru	20	Ukraine**	82
Swaziland**	50	Samoa	1	TOTAL	521
Tanzania*	76	Suriname	8		
The Gambia	31	Tonga	7		
Togo	94	Vanuatu	8		
Uganda*	134	TOTAL	671		
Zambia*	180				
TOTAL	1,912				

Grand Total: 3,104

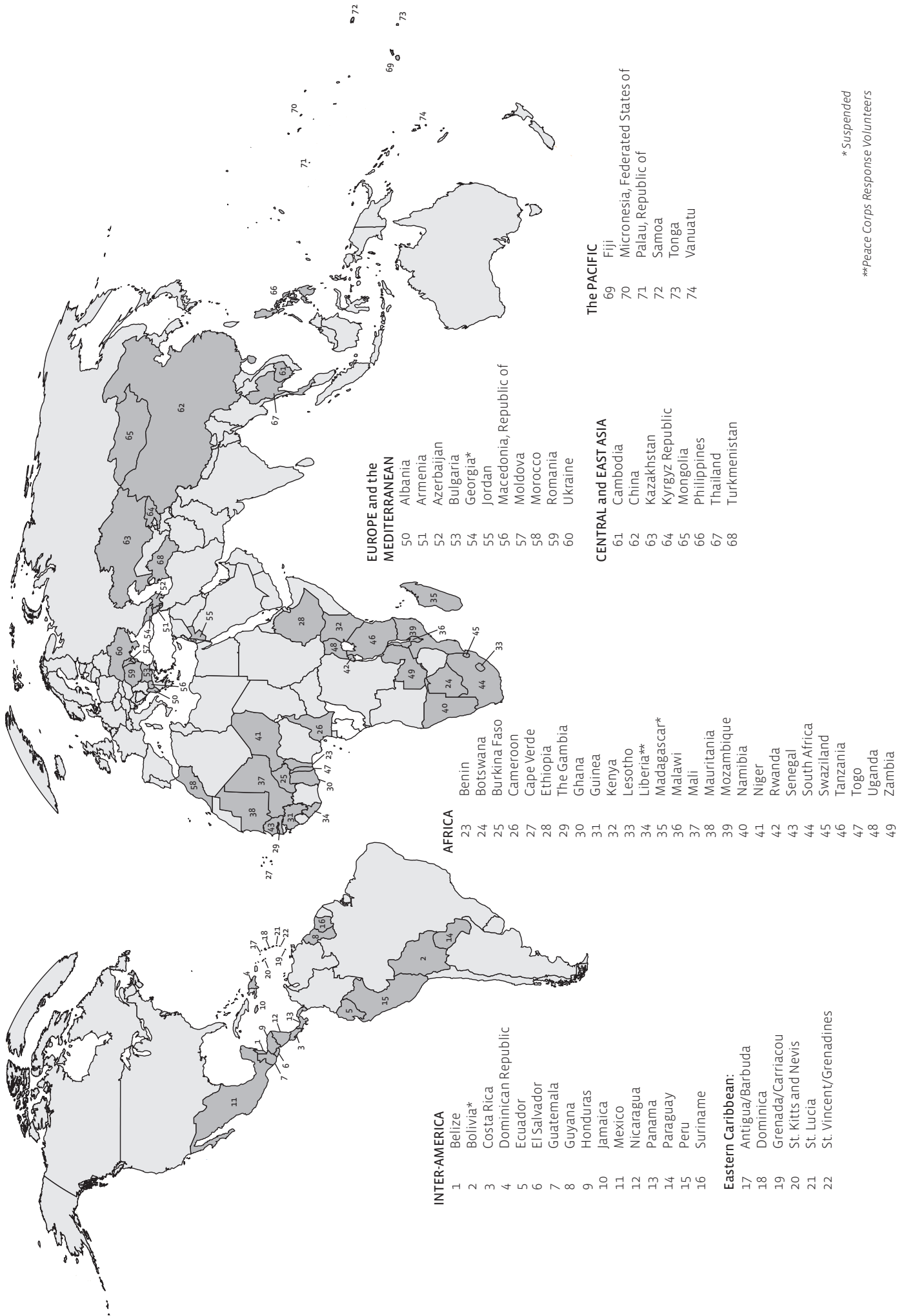
NOTES

* *President's Emergency Plan for AIDS Relief (PEPFAR) focus countries*

** *Other countries participating in PEPFAR*

¹ *Eastern Caribbean includes Antigua and Barbuda, Dominica, Grenada, Carriacou, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines*

Countries Where Peace Corps Volunteers Serve



* Suspended
 **Peace Corps Response Volunteers

Languages Spoken by Peace Corps Volunteers Across the World

BENIN	Adja, Bariba, Biali, Dendi, Fon, French, Goun, Idatcha, Lokpa, Mina, Nagot, Nateni, Peulh, Sola, Wama, Yende, Yoruba (Nagot), Zarma
BOTSWANA	Setswana
BURKINA FASO	Bissa, French, Fulfude, Gurunssi, Gulmancema, Jula, Karunfe, Katsena, Lobiri, Lyele, Mooré, Siamou
CAMEROON	Bamun, Bulu, Pidgin English, Fang, French, Fulfudé, Ghom alà, Hausa
CAPE VERDE	CV Criolo, Portuguese
ETHIOPIA	Amharic, Oromifa
THE GAMBIA	Jola, Mandinka, Pulaar, Sarahule, Sererr, Wolof
GHANA	Buli, Guruni, Dagare, Dagbani, Dangme, Ewe, Fanté, Ga, Gonja, Hausa, Kasem, Kusaal, Mampruli, Moar, Nankam, Nzema, Sisaali, Taleni, Twi, Waale, Wassa
GUINEA	French, Maninka, Pulaar, Soussou
KENYA	Kalenjin, Kenyan Sign Language, Kikuyu, Kiswahili, Luo, Luyha
LESOTHO	Sesotho
MADAGASCAR	French, Malagasy
MALAWI	Chichewa, Chilomwe, Chisena, Chitonga, Chitumbuka, Chiyao
MALI	Bambara, Bomu, Dogon, French, Fulfudé, Khassonke, Malinke, Minianka, Senoufou, Sonrai, Soninke, Tamashek

MAURITANIA	Arabic, French, Hassynia, Pulaar, Soninke, Wolof
MOZAMBIQUE	Chuabo, Chopi, Lomwe, Makuwa, Makonde, Ndau, Nhungwe, Nyanja, Portuguese, Ronga, Sena, Shangana, Shona, Tewe, Tsua
NAMIBIA	Afrikaans, Oshikwanyama, Oshindonga, Otijherero, Rukwangali, Thimbukusha
NIGER	French, Fulfudé, Hausa, Kanuri, Tamasheq, Zarma
RWANDA	Kinyarwanda
SENEGAL	Diahonke, French, Fula Kunda, Jaxanke, Mandinka, Pulaar du Nord, Pula Fuuta, Seereer, Wolof
SOUTH AFRICA	Afrikaans, isiNdebele, isiZulu, Sepedi, Setswana, siSwati, Northern Sotho, Venda
SWAZILAND	siSwati
TANZANIA	Kiswahili
TOGO	Akebou, Akposso, Balanka, Bassar, Bissa, Ewe/Watchi, French, Gourma, Haoussa, Ifè (Ana), Kabiyé, Kabole, Komkonba, Kotokoli, Lamba, Mina, Moba, Naodem (Losso), Tamberm, Tchamba, Tchokossi (Anoufo)
UGANDA	Ateso, Dhopadhola, Luganda, Lugwere, Lumasaaba, Lusoga, Runyakore, Runyole, Runyoro-Rutoro, Uhopadhola
ZAMBIA	Bemba, Chisoli, Kaonde, Lunda, Nyanja, Tonga, Tumbuta



Languages Spoken by Peace Corps Volunteers Across the World

EUROPE, MEDITERRANEAN, AND ASIA

ALBANIA	Albanian
ARMENIA	Armenian
AZERBAIJAN	Azerbaijani (Azeri)
BULGARIA	Bulgarian
CAMBODIA	Khmer
CHINA	Mandarin
GEORGIA	Azeri, Georgian
JORDAN	Arabic
KAZAKHSTAN	Kazakh, Russian
KYRGYZ REPUBLIC	Kyrgyz, Russian
MACEDONIA	Albanian, Macedonian
MOLDOVA	Romanian, Russian
MONGOLIA	Kazakh, Mongolian
MOROCCO	Arabic, French, Tamazight, Tashelheet
PHILIPPINES	Aklanon, Bikol-Albay, Bikol-Naga, Cebuano, Hiligaynon, Ibaloi, Ilokano, Kankana-ey Kinaray-a, Pangasinan, Tagalog, Waray
ROMANIA	Hungarian, Romanian
THAILAND	Thai
TURKMENISTAN	Russian, Turkmen
UKRAINE	Russian, Ukrainian



Languages Spoken by Peace Corps Volunteers Across the World

INTER-AMERICA AND THE PACIFIC



BELIZE	Creole, Garifuna, K'ekchi, Mopan Maya Spanish
BOLIVIA	Ayamara, Guarani, Quechua, Spanish
COSTA RICA	Spanish
DOMINICAN REPUBLIC	Haitian Creole, Spanish
EASTERN CARIBBEAN	English Creole, French Creole (Kweyol)
ECUADOR	Kichwa, Spanish
EL SALVADOR	Spanish
FIJI	Fijian, Hindi
GUATEMALA	Awakateco, Ixil, Jacalteco, Kakchiquel, Mam, Pcomchi', Popti', Poqomam, Q'anjob'al, Qe'qchi', Quiché, Spanish, Tzutuhil
GUYANA	Creole
HONDURAS	Spanish
JAMAICA	Patois
MEXICO	Spanish
MICRONESIA and PALAU	Chuukes, Kosraean, Mortlockeese, Mwoakilese, Ngatikese, Palauan, Pingelapese, Pohnepeian, Ulithian, Yapese
NICARAGUA	Spanish
PANAMA	Embera, Kuna, Ngobe, Spanish, Wounaan
PARAGUAY	Guarani, Spanish
PERU	Quechua, Spanish
SAMOA	Samoan
SURINAME	Aucan, Dutch, Ndjuka, Saramaccan, Sranan Tongo
TONGA	Tongan
VANUATU	Bislama

The Phases of the Volunteer

How the Peace Corps Supports Volunteers from Recruitment Through Their Two-Year Service and Beyond

APPLICANT

Recruitment

Regional recruiters use marketing strategies to identify and encourage a diverse pool of qualified Americans to apply to the Peace Corps.

Application

Recruiters interview applicants to assess their motivation, emotional maturity, cultural adaptability, and technical skills. Recruiters convey that Volunteers are expected to adopt safe and culturally appropriate lifestyles to maximize security and minimize risk.

Clearances

Peace Corps staff ensures that superior candidates meet legal and medical requirements.

Placement

Placement officers match candidates to countries and projects based on their skills, experience, interests, and host country needs.

TRAINEE

Orientation (Staging)

Staff members conduct a one-day staging before trainees depart for their overseas assignments. Safety and security training is a component of this orientation.

Pre-Service Training

Staff prepares trainees for service by conducting two to three months of training in language, technical skills, and cross-cultural, health, and personal safety and security issues. After successful completion of training and testing, trainees are sworn in as Volunteers.

VOLUNTEER

Volunteer Assignment

The Volunteer is assigned to a project that has been designed by Peace Corps and host country staff that meets the development needs of the host country.

Site Selection

The Peace Corps' in-country staff ensures that Volunteers have suitable assignments and adequate and safe living arrangements.

Living Allowance

The Peace Corps provides Volunteers with a monthly allowance to cover housing, utilities, household supplies, food, clothing, and transportation.

Health

The Peace Corps' in-country medical officers provide Volunteers with health information, immunizations, and periodic medical exams.

Volunteer Security

Peace Corps headquarters and post staff work with the U.S. State Department to assess and address safety and security risks and to ensure Volunteers are properly trained in safety and security procedures.

In-Service Training

Post staff conducts periodic training to improve Volunteers' technical and language skills and to address changing health and safety issues.

Links With U.S. Students

Established in 1989 by then-Peace Corps Director Paul D. Coverdell, the Coverdell World Wise School program provides a variety of services and materials that help American schoolchildren learn about the world's diverse peoples, cultures, and geography. Approximately 400,000 students—in all 50 states—benefit from some aspect of the program.

Links With the Private Sector

Headquarters staff secures private financial contributions for qualified Volunteer projects and match interested Volunteers with potential donors of textbooks, sports equipment, and other resources.

Service Extension

A limited number of Volunteers who have unique skills and an outstanding record of service may extend for an additional year.

RETURNED VOLUNTEER

Career, Education, and Re-Entry Planning

Information on careers, higher education, and re-entry is provided to Volunteers before the end of their service, as well as upon their return.

Readjustment Allowance

At the end of service, Volunteers receive \$225 per month to help finance their transition to careers or further education.

Health Insurance

Volunteers are covered by a comprehensive health insurance plan for the first month after service and can continue the plan at their own expense for up to 18 additional months.

Returned Volunteer Services

Each of Peace Corps' nine regional offices is equipped with computers and other resources to assist returned Peace Corps Volunteers in obtaining career and educational information. Published twice per month, *Hotline* contains announcements from employers and educational institutions interested in hiring or enrolling returned Volunteers as well as information about career and job-search workshops. The Career Information Consultants guide contains a listing of more than 800 individuals who offer their assistance to Volunteers seeking information about career fields or employment opportunities.

Peace Corps Response

Headquarters staff recruits and places experienced Volunteers in short-term disaster relief and humanitarian response positions.

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DOMESTIC PROGRAMS





DOMESTIC PROGRAMS: “BRINGING THE WORLD HOME”

Long renowned for its international service and its positive representation of the United States overseas, the Peace Corps is also charged with a third goal: to help Americans develop a better understanding of other peoples. As President John F. Kennedy dispatched the first group of Peace Corps Volunteers to Ghana in 1961, he made a prediction: “The logic of the Peace Corps is that someday we are going to bring it home to America.”

The Office of Domestic Programs chiefly reflects the third goal of the agency and facilitates the vision President Kennedy noted through the following program areas:

- Coverdell World Wise Schools Program
- University Programs
- Peace Corps Week
- Returned Volunteer Services

Coverdell World Wise Schools Program

Established in 1989 by then-Peace Corps Director Paul D. Coverdell, this program provides a variety of services and materials to help American schoolchildren learn about the world’s diverse peoples, cultures, and geography. Approximately 400,000 students—in all 50 states—communicate directly with Peace Corps Volunteers through Coverdell World Wise Schools (CWWS) each year. In FY 2008, the Coverdell World Wise Schools website received more than 2.4 million visits.

Services include programs that link Volunteers and returned Volunteers (RPCV) with American classrooms. Through the Correspondence Match program, current Volunteers communicate with U.S. teachers and students. The program facilitates an exchange of letters, photographs, artifacts, telephone calls, and emails. Volunteers often visit the schools during vacations to the United States and after completing their service. Since its inception, the Correspondence Match program has helped nearly 3 million students communicate directly with

Volunteers throughout the world. Currently, about 4,500 Volunteers a year relate their experiences through correspondence exchanges. Additionally, the Speakers Match program connects returned Volunteers with schools and community groups that request information about the Peace Corps experience. In FY 2008, Coverdell World Wise Schools fulfilled more than 500 requests for returned Volunteer speakers.

The program also produces standards-based classroom resources that promote cross-cultural understanding and community service. They include an award-winning series of country-specific videos and DVDs with accompanying teachers’ guides, and Volunteer-written literature supported by standards-based lesson plans, podcasts, narrated slide shows, and an online poster gallery. CWWS’ e-newsletter, the *World Wise Window*, reaches over 16,000 readers each month with timely, subject-specific resources focusing on the Peace Corps experience. All materials are available online for downloading at no charge (www.peacecorps.gov/wws). Publications include: *Insights From the Field: Understanding Geography, Culture, and Service*; *Voices From the Field: Reading and Writing About the World, Ourselves, and Others*; *Building Bridges: A Peace Corps Classroom Guide to Cross-Cultural Understanding*; *Crossing Cultures: Peace Corps Letters from the Field*; and *Uncommon Journeys: Peace Corps Adventures Across Cultures*.

Educators requested nearly 30,000 copies of CWWS publications and DVDs for classroom use during FY 2008.

University Programs

Fellows/USA and Master’s International, the Peace Corps’ two graduate university programs, offer opportunities for graduate education and domestic and international community service to prospective, current, and returned Peace Corps Volunteers. Two new pilot undergraduate programs are also underway. The first program, called the Peace Corps Baccalaureate,

offers students with an associate's degree the opportunity to earn credits toward a bachelor's degree at Minnesota's Metropolitan State University while serving in the Peace Corps. The second, Peace Corps Prep, is a partnership with Knox College in Illinois, designed to allow students to complete a tailored, internationally focused curriculum and engage in community service activities to increase their competitiveness for Peace Corps service. Together, these four programs serve the three goals of the agency's mission.

Fellows/USA

Fellows/USA develops and maintains educational partnerships that place returned Volunteers in internships in underserved U.S. communities as they pursue graduate degrees. Last year, over 450 returned Volunteers were enrolled in graduate degree programs at more than 50 partner universities through Fellows/USA. Degree opportunities span a wide range of professional fields, including community and economic development, nursing, and environmental education. Financial aid is provided by participating universities, community and government agencies, and private funding entities.

Internships that help underserved populations are at the core of the Fellows/USA program, as returned Volunteers work at the grassroots level of urban and rural American communities. Fellows work on projects of critical importance to these communities, typically in nonprofit organizations, or they provide service as public school teachers. Fellows use the knowledge, skills, and competencies they developed as Volunteers to benefit the American people. They also share international perspectives through third goal activities.

There are currently Peace Corps Fellows/USA programs in 27 states and the District of Columbia. Since the program's inception in 1985, nearly 3,000 Peace Corps Fellows have worked to improve the lives of thousands of Americans and to raise international awareness in the process.

Master's International

Through partnerships with more than 60 colleges and universities, the Master's International (MI) program provides students with opportunities to incorporate

Peace Corps service into a master's degree in more than 100 different programs. Currently, there are MI partner universities in 31 states and the District of Columbia. Students apply to both the Peace Corps and to a participating graduate school (they must be accepted by both, and requirements vary by school). Participating graduate schools establish and monitor academic requirements, and the Peace Corps places MI students overseas as Volunteers. MI students complete one or, in a few cases, two years of course work before starting their Peace Corps assignment. Through the program, MI students graduate with the valuable combination of an advanced degree and two years of substantive professional experience in an international setting. Currently, more than 220 MI students are serving overseas.

The kinds of graduate study and assignments vary; however, MI students generally help Peace Corps meet scarce skill needs. The following example illustrates how MI Volunteers have incorporated graduate studies into Peace Corps assignments:

One MI student, serving as an environment sector Volunteer in El Salvador, worked with his community to organize ecological clubs for youth that included information on deforestation, biodiversity, water and air contamination, and recycling. Additionally, he connected his community with other environment organizations in their region to further the information exchange about environmentally friendly behaviors. The Volunteer's experience in El Salvador provided the basis for his thesis required to obtain a Master of Science in Environmental Policy degree.

Peace Corps Week

The commitment of returned Volunteers to share their overseas experiences at home continues to fulfill the Peace Corps' third goal of helping Americans gain a better understanding of other peoples. Each year during the week of March 1, thousands of returned and current Peace Corps Volunteers—along with their families and friends—commemorate the agency's anniversary during Peace Corps Week. Peace Corps Week provides an ideal opportunity to share how Volunteers have helped, or are helping, people around the world.

During Peace Corps Week 2008, nearly 4,000

returned Peace Corps Volunteers gave presentations in schools, to community groups, at their workplaces, or in places of worship. Forty-nine U.S. states issued proclamations—many holding proclamation ceremonies or photo-ops with returned Volunteers—in honor of Peace Corps Week. Numerous members of Congress made remarks in the Congressional Record recognizing the important work and ongoing contributions of Volunteers. Others honored Volunteers from their home states and districts.

Returned Volunteer Services (RVS)

This office provides career, educational, and transitional assistance to more than 3,500 Volunteers returning to the United States each year. It does so through a variety of targeted external resources, but primarily through internal publications and career-focused events customized to adhere to the returning Volunteer experience.

Regional career centers, specialized career manuals, transition and career events, and other career resources are coordinated to ensure that the skills and experiences Volunteers gain or develop during Peace Corps service are used effectively. In addition to working directly with the Volunteers, RVS forms networks and partnerships with employers, Peace Corps country directors, and headquarters staff to create and deliver relevant educational and job search materials, services, and opportunities.

Mentor Program

Returned Volunteer Services entered into a cooperative agreement with the National Peace Corps Association (NPCA)—a national organization for returned Peace Corps Volunteers—to establish a local mentor program for returning Volunteers. The program’s goals are to facilitate Volunteers’ ability to find employment or educational opportunities;



March 2009: Returned Peace Corps Volunteer Joseph Acaba served as a mission specialist on the Space Shuttle Discovery. Acaba carried a Peace Corps flag with him on the flight. Photo courtesy of NASA

assist in their adjustment back home; and increase the likelihood of their long-term participation in third-goal activities.

Career Manuals

Returned Volunteer Services publishes manuals as reference tools for returned Volunteers to generate ideas, formulate job search strategies, and identify educational institutions. Current publications include *Business Careers*, *Careers in Agriculture*, *Careers in Teaching*, *International Careers*, *Environmental Careers*, *Graduate School Guide*, *RPCV Handbook*, and the *Career Resource Manual*. The latter two publications are distributed to Volunteers during their close-of-service conference. Additionally, the *Career Information Consultants* guide lists more than 1,500 individuals who offer their assistance to current and returned Volunteers seeking information about career fields or employment opportunities within their organizations.

Career Events

Quarterly career events are also coordinated for returned Volunteers. These events feature career-preparation presentations, interactive job-seeker workshops, targeted panel discussions, and a recruitment fair. Last year, more than 500 RPCVs from over 20 states attended these highly regarded events. Also in FY 2008, RVS successfully piloted virtual career services by hosting two career “webinars.” These online workshops allowed nearly 200 returned Volunteers from across the country and around the world virtual access to VRS career resources. In FY 2008, over 1,300 RPCVs benefited from Returned Volunteer Services’ suite of career support.

Self-Assessment Software

To assist RPCVs in translating the entire Volunteer experience into something practical for job, career, or academic exploration, RVS licenses third-party self-assessment software to complement career events and other transition materials. The software is made available to returned Volunteers upon request.

Job Bulletins

Hotline is one of RVS’ longest-running and most-used publications. Emailed twice per month, *Hotline* contains announcements from employers and educational institutions interested in hiring or enrolling returned Volunteers, information about career and job search workshops, Fellows/USA program updates, and third-goal event information. RVS also subscribes to third-party job bulletins and makes passwords available to returned Volunteers upon request.

Close-of-Service Kits

Returned Volunteer Services works closely with Peace Corps headquarters and overseas staff to create and deliver meaningful guidance to Volunteers approaching the end of their service. The office assembles comprehensive kits for distribution at close-of-service conferences and participates in a task force that identifies improvements to close-of-service activities.

The Peace Corps' Educational Partnerships in the United States

States	Master's International Colleges/Universities	Fellows/USA Colleges/Universities
Alabama	University of Alabama at Birmingham	University of Alabama at Birmingham
Alaska	University of Alaska–Fairbanks	
Arizona	Arizona State University Northern Arizona University	Northern Arizona University University of Arizona
California	California State University at Sacramento Humboldt State University Loma Linda University Monterey Institute of International Studies University of California–Davis University of the Pacific–Stockton	Loma Linda University Humboldt State University University of Southern California
Colorado	Colorado State University–Fort Collins University of Colorado Denver University of Denver	University of Colorado Denver University of Denver
Connecticut	Yale University	
Florida	Florida International University Florida State University–Tallahassee University of South Florida–Tampa	Florida Institute of Technology
Georgia	Emory University Georgia State University–Atlanta University of Georgia–Athens	Georgia College and State University Kennesaw State University
Illinois	Illinois State University–Normal University of Illinois–Chicago	Illinois State University–Normal Western Illinois University
Indiana	Indiana University	Indiana University
Kansas	Wichita State University	
Louisiana	Tulane University Xavier University of Louisiana	University of New Orleans
Maryland	Johns Hopkins University University of Maryland–Baltimore County University of Maryland–College Park	Johns Hopkins University University of Maryland–Baltimore University of Maryland–Baltimore County University of Maryland–College Park
Massachusetts	Boston University	
Michigan	Michigan State University Michigan Technological University Western Michigan University	University of Michigan
Minnesota	University of Minnesota–Twin Cities	
Missouri	University of Missouri–Columbia University of Missouri–Kansas City	
Montana	University of Montana–Missoula	
Nevada	University of Nevada–Las Vegas	

The Peace Corps' Educational Partnerships in the United States

States	Master's International Colleges/Universities	Fellows/USA Colleges/Universities
New Hampshire	Southern New Hampshire University	Southern New Hampshire University
New Jersey	Rutgers, The State University of New Jersey–Camden	Drew University Monmouth University Rutgers, The State University of New Jersey–Camden
New Mexico	New Mexico State University–Las Cruces Western New Mexico University	
New York	Bard College Cornell University University at Albany– State University of New York	Columbia University Teachers College Cornell University Fordham University The New School University University of Rochester
North Carolina	Appalachian State University North Carolina A&T State University–Greensboro North Carolina State University–Raleigh	Duke University
Ohio	University of Cincinnati	Bowling Green State University University of Cincinnati
Oklahoma	Oklahoma State University–Stillwater	
Oregon	Oregon State University–Corvallis	University of Oregon
Pennsylvania	University of Pittsburgh	Carnegie Mellon University Duquesne University Seton Hill University University of Pennsylvania
South Carolina	Clemson University University of South Carolina–Columbia	University of South Carolina–Columbia
Texas	Texas A&M University Texas Tech University	
Vermont	SIT Graduate Institute St. Michael's College	University of Vermont
Virginia	Virginia Polytechnic Institute and State University George Mason University University of Virginia–Charlottesville	George Mason University
Washington	University of Washington–Seattle Washington State University–Pullman Gonzaga University	
Wisconsin	University of Wisconsin–Madison University of Wisconsin–Stevens Point	Marquette University University of Wisconsin–Milwaukee University of Wisconsin–Stevens Point
Wyoming	University of Wyoming	University of Wyoming
District of Columbia	American University George Washington University	George Washington University

Home States* of Peace Corps Volunteers

as of September 30, 2008

State	Currently Serving	Total Since 1961	State	Currently Serving	Total Since 1961
Alabama	44	957	Montana	52	1,216
Alaska	30	879	Nebraska	64	1,201
Arizona	127	3,080	Nevada	33	857
Arkansas	34	853	New Hampshire	64	1,486
California	911	26,249	New Jersey	190	4,405
Colorado	272	6,201	New Mexico	50	1,962
Connecticut	108	2,965	New York	438	12,017
Delaware	23	441	North Carolina	225	3,540
District of Columbia	49	2,123	North Dakota	15	521
Florida	246	6,632	Ohio	334	6,276
Georgia	160	2,783	Oklahoma	56	1,163
Guam	0	73	Oregon	237	5,399
Hawaii	36	1,294	Pennsylvania	280	6,943
Idaho	36	1,156	Puerto Rico	5	365
Illinois	368	7,469	Rhode Island	44	921
Indiana	162	2,846	South Carolina	81	1,298
Iowa	97	2,065	South Dakota	23	567
Kansas	100	1,529	Tennessee	91	1,457
Kentucky	81	1,319	Texas	317	6,224
Louisiana	25	981	Utah	53	944
Maine	71	1,675	Vermont	61	1,351
Maryland	212	5,182	U.S. Virgin Islands	5	75
Massachusetts	217	7,448	Virginia	351	6,498
Michigan	342	6,260	Washington	336	8,087
Minnesota	243	5,874	West Virginia	26	598
Mississippi	16	422	Wisconsin	255	5,345
Missouri	127	2,876	Wyoming	27	471

* Includes the District of Columbia, as well as the territories of Guam, Puerto Rico, and the U.S. Virgin Islands.



REGIONAL PROFILES AND POST DATA

Sahel

Cape Verde, The Gambia, Mali, Mauritania, Niger, Senegal

Coastal West and Central Africa

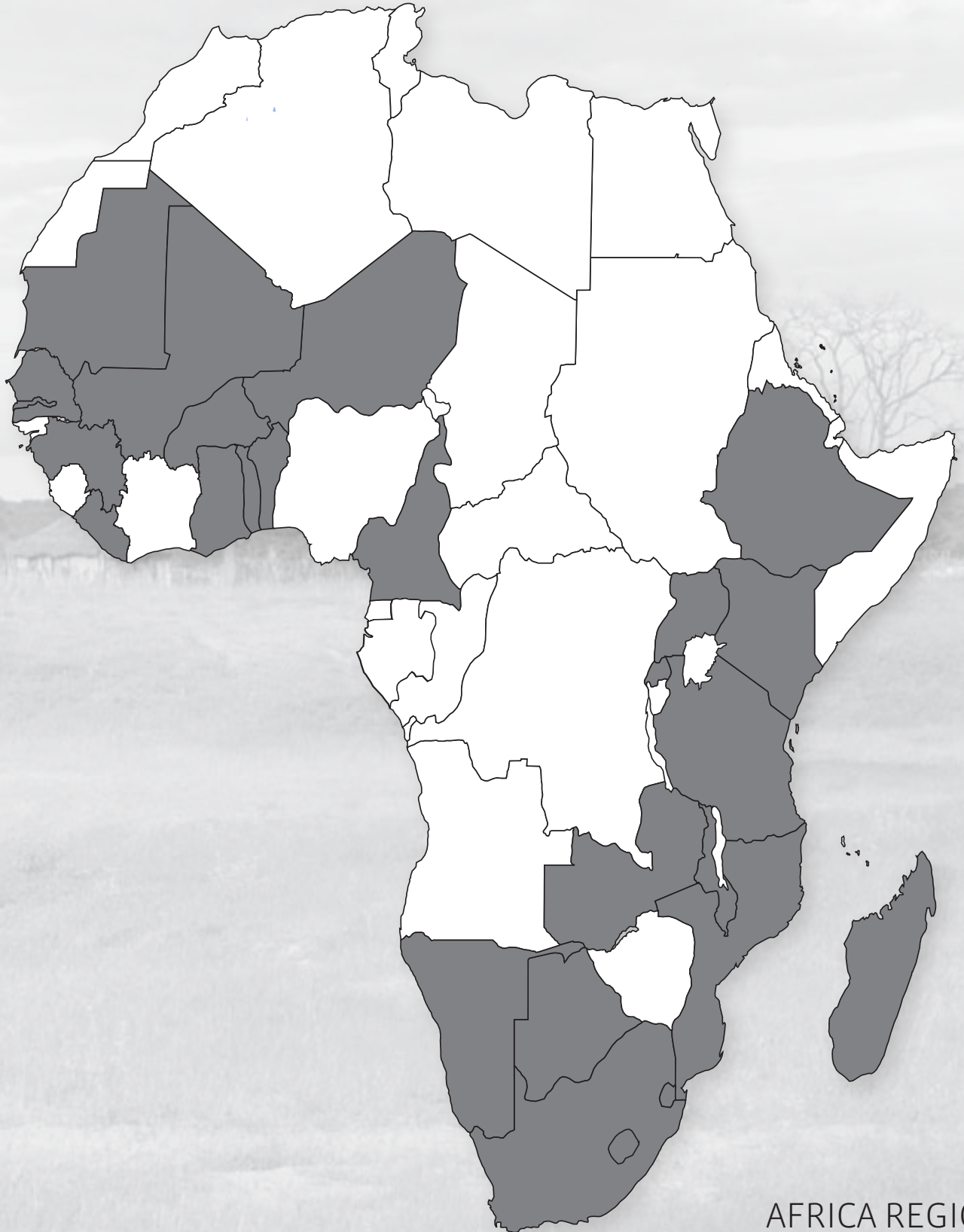
Benin, Burkina Faso, Cameroon, Ghana, Guinea, Liberia, Togo

Eastern Africa

Ethiopia, Kenya, Madagascar, Malawi, Mozambique, Rwanda, Tanzania, Uganda

Southern Africa

Botswana, Lesotho, Namibia, South Africa, Swaziland, Zambia



AFRICA REGION

Africa Region

Since 1961, more than 66,000 Peace Corps Volunteers have served in 46 African countries. Today the Peace Corps continues to enjoy strong cooperation and support from the people of Africa. During fiscal year (FY) 2008, 2,997 Volunteers were working in 27 countries in Africa. Programs in Africa cover all six of the agency's program sectors—agriculture, business development, education, environment, health and HIV/AIDS, and youth. In addition, many Volunteers are engaged in projects involving information and communication technology (ICT) and girls' education. With real potential for expansion in these sectors and projects, the Africa region is poised for substantial growth. In FY 2008, the Peace Corps received multiple requests from African governments to enter or re-enter programs in their countries. A team of 12 Peace Corps Response Volunteers entered Liberia in early FY 2009. With support of the President's Emergency Plan for AIDS Relief (PEPFAR), the Peace Corps returned to Rwanda after a 15-year absence. Thirty four Volunteers arrived in Rwanda in January 2009 and are currently working with the government and people of Rwanda to fight the HIV/AIDS pandemic.

The safety and security of Volunteers continues to be the agency's number one priority. Thirty employees are dedicated to safety and security in the Africa region, and each of the 27 posts has a designated safety and security coordinator. Additionally, the Africa region's safety and security desk officer at Peace Corps headquarters ensures effective communication and compliance related to safety issues. Three additional safety and security officers with sub-regional responsibilities are located in Madagascar, South Africa, and Togo. They provide advice and support to Peace Corps country directors across the continent.

Africa remains the epicenter of the AIDS pandemic. The Peace Corps has had a strong commitment to fight the spread of this terrible disease since the mid-1980s. Twelve posts are working very closely with PEPFAR. The Peace Corps trains all Volunteers serving in Africa, regardless of their primary assignment, in HIV/AIDS prevention and awareness. Volunteers provide AIDS education and prevention messages to schools, out-of-school youth, and communities. They also help

build capacity for communities and local AIDS service organizations to care for orphans and vulnerable children, and to support people living with HIV/AIDS. Volunteers are uniquely suited to work in HIV/AIDS because they live and work in the communities where they serve. They are trained to communicate AIDS prevention messages in local languages, and they share information in a culturally sensitive way. In addition to French and Portuguese, the Peace Corps provides training for Volunteers in over 150 local languages, and in deaf education and sign language in Kenya and Ghana. This enables Volunteers to effectively live, work, and transfer HIV/AIDS education messages in their communities.

In South Africa, Volunteers work with government officials, communities, and nongovernmental organizations (NGOs) that are involved in HIV/AIDS prevention and relief. In Mauritania, Volunteers design and implement HIV/AIDS trainings of trainers and launch major HIV/AIDS awareness campaigns throughout the country through sports, cultural events, and formal training sessions. Together, Volunteers and community members work to develop and facilitate culturally appropriate HIV/AIDS workshops targeted to young adults.

In health, Volunteers work in 25 countries across the continent to improve child survival, nutrition, disease prevention, environmental health, orphan care, home-based care, youth at-risk groups, and women's health. In Kenya, Volunteers are working with NGOs to teach reproductive health and life skills to youth. Volunteers design peer education training manuals and implement a comprehensive in-school peer education program for primary and secondary schools, as well as a training program for peer education resource teachers.

Peace Corps Volunteers are involved with business development in 13 countries across Africa. Their efforts focus on teaching business skills to youth, farmers, artisans, NGOs, credit institutions, and ICT-related businesses. In Burkina Faso, Peace Corps Volunteers promote business development and agribusiness. Volunteers train entrepreneur associations and cooperative members to market crafts and agribusiness products such as shea butter and locally

produced soap. Volunteers work with savings and credit clubs, handicraft associations, and agribusiness cooperatives to improve business practices and the viability of commercial activities. Volunteers in Guinea work to empower youth and small-scale entrepreneurs by strengthening their business management skills. Volunteers conduct business management and entrepreneurship training, create and strengthen market linkages, and help to establish basic accounting systems.

Education remains one of the Peace Corps' largest program sectors in Africa, with education projects in 21 countries. Among the subjects taught by Volunteers are English, mathematics, science, arts, ICT, and life skills. Volunteers use community content-based instruction to incorporate HIV/AIDS, environmental, and gender-specific themes into their lesson plans and presentations. In Namibia, Volunteers enhance educational development through teacher training and support, classroom teaching, and the integration of HIV/AIDS, life skills, and new ICT materials. For example, Volunteers facilitate teacher training workshops on how to mentor and prepare students for science fair competitions. In Lesotho, secondary education Volunteers provide classroom instruction in English language and literature, math, and science. The Volunteers also coach and mentor students in a variety of educational themes. Additionally, the Volunteers share their teaching experiences with their fellow teachers in an effort to build human capacity in their schools. Volunteers in Mauritania are working closely with community organizations to address obstacles and difficulties in securing better rates of access, retention, and transition of girls' schooling. The long-term implications of the project will help foster equitable and sustainable capacity building for girls, increasing their participation in the economic and political lives of their communities and country at large.

Volunteers in the agriculture and environment sectors work in 15 countries to improve agricultural practices and promote environmentally friendly

farming methods. Volunteers and their counterparts address environmental issues by promoting environmental education in schools and by educating farmers. In Mali, Volunteers collaborate with farmers to improve food production for local consumption and income generation. Volunteers serve as technical resources for community members, associations, and youth groups on a variety of projects. In Niger, Volunteers help develop local strategies to improve household food production. Volunteers also work directly with farmers in their villages on issues such as water harvesting, crop rotation, soil fertility management, and improved animal husbandry.

Across Africa, youth are a major focus of Volunteer work, not only in education, but also in community health and development, business development, environmental education, and girls' empowerment. In Tanzania, Volunteers work to reduce the spread of HIV/AIDS by empowering young people to make healthy choices about their lives. Volunteers train peer educators to teach other youth about HIV/AIDS awareness using drama, discussion groups, and organized debates. Those living with HIV/AIDS are also trained in permaculture principles, which empower them to adopt advanced and productive agriculture practices to improve their nutrition and overall health. In Uganda, Volunteers provide training to organizations that support orphans and vulnerable children. As a result, the youth gain better access to education, nutrition, water, insecticide-treated bed nets, and psychosocial support. Volunteers use sports to draw youth together for healthy entertainment and to share life skills messages.

Volunteers in all sectors integrate ICT training into their work with host communities. For example, Volunteers in Zambia conduct trainings for rural educators to introduce innovative teaching methods such as interactive radio instruction. In Kenya, Volunteers integrate ICT into their work at deaf schools and in Togo, Volunteer help local artisans develop websites to sell their products to international buyers.

EUROPE, MEDITERRANEAN, AND ASIA REGION

Balkans and North Africa

Albania, Bulgaria, Republic of Macedonia, Morocco

Central and Eastern Europe

Moldova, Romania, Ukraine

Middle East and the Caucasus

Armenia, Azerbaijan, Georgia, Jordan

Central Asia

Kazakhstan, Kyrgyz Republic, Turkmenistan

Asia

Cambodia, China, Mongolia, Philippines, Thailand



Europe, Mediterranean, and Asia Region

Since 1961, more than 51,000 Volunteers have served in the Europe, Mediterranean, and Asia (EMA) region. At the end of fiscal year (FY) 2008, 2,363 Volunteers were working in 19 countries. Many of the countries in the EMA region continue to face difficult economic and social changes while striving to play a larger part in the global economy. Volunteers are working to support growth and stability through projects in the areas of business development, education, environment, health and HIV/AIDS, and youth.

The safety and security of Volunteers is the number one priority in every EMA country. Training is one of the most important elements of the Peace Corps' process to ensure that Volunteers and staff develop a practical awareness of safety and security risks, and understand the policies and procedures designed to improve their safety. The region emphasizes that Volunteers are safest when they are integrated into their local communities, are respected and protected as extended family members, and are viewed as contributors to the development of the communities where they live and work. The region also emphasizes that not every threat can be completely mitigated and ensures that Volunteers and staff are trained on post-specific emergency response plans. Each Peace Corps post monitors safety and security situations according to agency guidelines.

Volunteers serve in a variety of settings throughout the EMA region. They work with communities, schools, clinics, businesses, cooperatives, local nongovernmental organizations (NGOs), municipal governments, and universities to promote cross-cultural understanding and to provide needed technical expertise in areas identified as critical in each host country.

All Peace Corps countries in the region have identified education as a national priority. In many countries, at least half of the population is under the age of 25. Volunteers are part of national and local efforts to strengthen primary, secondary, and university-level education capacity through classroom instruction, professional development for teachers, curriculum development, and by promoting the development of educational and community resources. Volunteers help students to develop their English language abilities and critical thinking skills. Through team-teaching

and teacher-training courses and workshops, Volunteers help teachers learn new teaching methodologies and techniques, and improve their own English language proficiency.

Volunteers and host teachers work collaboratively to develop curricula and materials for special education, health education, environmental awareness, business education, and other content-based courses. They facilitate lessons and extracurricular activities that focus on life skills, decision-making, healthy choices, and the development of personal and professional skills. Volunteers work alongside people of diverse ages, ethnicities, and educational and socioeconomic levels. Volunteers are often catalysts for promoting tolerance and motivating youth, teachers, and community members to become involved in volunteerism themselves. Volunteer projects often benefit orphanages, hospitals, and minority villages, as well as local charities and centers for the displaced, homeless, and those with special needs.

Over the past decade, Volunteer business development projects in the region have evolved from promoting small business startups to advising projects that seek to work across the full range of business issues. Volunteers assist entrepreneurs, governmental agencies and NGOs, educational institutions, small enterprise incubators, lending and micro-finance institutions, community banks and cooperatives, community groups, and motivated individuals. Because Volunteers live as part of their communities for two years, they are able to integrate themselves and earn the trust and respect needed to be accepted as valued partners and mentors.

Today's Volunteers often come to the field well-versed in various uses of technology. Volunteers are particularly successful in providing guidance and developing implementation models for communities that wish to incorporate information and communication technologies (ICT) into local business, education, and community development projects. They also support modest local "E-Government" efforts. Capacity-building activities concentrate primarily on training people to use basic software applications, such as word processing, spreadsheets, databases, small local networks, and Internet applications.

Health and HIV/AIDS sector Volunteers in the

region continue to educate individuals, households, service providers, and communities about the importance of health promotion and disease prevention. In addition to projects in other sectors that have health components, Albania, Armenia, Moldova, Mongolia, Morocco, Thailand, and Turkmenistan all support distinct Volunteer health and HIV/AIDS projects that emphasize healthy lifestyles and improved quality of life. Volunteers and their counterparts work to strengthen health education at clinics and hospitals, as well as in day care centers, orphanages, schools and universities; and within local community and youth organizations. Volunteer assignments encompass the design of health education materials and the delivery of these messages, with an emphasis on personal responsibility and behavior change. Preventive health education topics highlighted this year include pre- and postnatal care, personal and environmental hygiene, nutrition and food security, and prevention of HIV and other sexually transmitted diseases.

In Thailand, Volunteers and community members organized five HIV/AIDS life skills camps for 404

participants in three regions of the country. Peace Corps/Thailand staff members also assisted in these highly successful workshops. Critical to the success of these low-cost training efforts were the leadership and facilitation roles that are now played by community members who had previously been trained by Peace Corps Volunteers.

Working in schools, with youth groups, and with NGOs, environmental sector Volunteers in the EMA region promote a greater understanding of local ecology and environmental issues. Although the specific issues addressed in these projects vary from country to country, there are common traits within the types of activities offered. Volunteers increase awareness through eco-clubs, camps, tree-planting campaigns, and similar community efforts. Volunteers also address ecological issues such as safe water, erosion, and over-use of pesticides or fertilizers. Other Volunteers work to improve rural fuel and energy usage, train guides at national or regional parks, or improve sanitation.

Youth development activities are especially important throughout the region. Formal projects that



August 2006: Then-Senator Barack Obama and family visit with Peace Corps Volunteers during a trip to Kenya.

aim to develop the capacities and attitudes of young people are underway in Azerbaijan, Bulgaria, Jordan, Morocco, the Philippines, Ukraine, and Mongolia. Informal youth development projects are in operation in virtually every EMA country.

The need for young people to have positive economic, social, educational, and political opportunities is more critical than ever. Volunteers work to engage and prepare youth for the work force, and to become active and informed citizens. Important areas of program activities include life skills training for employment; entrepreneurship and leadership training, including conflict resolution skills; and language and technology skills. There is also an overall theme of advocating for youth participation in their communities and local volunteerism.

Many Volunteers work with young people in the classroom or through after-school clubs to support school-to-work transitions and make learning relevant to real-life priorities. Volunteers use English language instruction in summer camps or clubs as a way to teach important life skills. Volunteers work with marginalized young people to build their skills and capacities, and to inspire them. Volunteers seek to help youth create positive futures in a region where human trafficking, drug and alcohol abuse, prostitution, unemployment, migration, and lack of schooling may plague their prospects.

Volunteers and their host country partners also focus on projects to empower girls, who are often more disadvantaged than boys, especially in the areas of education, leadership skills, self-esteem, employment opportunities, and societal valuation. The highest percentage of girls' and boys' leadership camps in the Peace Corps is found in the EMA region. These camps provide a venue for programs that promote broad-based leadership and empowerment activities for girls, as well as boys, and offer a variety of other topical programs in safe and culturally acceptable environments.

The region continually refines its training of Volunteers and its Volunteer programs and projects to address the current development needs of each host country; to assure that Volunteers gain a comprehensive understanding of other cultures; and to enable

people of those countries to gain a better understanding of the United States and its people. Volunteers in the region, in turn, help promote a better understanding of other peoples on the part of Americans.



Peace Corps Volunteers have the opportunity to share in the rich cultures and traditions of the countries in which they serve.



Central America

Belize, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama

Caribbean

Dominican Republic, Eastern Caribbean (Antigua/Barbuda, Dominica, Grenada/Carriacou, St. Kitts and Nevis, St. Lucia, St. Vincent/Grenadines), Jamaica

South America

Bolivia, Ecuador, Guyana, Paraguay, Peru, Suriname

Pacific

Federated States of Micronesia and Palau, Fiji, Samoa, Tonga, Vanuatu

INTER-AMERICA AND THE PACIFIC REGION

Inter-America and the Pacific Region

Since the Peace Corps' inception in 1961, more than 77,000 Volunteers have served in the Inter-America and Pacific (IAP) region. They have served in more than 32 countries in the Americas and 14 countries in the Pacific Islands. At the end of fiscal year (FY) 2008, 2,516 Volunteers were working in 21 posts in all six of the agency's sectors: agriculture, business development, education, environment, health and HIV/AIDS, and youth. Additional countries in the region continue to be interested in establishing Peace Corps programs. IAP also actively supports the Peace Corps' 50+ initiative, an effort to recruit more Volunteers age 50 and over.

The region is committed to ensuring the safety and security of all Volunteers. All IAP posts have trained safety and security coordinators. In addition, three regional Peace Corps safety and security officers help each post assess risks and ensure appropriate training for staff and Volunteers. Each post has an emergency action plan, which is tested and revised, as appropriate, at least once every year.

Peace Corps Volunteers and their counterparts in the IAP region have become active, productive participants in the President's Emergency Plan for AIDS Relief (PEPFAR). In Guyana, Volunteers provide HIV/AIDS awareness and prevention information to affected populations living in rural communities. One recent program, facilitated by a Volunteer and community members, combined computer skills training, HIV/AIDS education, and community service. A conference was organized to build the life skills of youth through computer education, while encouraging community service. During the conference, youth created signs for each of their villages with their newfound computer skills, and every sign included HIV/AIDS prevention messages. There were also specific sessions devoted to discussing HIV/AIDS and sharing information about prevention.

Volunteers promote the development of micro, small, and medium-sided enterprises in both rural and urban areas, helping low-income people increase employment and income-generation opportunities. Through the transfer of business management knowledge and skills, Volunteers provide technical assistance

to individual entrepreneurs, as well as to organizations providing credit, training, and technical assistance to small businesses.

In the Dominican Republic, a Volunteer organized a series of business classes for entrepreneurs who received funding through a local microcredit nongovernmental organization (NGO). The classes covered topics such as customer service, marketing, accounting, and conducting feasibility studies. The Volunteer also created a training curriculum that was used to train additional credit advisors to lead similar classes in other communities. During her two years of Peace Corps service, the Volunteer taught over 800 loan recipients how to implement improved practices to strengthen their businesses.

Throughout the IAP region, communities where Volunteers serve are increasingly affected by environmental degradation that has an impact on air, water, and land resources. Volunteers engage national and local partners in environmental education and conservation. Additionally, many Volunteers integrate economic development interests with environmental sustainability through ecotourism and eco-business projects.

A Volunteer in Jamaica assisted his coastal community in creating a 3,000-acre marine sanctuary. The Volunteer used GPS mapping to determine ecologically significant boundaries and worked with local fishermen to develop a management plan for the sanctuary, which balanced their economic needs with conservation concerns. The establishment of the fisheries sanctuary was recognized by the Ministry of Agriculture as a model to be replicated in other parts of the country.

Volunteers work with teachers and students to increase knowledge and skills in areas requested by the host countries and communities where they serve. They seek to improve the professional development of host country teachers by introducing new teaching methodologies and curriculum. Volunteers also help build libraries and resource centers, promote adult literacy, and encourage parents and communities to become more involved in the education of their children.

A Volunteer in Micronesia worked with her teaching colleagues to organize and facilitate a Girl Scout

troop for 30 middle school girls. One of the troop's first projects involved making the play and exercise area at their school handicap accessible. As a result of the project, the girls learned important organizational, financial, and leadership skills. Additionally, they developed a better understanding of the challenges faced by the handicapped in their community.

Access to basic health care remains a serious problem for many communities in the IAP region. Volunteers work to improve the health of the individuals and families in the communities where they serve. With the increasing threat of HIV/AIDS in the region, Volunteers help their communities gain a better understanding of HIV/AIDS by integrating HIV awareness and prevention messages into their work.

A Volunteer in Paraguay helped her rural community improve its access to preventative health care and education. Working with local government leaders, the Volunteer organized a health commission, which used community resources to build a three-room health center. As a result, the community now has local access to basic health services such as blood pressure monitoring and infant weight screenings. Additionally, the health center provides the community with educational information on health related topics such

as nutrition and exercise.

Youth, ages 10 to 25, account for over half of the population in many IAP countries. Peace Corps programs target youth to develop life and leadership skills, and improve employability. In several countries, Volunteers organize and facilitate camps for girls in their communities. During the weeklong Camp GLOW (Girls Leading Our World), Volunteers lead sessions on self-esteem, healthy life skills, HIV/AIDS awareness and prevention, leadership skills, and personal development.

In Costa Rica, five Volunteers and school counterparts initiated mentoring programs in their communities to support 80 participants by providing service learning opportunities to older mentors, and a role model for the younger mentees. Approximately 80 percent of mentors demonstrated a commitment to service and to their mentees by successfully completing their community service requirement. Mentees expressed more confidence as the program went on, and most developed a strong bond with their mentors, as observed by Volunteers. Volunteers reported that this program is very popular with high school teachers who are searching for opportunities for their students to complete their required community service hours.



March 2009: Vice President Joseph Biden poses with Peace Corps Volunteers in Costa Rica.

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Post Statistical Profiles

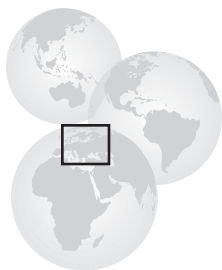
Albania68	Macedonia85
Armenia68	Madagascar85
Azerbaijan	.....69	Malawi	.....86
Belize	.....69	Mali	.....86
Benin	.....70	Mauritania	.....87
Bolivia	.....70	Mexico	.....87
Botswana	.....71	Micronesia, Federated States of and Palau	.....88
Bulgaria	.....71	Moldova	.....88
Burkina Faso	.....72	Mongolia	.....89
Cambodia	.....72	Morocco	.....89
Cameroon	.....73	Mozambique	.....90
Cape Verde	.....73	Namibia	.....90
China	.....74	Nicaragua	.....91
Costa Rica	.....74	Niger	.....91
Dominican Republic	.....75	Panama	.....92
Eastern Caribbean	.....75	Paraguay	.....92
Ecuador	.....76	Peru	.....93
El Salvador	.....76	Philippines	.....93
Ethiopia	.....77	Romania	.....94
Fiji	.....77	Rwanda	.....94
The Gambia	.....78	Samoa	.....95
Georgia	.....78	Senegal	.....95
Ghana	.....79	South Africa	.....96
Guatemala	.....79	Suriname	.....96
Guinea	.....80	Swaziland	.....97
Guyana	.....80	Tanzania	.....97
Honduras	.....81	Thailand	.....98
Jamaica	.....81	Togo	.....98
Jordan	.....82	Tonga	.....99
Kazakhstan	.....82	Turkmenistan	.....99
Kenya	.....83	Uganda	.....100
Kyrgyz Republic	.....83	Ukraine	.....100
Lesotho	.....84	Vanuatu	.....101
Liberia	.....84	Zambia	.....101

Eastern Caribbean statistics are based upon an average taken from Antigua and Barbuda, Dominica, Grenada/Carriacou, St. Lucia, St. Kitts and Nevis, and St. Vincent and the Grenadines.

Micronesia, Federated States of, and Palau are base upon an average taken from the Federated States of Micronesia and Palau

Data is from the World Bank's 2008 *World Development Indicators*, State Department *Background Notes*, and UNSTAT sources.

If no official language is presented, either the most widely spoken language or language of government is listed. Information is garnered from the State Department and 2007 UNSTAT data.



ALBANIA

Capital	Tirana
Population	3.2 million
Annual per capita income	\$2,930
GDP growth	5.0%
Foreign direct investment	\$325 million

Adult illiteracy rate	Male: 1%
	Female: 2%

Infant mortality rate	15 per 1,000 live births
Access to an improved water source	96%
HIV/AIDS prevalence	2%

Religions	Islam (Sunni and Bektshi) 70%
	Albanian Orthodoxy 20%
	Roman Catholicism 10%

Official language	Albanian
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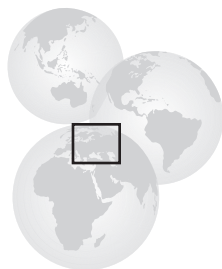
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	71	63
Program funds (\$000)	2,484	2,527

PROGRAM DATES	1992–1997 2003–present
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PROGRAM SECTORS	Business Development, Education, and Health and HIV/AIDS
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ARMENIA

Capital	Yerevan
Population	3 million
Annual per capita income	\$1,920
GDP growth	13.3%
Foreign direct investment	\$343 million

Adult illiteracy rate	Male: 0%
	Female: 1%

Infant mortality rate	21 per 1,000 live births
Access to an improved water source	92%
HIV/AIDS prevalence	0.1%

Religions	Armenian Apostolic Christianity
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Official language	Armenian
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ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	82	83
Program funds (\$000)	2,528	2,598

PROGRAM DATES	1992–present
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PROGRAM SECTORS	Business Development, Education, Environment, and Health and HIV/AIDS
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AZERBAIJAN

Capital	Baku
Population	8.5 million
Annual per capita income	\$1,840
GDP growth	34.5%
Foreign direct investment	-\$584 million

Adult illiteracy rate	Male: 1%
	Female: 1%

Infant mortality rate 73 per 1,000 live births

Access to an improved water source 77%

HIV/AIDS prevalence 0.1%

Religions Islam 93%

Official language Azerbaijani



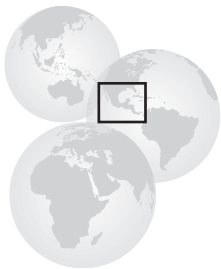
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	114	164
Program funds (\$000)	2,353	2,648

PROGRAM DATES 2003–present

PROGRAM SECTORS Business Development, Education, and Youth



BELIZE

Capital	Belmopan
Population	320,000
Annual per capita income	\$3,740
GDP growth	5.6%
Foreign direct investment	\$73 million

Adult illiteracy rate	Male: 23%
	Female: 23%

Infant mortality rate 16 per 1,000 live births

Access to an improved water source 90%

HIV/AIDS prevalence 2.5%

Religions Roman Catholicism 50%
Protestantism 27%
Other 14%

Official language English



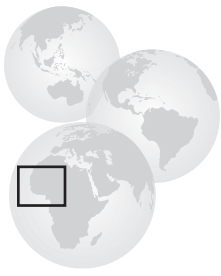
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	74	85
Program funds (\$000)	2,403	2,909

PROGRAM DATES 1962–present

PROGRAM SECTORS Business Development, Education, Health and HIV/AIDS, and Youth



BENIN

Capital	Porto-Novo
Population	8.8 million
Annual per capita income	\$530
GDP growth	4.1%
Foreign direct investment	\$63 million

Adult illiteracy rate Male: 52%
Female: 77%

Infant mortality rate 88 per 1,000 live births

Access to an improved water source 67%

HIV/AIDS prevalence 1.8%

Religions Indigenous beliefs 50%
Christianity 30%
Islam 20%

Official language French



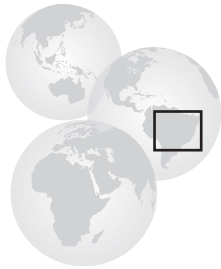
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	100	90
Program funds (\$000)	3,972	4,008

PROGRAM DATES 1968–present

PROGRAM SECTORS Business Development, Education, Environment and Health and HIV/AIDS



BOLIVIA

Capital	La Paz
Population	9.4 million
Annual per capita income	\$1,100
GDP growth	4.6%
Foreign direct investment	\$240 million

Adult illiteracy rate Male: 7%
Female: 19%

Infant mortality rate 50 per 1,000 live births

Access to an improved water source 85%

HIV/AIDS prevalence 0.1%

Religions Roman Catholicism
Protestantism

Official language Spanish



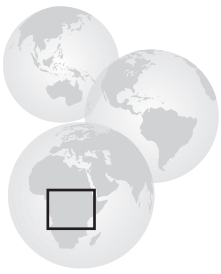
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	0	57
Program funds (\$000)	1,992	2,369

PROGRAM DATES 1962–1971
1990–present (suspended)

PROGRAM SECTORS Agriculture, Business Development, Environment, Health and HIV/AIDS, and Youth



BOTSWANA

Capital Gaborone
 Population 1.9 million
 Annual per capita income \$5,570
 GDP growth 2.1%
 Foreign direct investment \$486 million

Adult illiteracy rate Male: 20%
 Female: 18%

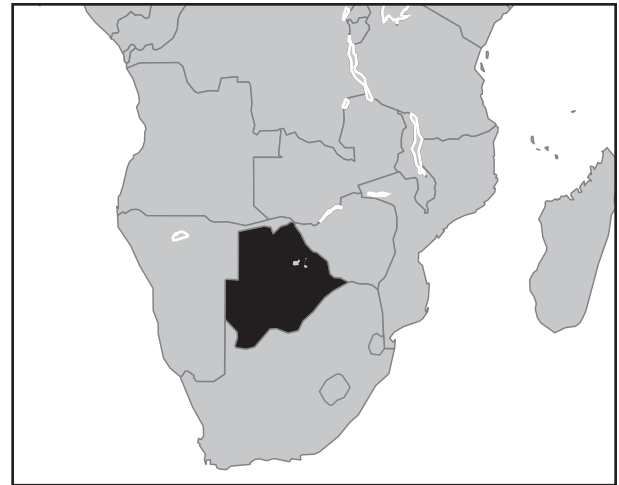
Infant mortality rate 90 per 1,000 live births

Access to an improved water source Urban: 100%
 Rural: 90%

HIV/AIDS prevalence 24.1%

Religions Christianity 70%
 None 20%
 Other 10%

Official language English



ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	55	52
Program funds (\$000)	1,881	1,929

PROGRAM DATES 1966–1997
 2003–present

PROGRAM SECTORS Health and HIV/AIDS



BULGARIA

Capital Sofia
 Population 7.7 million
 Annual per capita income \$3,990
 GDP growth 6.1%
 Foreign direct investment \$5,172 billion

Adult illiteracy rate Male: 1%
 Female: 2%

Infant mortality rate 12 per 1,000 live births

Access to an improved water source 99%

HIV/AIDS prevalence 0.1%

Religions Bulgarian Orthodoxy 83%
 Islam 12%

Official language Bulgarian



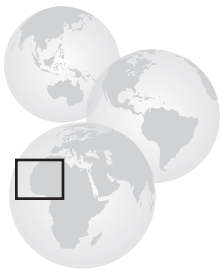
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	140	126
Program funds (\$000)	3,667	3,448

PROGRAM DATES 1991–present

PROGRAM SECTORS Business Development,
 Education, and Youth



BURKINA FASO

Capital	Ouagadougou
Population	14.4 million
Annual per capita income	\$440
GDP growth	6.4%
Foreign direct investment	\$26 million

Adult illiteracy rate	Male: 69%
	Female: 83%

Infant mortality rate 122 per 1,000 live births

Access to an improved water source 61%

HIV/AIDS prevalence 2.0%

Religions	Islam 55%
	Christianity 25%
	Indigenous beliefs 20%

Official language French



ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	113	121
Program funds (\$000)	3,733	3,896

PROGRAM DATES 1966–1987
1995–present

PROGRAM SECTORS Business Development, Education, Health and HIV/AIDS, and Youth



CAMBODIA

Capital	Phnom Penh
Population	14.2 million
Annual per capita income	\$490
GDP growth	10.8%
Foreign direct investment	\$483 million

Adult illiteracy rate	Male: 15%
	Female: 36%

Infant mortality rate 65 per 1,000 live births

Access to an improved water source 41%

HIV/AIDS prevalence 1.6%

Religions	Theravada Buddhism 95%
	Animism
	Christianity
	Islam

Official language Khmer



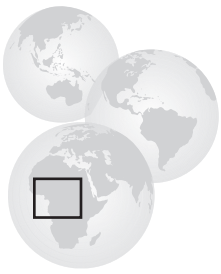
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	68	81
Program funds (\$000)	1,729	2,003

PROGRAM DATES 1992–1997
2006–present

PROGRAM SECTORS Education



CAMEROON

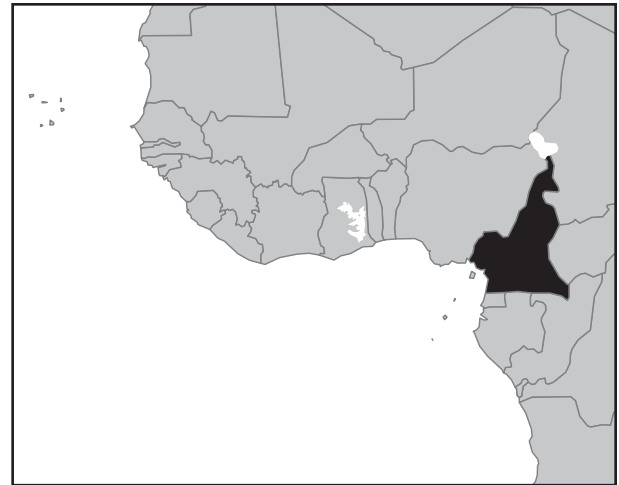
Capital	Yaounde
Population	18.2 million
Annual per capita income	\$990
GDP growth	3.8%
Foreign direct investment	\$309 million

Adult illiteracy rate	Male: 23%
	Female: 40%

Infant mortality rate	87 per 1,000 live births
Access to an improved water source	66%
HIV/AIDS prevalence	5.5%

Religions	Christianity 40%
	Indigenous African 40%
	Islam 20%

Official language	French
	English



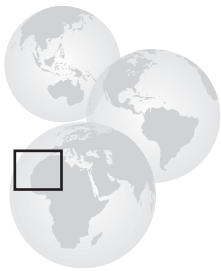
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	174	182
Program funds (\$000)	4,056	4,389

PROGRAM DATES	1962–present
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PROGRAM SECTORS	Agriculture, Business Development, Education, and Health and HIV/AIDS
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CAPE VERDE

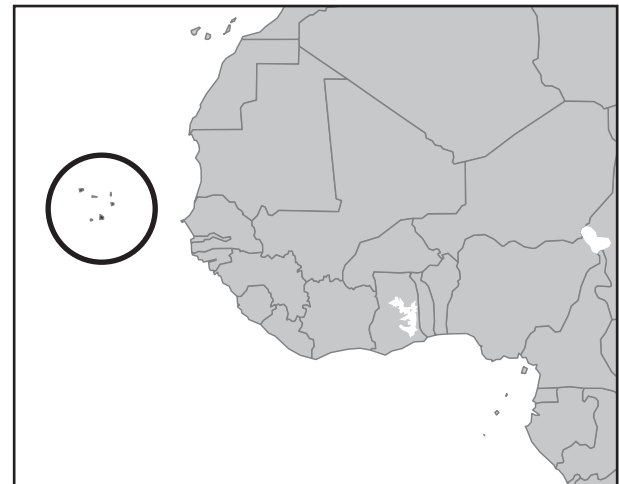
Capital	Praia
Population	520,000
Annual per capita income	\$2,130
GDP growth	6.1%
Foreign direct investment	\$123 million

Adult illiteracy rate	Male: 19%
	Female: 19%

Infant mortality rate	34 per 1,000 live births
Access to an improved water source	80%
HIV/AIDS prevalence	Not available

Religions	Roman Catholicism
	Protestantism

Official language	Albanian
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ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	49	44
Program funds (\$000)	2,185	2,221

PROGRAM DATES	1992–1997 2003–present
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PROGRAM SECTORS	Business Development, Education and Health and HIV/AIDS
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CHINA

Capital Beijing
Population 1,311 billion

Annual per capita income \$2,000
GDP growth 10.7%
Foreign direct investment \$7.8 billion

Adult illiteracy rate Male: 5%
Female: 13%

Infant mortality rate 20 per 1,000 live births

Access to an improved water source 77%

HIV/AIDS prevalence 0.1%

Religions Officially atheist
Taoism
Buddhism
Christianity
Islam

Official language Chinese



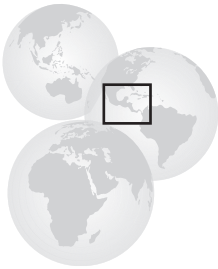
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	99	94
Program funds (\$000)	2,194	2,174

PROGRAM DATES 1993–present

PROGRAM SECTORS Education



COSTA RICA

Capital San Jose
Population 4.4 million

Annual per capita income \$4,980
GDP growth 8.2%
Foreign direct investment \$1.5 billion

Adult illiteracy rate Male: 5%
Female: 5%

Infant mortality rate 11 per 1,000 live births

Access to an improved water source 97%

HIV/AIDS prevalence 0.3%

Religions Roman Catholicism 76%
Protestantism 16%
Other 5%

Official language Spanish



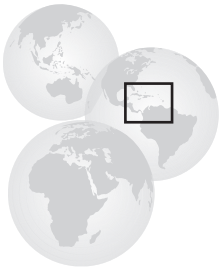
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	97	88
Program funds (\$000)	2,696	2,670

PROGRAM DATES 1963–present

PROGRAM SECTORS Business Development,
Education, and Youth



DOMINICAN REPUBLIC

Capital Santo Domingo
Population 9.6 million

Annual per capita income \$2,910
GDP growth 10.7%
Foreign direct investment \$1.2 billion

Adult illiteracy rate Male: 13%
Female: 13%

Infant mortality rate 25 per 1,000 live births

Access to an improved water source 95%

HIV/AIDS prevalence 1.1%

Religions Roman Catholicism: 95%

Official language Spanish



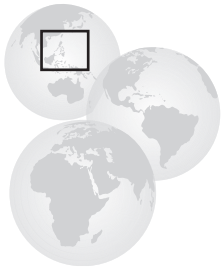
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	198	180
Program funds (\$000)	4,034	4,036

PROGRAM DATES 1962–present

PROGRAM SECTORS Business Development, Education, Health and HIV/AIDS, and Youth



EASTERN CARIBBEAN

Capitals Saint John's (Antigua and Barbuda); Roseau (Dominica); Saint George's (Grenada/Carriacou); Basseterre (St. Kitts and Nevis); Castries (St. Lucia); Kingstown (St. Vincent and the Grenadines)

Population 600,000

Annual per capita income \$6,117

GDP growth 5%

Foreign direct investment \$113 million

Adult illiteracy rate Male: 7%
Female: 7%

Infant mortality rate 17 per 1,000 live births

Access to an improved water source 94%

HIV/AIDS prevalence Not available

Religions Protestantism, Roman Catholicism, Islam and Rastafarianism

Official language English



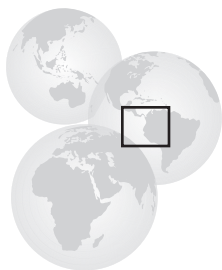
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	98	103
Program funds (\$000)	3,397	3,496

PROGRAM DATES 1961–present

PROGRAM SECTORS Business Development, Education, Health and HIV/AIDS and Youth



ECUADOR

Capital	Quito
Population	13.2 million
.....	
Annual per capita income	\$2,910
GDP growth	3.9%
Foreign direct investment	\$271 million

Adult illiteracy rate	Male: 8%
	Female: 10%

Infant mortality rate	21 per 1,000 live births
Access to an improved water source	94%
HIV/AIDS prevalence	0.3%

Religions	Roman Catholicism: 95%
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Official language	Spanish
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ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	142	153
Program funds (\$000)	3,401	3,715

PROGRAM DATES	1962–present
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PROGRAM SECTORS	Business Development, Health and HIV/AIDS and Youth
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EL SALVADOR

Capital	San Salvador
Population	6.8 million
.....	
Annual per capita income	\$2,680
GDP growth	4.2%
Foreign direct investment	\$204 million

Adult illiteracy rate	Male: 18%
	Female: 21%

Infant mortality rate	22 per 1,000 live births
Access to an improved water source	84%
HIV/AIDS prevalence	0.9%

Religions	Roman Catholicism 52%
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Official language	Spanish
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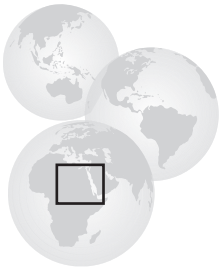
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	135	129
Program funds (\$000)	3,092	3,164

PROGRAM DATES	1962–1980 1993–present
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PROGRAM SECTORS	Agriculture, Business Development, Education, Health and HIV/AIDS, and Youth
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ETHIOPIA

Capital Addis Ababa
 Population 77.2 million

Annual per capita income \$170
 GDP growth 9%
 Foreign direct investment \$364 million

Adult illiteracy rate Male: 50%
 Female: 77%

Infant mortality rate 77 per 1,000 live births

Access to an improved water source 22%

HIV/AIDS prevalence 1.4%

Religions Sunni Islam 50%
 Ethiopian Orthodox Christianity 40%
 Protestantism 5%
 Indigenous beliefs 5%

Official language Amharic



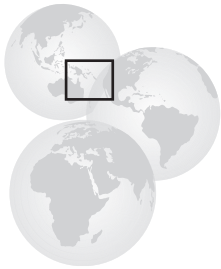
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	13	15
Program funds (\$000)	1,216	1,343

PROGRAM DATES 1962–1977
 1995–1999;
 2007–present

PROGRAM SECTORS Health and HIV/AIDS



FIJI

Capital Suva
 Population 830,000

Annual per capita income \$3,720
 GDP growth 3.6%
 Foreign direct investment \$157 million

Adult illiteracy rate Male: 7%
 Female: 7%

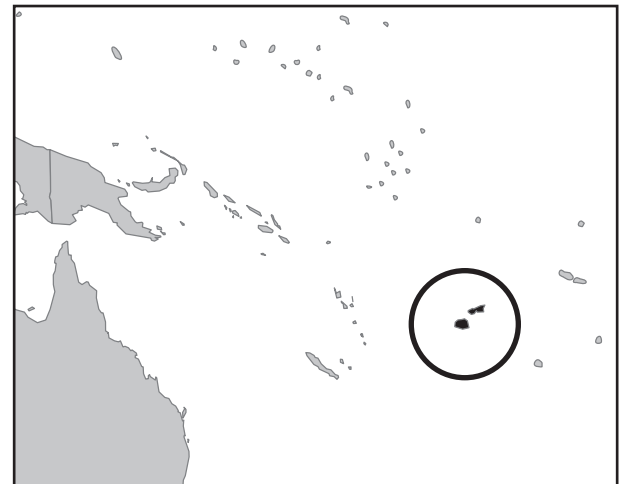
Infant mortality rate 18 per 1,000 live births

Access to an improved water source 47%

HIV/AIDS prevalence 0.1%

Religions Christianity 52%
 Hinduism 33%
 Islam 7%

Official language English
 Fijian
 Hindi



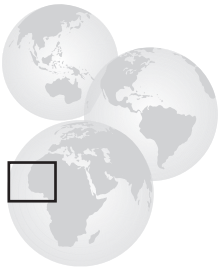
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	58	57
Program funds (\$000)	2,366	2,556

PROGRAM DATES 1968–1998
 2003–present

PROGRAM SECTORS Environment, Health and HIV/AIDS
 and Youth



THE GAMBIA

Capital Banjul
Population 1.7 million

Annual per capita income \$290
GDP growth 4.5%
Foreign direct investment \$82 million

Adult illiteracy rate Male: 62%
Female: 62%

Infant mortality rate 84 per 1,000 live births

Access to an improved water source 82%

HIV/AIDS prevalence 2.4%

Religions Islam 90%
Christianity 9%
Other 1%

Official language English



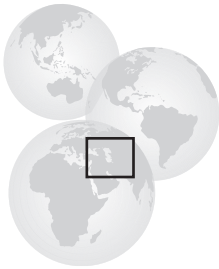
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	84	66
Program funds (\$000)	2,260	2,225

PROGRAM DATES 1967–present

PROGRAM SECTORS Education, Environment and Health and HIV/AIDS



GEORGIA

Capital T'bilisi
Population 4.4 million

Annual per capita income \$1,580
GDP growth 9.4%
Foreign direct investment \$1.1 billion

Adult illiteracy rate Male: 0%
Female: 0%

Infant mortality rate 28 per 1,000 live births

Access to an improved water source 82%

HIV/AIDS prevalence 0.2%

Religions Orthodox Christianity 84%
Islam 10%
Other 6%

Official language Georgian



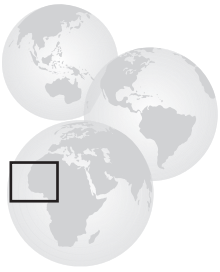
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	26	43
Program funds (\$000)	1,751	2,056

PROGRAM DATES 2007–present

PROGRAM SECTORS Business Development and Education



GHANA

Capital	Accra
Population	23 million
Annual per capita income	\$510
GDP growth	6.2%
Foreign direct investment	\$435 million

Adult illiteracy rate	Male: 34%
	Female: 50%

Infant mortality rate	76 per 1,000 live births
Access to an improved water source	75%
HIV/AIDS prevalence	2.3%

Religions	Christianity 69%
	Islam 16%
	Traditional and indigenous beliefs 8%

Official language	English
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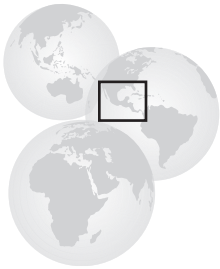
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	169	155
Program funds (\$000)	3,371	3,574

PROGRAM DATES	1961–present
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PROGRAM SECTORS	Business Development, Education, Environment, and Health and HIV/AIDS
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GUATEMALA

Capital	Guatemala City
Population	13 million
Annual per capita income	\$2,590
GDP growth	4.5%
Foreign direct investment	\$354 million

Adult illiteracy rate	Male: 25%
	Female: 37%

Infant mortality rate	31 per 1,000 live births
Access to an improved water source	95%
HIV/AIDS prevalence	0.9%

Religions	Roman Catholicism
	Protestantism
	Traditional Mayan

Official language	Spanish
	23 officially recognized Amerindian Languages



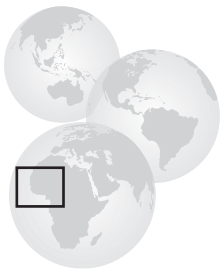
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	205	196
Program funds (\$000)	4,241	4,362

PROGRAM DATES	1963–present
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PROGRAM SECTORS	Agriculture, Business Development, Education, Environment, and Health and HIV/AIDS
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GUINEA

Capital Conakry
 Population 9.2 million

Annual per capita income \$400
 GDP growth 2.8%
 Foreign direct investment \$108 million

Adult illiteracy rate Male: 57%
 Female: 82%

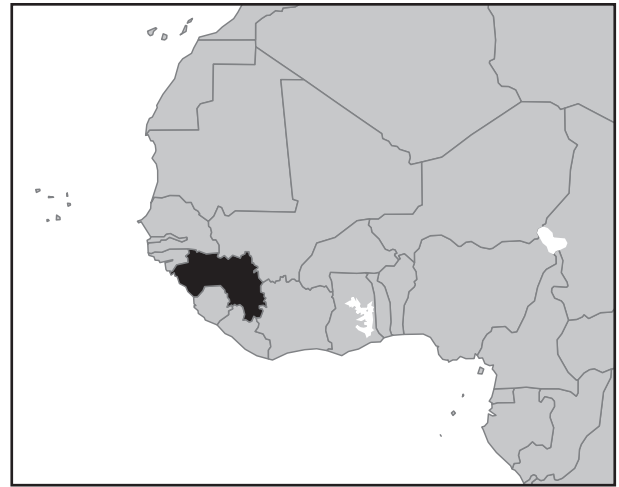
Infant mortality rate 98 per 1,000 live births

Access to an improved water source 50%

HIV/AIDS prevalence 1.5%

Religions Islam 85%
 Christianity 8%
 Traditional beliefs 7%

Official language French



ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	91	93
Program funds (\$000)	2,759	3,033

PROGRAM DATES 1962–1966, 1969–1971
 1985–present

PROGRAM SECTORS Business Development, Education,
 Environment, and Health and HIV/AIDS



GUYANA

Capital Georgetown
 Population 740,000

Annual per capita income \$1,150
 GDP growth 4.8%
 Foreign direct investment \$102 million

Adult illiteracy rate Male: 3%
 Female: 3%

Infant mortality rate 62 per 1,000 live births

Access to an improved water source 83%

HIV/AIDS prevalence 2.4%

Religions Christianity 50%
 Hinduism 35%
 Islam 10%
 Other 5%

Official language English



ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	56	60
Program funds (\$000)	2,056	2,241

PROGRAM DATES 1967–1971
 1995–present

PROGRAM SECTORS Education and Health and HIV/AIDS



HONDURAS

Capital Tegucigalpa
Population 7 million

Annual per capita income \$1,270
GDP growth 6%
Foreign direct investment \$385 million

Adult illiteracy rate Male: 20%
Female: 20%

Infant mortality rate 23 per 1,000 live births

Access to an improved water source 87%

HIV/AIDS prevalence 1.5%

Religions Roman Catholicism 97%
Protestantism 3%

Official language Spanish



ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	179	173
Program funds (\$000)	3,836	4,088

PROGRAM DATES 1963–present

PROGRAM SECTORS Agriculture, Business Development, Education, Environment, Health and HIV/AIDS and Youth



JAMAICA

Capital Kingston
Population 2.7 million

Annual per capita income \$3,560
GDP growth 2.5%
Foreign direct investment \$882 million

Adult illiteracy rate Male: 20%
Female: 20%

Infant mortality rate 26 per 1,000 live births

Access to an improved water source 93%

HIV/AIDS prevalence 1.5%

Religions Protestantism
Roman Catholicism
Rastafarianism
Jewish

Official language English



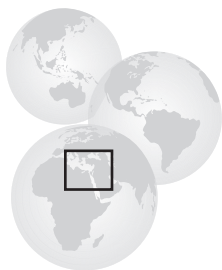
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	72	70
Program funds (\$000)	2,667	2,895

PROGRAM DATES 1962–present

PROGRAM SECTORS Environment, Health and HIV/AIDS, and Youth



JORDAN

Capital	Amman
Population	5.5 million
Annual per capita income	\$2,650
GDP growth	5.7%
Foreign direct investment	\$3.2 billion

Adult illiteracy rate	Male: 5%
	Female: 13%

Infant mortality rate	21 per 1,000 live births
Access to an improved water source	97%
HIV/AIDS prevalence	0.2%

Religions	Sunni Islam 92%
	Christianity 6%
	Other 2%

Official language	Arabic
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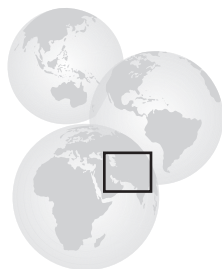
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	29	34
Program funds (\$000)	1,547	2,141

PROGRAM DATES	1997–present
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PROGRAM SECTORS	Education and Youth
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KAZAKHSTAN

Capital	Astana
Population	15.3 million
Annual per capita income	\$3,870
GDP growth	10.7%
Foreign direct investment	\$6.1 billion

Adult illiteracy rate	Male: 1%
	Female: 1%

Infant mortality rate	26 per 1,000 live births
Access to an improved water source	86%
HIV/AIDS prevalence	0.1%

Religions	Sunni Islam 47%
	Russian Orthodoxy 44%
	Other 7%

Official language	Russian (official) Khazak (state)
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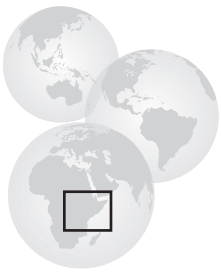
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	170	172
Program funds (\$000)	3,587	3,732

PROGRAM DATES	1993–present
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PROGRAM SECTORS	Business Development and Education
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KENYA

Capital	Nairobi
Population	36.3 million
Annual per capita income	\$580
GDP growth	6.1%
Foreign direct investment	\$51 million

Adult illiteracy rate	Male: 22%
	Female: 30%

Infant mortality rate	79 per 1,000 live births
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Access to an improved water source	61%
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HIV/AIDS prevalence	6.1%
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Religions	Christianity 80%
	Islam 10%
	Traditional African religions 9%

Official language	English
	Swahili



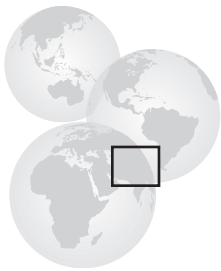
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	43	64
Program funds (\$000)	2,779	2,968

PROGRAM DATES	1965–present
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PROGRAM SECTORS	Business Development, Education and Health and HIV/AIDS
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KYRGYZ REPUBLIC

Capital	Bishkek
Population	5.2 million
Annual per capita income	\$500
GDP growth	2.7%
Foreign direct investment	\$182 million

Adult illiteracy rate	Male: 1%
	Female: 1%

Infant mortality rate	36 per 1,000 live births
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Access to an improved water source	77%
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HIV/AIDS prevalence	0.1%
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Religions	Islam 75%
	Russian Orthodoxy 20%
	Other 5%

Official language	Kirghiz
	Russian



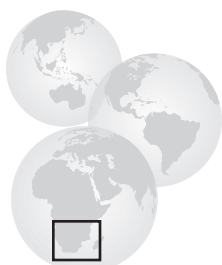
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	96	101
Program funds (\$000)	2,163	2,413

PROGRAM DATES	1993–present
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PROGRAM SECTORS	Business Development, Education and Health and HIV/AIDS
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LESOTHO

Capital Maseru
Population 2 million

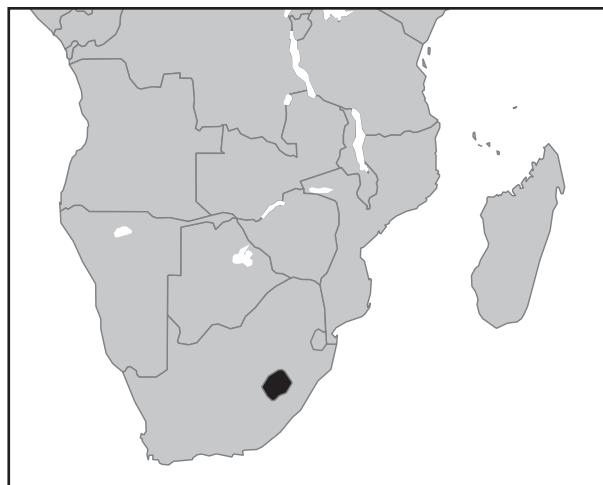
Annual per capita income \$980
GDP growth 7.2%
Foreign direct investment \$78 million

Adult illiteracy rate Male: 26%
Female: 10%

Infant mortality rate 102 per 1,000 live births
Access to an improved water source 79%
HIV/AIDS prevalence 23.4%

Religions Christianity 80%
Hinduism
Indigenous beliefs

Official language seSotho
English



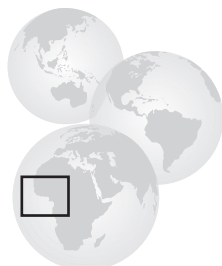
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	80	68
Program funds (\$000)	2,735	2,613

PROGRAM DATES 1967-present

PROGRAM SECTORS Education and Health and HIV/AIDS



LIBERIA

Capital Monrovia
Population 3.6 million

Annual per capita income \$130
GDP growth 7.8%
Foreign direct investment \$82 million

Adult illiteracy rate Male: 42%
Female: 54%

Infant mortality rate 157 per 1,000 live births
Access to an improved water source 61%
HIV/AIDS prevalence Not available

Religions Christianity 40%
Animism 40%
Islam 20%

Official language English



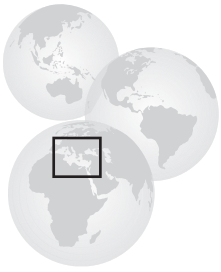
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	15	16
Program funds (\$000)	1,323	1,510

PROGRAM DATES 1962-1990
2008-present

PROGRAM SECTORS Education



MACEDONIA

Capital Skopje
 Population 2 million

Annual per capita income \$3,070
 GDP growth 3%
 Foreign direct investment \$351 million

Adult illiteracy rate Male: 2%
 Female: 6%

Infant mortality rate 15 per 1,000 live births

Access to an improved water source 85 %

HIV/AIDS prevalence Not available

Religions Eastern Orthodoxy 65%
 Islam 29%
 Catholicism 4%
 Others 2%

Official language Macedonian



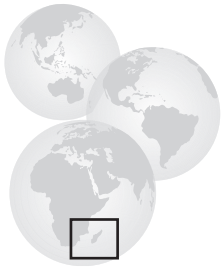
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	96	93
Program funds (\$000)	2,301	2,353

PROGRAM DATES 1996–present

PROGRAM SECTORS Business Development and Education



MADAGASCAR

Capital Antananarivo
 Population 19.2 million

Annual per capita income \$280
 GDP growth 4.9%
 Foreign direct investment \$230 million

Adult illiteracy rate Male: 23%
 Female: 35%

Infant mortality rate 72 per 1,000 live births

Access to an improved water source 46 %

HIV/AIDS prevalence 0.5%

Religions Traditional beliefs 47%
 Christianity 45%
 Islam 7%

Official language Malagasy
 French
 English



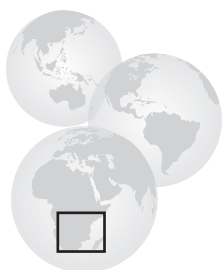
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	0	66
Program funds (\$000)	1,952	3,515

PROGRAM DATES 1993–present (suspended)

PROGRAM SECTORS Business Development, Education, Environment, and Health and HIV/AIDS



MALAWI

Capital	Lilongwe
Population	13.6 million
Annual per capita income	\$230
GDP growth	7.4%
Foreign direct investment	\$30 million

Adult illiteracy rate	Male: 36%
	Female: 36%

Infant mortality rate	76 per 1,000 live births
Access to an improved water source	73%
HIV/AIDS prevalence	14.1%

Religions	Protestantism	55%
	Roman Catholicism	20%
	Islam	20%
	Indigenous beliefs	3%
	Other	2%

Official language	English
	Chichewa



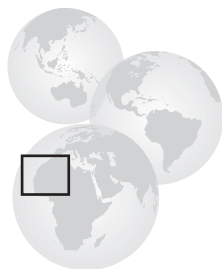
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	136	120
Program funds (\$000)	2,538	2,517

PROGRAM DATES	1963–1969; 1973–1976 1978–present
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PROGRAM SECTORS	Education, Environment, and Health and HIV/AIDS
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MALI

Capital	Bamako
Population	12 million
Annual per capita income	\$460
GDP growth	5.3%
Foreign direct investment	\$185 million

Adult illiteracy rate	Male: 67%
	Female: 84%

Infant mortality rate	119 per 1,000 live births
Access to an improved water source	50%
HIV/AIDS prevalence	1.7%

Religions	Islam	90%
	Indigenous	6%
	Christianity	4%

Official language	French
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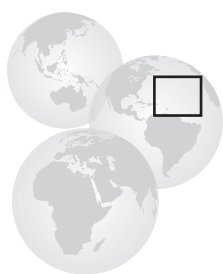
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	160	154
Program funds (\$000)	4,634	4,732

PROGRAM DATES	1971–present
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PROGRAM SECTORS	Business Development, Education, Environment, and Health and HIV/AIDS
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FEDERATED STATES OF MICRONESIA AND PALAU

Capital Palikir and Melekeok
Population 130,000

Annual per capita income \$5,190

GDP growth 3%

Foreign direct investment Not available

Adult illiteracy rate Male: 8%
Female: 8.5%

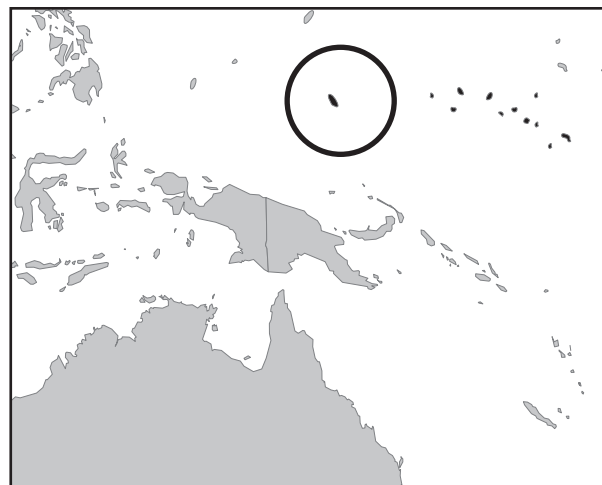
Infant mortality rate 26 per 1,000 live births

Access to an improved water source 89%

HIV/AIDS prevalence <0.1%

Religions Roman Catholicism 48%; Protestantism 37%
Modekngei (indigenous to Palau) 5%; Other 4%

Official language English, Fijian, Palauan, Hindi,
and nine indigenous languages



ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	76	71
Program funds (\$000)	2,026	2,103

PROGRAM DATES 1966–present

PROGRAM SECTORS Education



MOLDOVA

Capital Chisinau
Population 3.8 million

Annual per capita income \$1,080

GDP growth 4%

Foreign direct investment \$242 million

Adult illiteracy rate Male: 0%
Female: 1%

Infant mortality rate 16 per 1,000 live births

Access to an improved water source 92%

HIV/AIDS prevalence 1.1%

Religions Christian Orthodoxy 93%
Baptist 1%

Official language Romanian
(officially known as Moldovan)



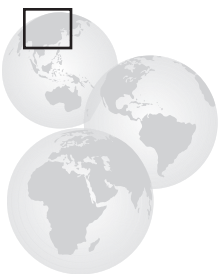
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	135	101
Program funds (\$000)	2,860	2,594

PROGRAM DATES 1993–present

PROGRAM SECTORS Business Development, Education,
Health and HIV/AIDS, and Youth



MONGOLIA

Capital	Ulaanbaatar
Population	2.6 million
Annual per capita income	\$1,000
GDP growth	8.6%
Foreign direct investment	\$344 million

Adult illiteracy rate	Male: 2%
	Female: 2%
Infant mortality rate	34 per 1,000 live births
Access to an improved water source	62%
HIV/AIDS prevalence	<0.1%

Religions	Buddhist Lamaism 50%
	Islam 4%
	Other 6%
	None 40%

Official language	Mongolian
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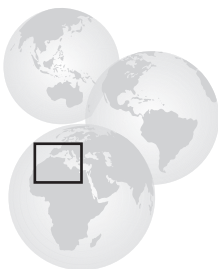
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	119	125
Program funds (\$000)	2,203	2,366

PROGRAM DATES	1991–present
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PROGRAM SECTORS	Business Development, Education, Health and HIV/AIDS and Youth
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MOROCCO

Capital	Rabat
Population	30.5 million
Annual per capita income	\$2,160
GDP growth	8%
Foreign direct investment	\$2.6 billion

Adult illiteracy rate	Male: 34%
	Female: 60%
Infant mortality rate	34 per 1,000 live births
Access to an improved water source	81%
HIV/AIDS prevalence	0.1%

Religion	Islam
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Official language	Arabic
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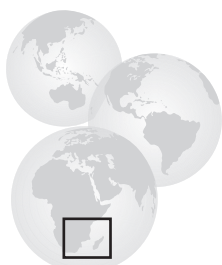
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	242	226
Program funds (\$000)	4,890	4,862

PROGRAM DATES	1963–present
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PROGRAM SECTORS	Business Development, Environment, Health and HIV/AIDS, and Youth
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MOZAMBIQUE

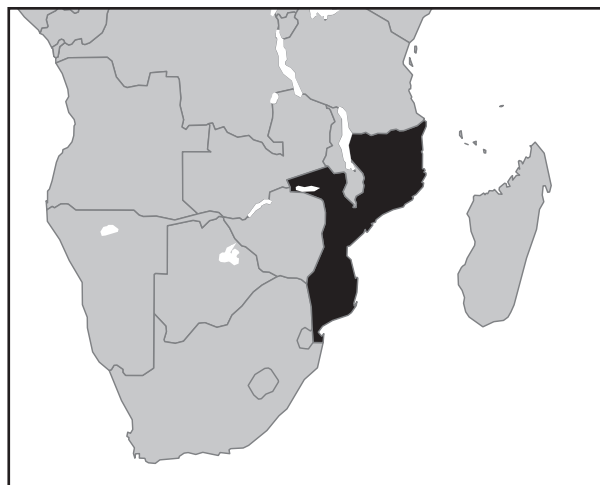
Capital	Maputo
Population	21 million
Annual per capita income	\$310
GDP growth	8%
Foreign direct investment	\$154 million

Adult illiteracy rate	Male: 46%
	Female: 46%

Infant mortality rate	96 per 1,000 live births
Access to an improved water source	43%
HIV/AIDS prevalence	16.1%

Religions	Christianity 40%
	Indigenous African and other beliefs 40%
	Islam 20%

Official language	Portugese
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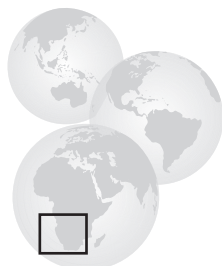
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	138	127
Program funds (\$000)	2,889	2,995

PROGRAM DATES	1998–present
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PROGRAM SECTORS	Education and Health and HIV/AIDS
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NAMIBIA

Capital	Windhoek
Population	2 million
Annual per capita income	\$3,210
GDP growth	2.9%
Foreign direct investment	Not available

Adult illiteracy rate	Male: 13%
	Female: 17%

Infant mortality rate	45 per 1,000 live births
Access to an improved water source	87%
HIV/AIDS prevalence	19.6%

Religions	Christianity
	Indigenous beliefs

Official language	English
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ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	92	90
Program funds (\$000)	2,873	2,886

PROGRAM DATES	1990–present
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PROGRAM SECTORS	Education and Health and HIV/AIDS
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NICARAGUA

Capital Managua
Population 5.5 million

Annual per capita income \$930
GDP growth 3.7%
Foreign direct investment \$282 million

Adult illiteracy rate Male: 23%
Female: 23%

Infant mortality rate 29 per 1,000 live births

Access to an improved water source 79%

HIV/AIDS prevalence 0.2%

Religions Roman Catholicism 59%
Other Christianity 35%
Other 2%
None 16%

Official language Spanish



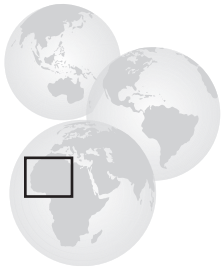
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	198	205
Program funds (\$000)	3,029	3,398

PROGRAM DATES 1968–1979
1991–present

PROGRAM SECTORS Agriculture, Business Development,
Education, Environment, and Health and HIV/AIDS



NIGER

Capital Niamey
Population 13.7 million

Annual per capita income \$270
GDP growth 4.8%
Foreign direct investment \$20 million

Adult illiteracy rate Male: 57%
Female: 85%

Infant mortality rate 148 per 1,000 live births

Access to an improved water source 46%

HIV/AIDS prevalence 1.1%

Religions Islam 99%

Official language French



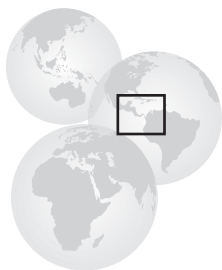
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	117	102
Program funds (\$000)	3,563	3,656

PROGRAM DATES 1962–present

PROGRAM SECTORS Agriculture, Business Development,
Education, Environment, and Health and HIV/AIDS



PANAMA

Capital	Panama City
Population	3.3 million
Annual per capita income	\$5,000
GDP growth	8.1%
Foreign direct investment	\$2.5 billion

Adult illiteracy rate	Male: 7%
	Female: 9%

Infant mortality rate	18 per 1,000 live births
Access to an improved water source	90%
HIV/AIDS prevalence	0.9%

Religions	Roman Catholicism 84%
	Protestantism 15%
	Other 1%

Official language	Spanish
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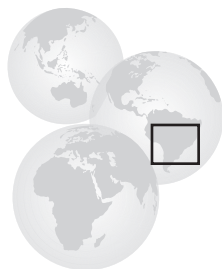
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	186	179
Program funds (\$000)	3,825	4,077

PROGRAM DATES	1963–1971 1990–present
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PROGRAM SECTORS Agriculture, Business Development, Education, Environment, and Health and HIV/AIDS



PARAGUAY

Capital	Asuncion
Population	6 million
Annual per capita income	\$1,410
GDP growth	4.3%
Foreign direct investment	\$189 million

Adult illiteracy rate	Male: 6%
	Female: 7%

Infant mortality rate	19 per 1,000 live births
Access to an improved water source	86%
HIV/AIDS prevalence	0.4%

Religions	Roman Catholicism 90%
	Protestantism 9%

Official language	Spanish Guarani
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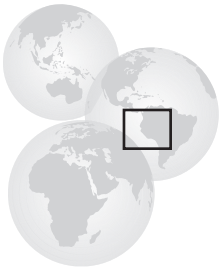
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	206	197
Program funds (\$000)	4,164	4,334

PROGRAM DATES	1967–present
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PROGRAM SECTORS Agriculture, Business Development, Education, Environment, and Health and HIV/AIDS



PERU

Capital	Lima
Population	27.6 million
Annual per capita income	\$2,980
GDP growth	7.7%
Foreign direct investment	\$3.4 billion

Adult illiteracy rate	Male: 6%
	Female: 18%

Infant mortality rate	21 per 1,000 live births
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Access to an improved water source	83%
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HIV/AIDS prevalence	0.6%
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Religions	Roman Catholicism 81%
	Other 10%

Official language	Spanish
	Aymara
	Quechua



ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	204	203
Program funds (\$000)	3,983	4,351

PROGRAM DATES	1962–1975
	2002–present

PROGRAM SECTORS	Business Development, Education, Health and HIV/AIDS, and Youth
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PHILIPPINES

Capital	Manila
Population	86.3 million
Annual per capita income	\$1,390
GDP growth	5.4%
Foreign direct investment	\$2.345 billion

Adult illiteracy rate	Male: 8%
	Female: 6%

Infant mortality rate	24 per 1,000 live births
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Access to an improved water source	85%
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HIV/AIDS prevalence	<0.1%
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Religions	Roman Catholicism 81%
	Islam 5%
	Other Christianity 13%
	Other 2%

Official language	Filipino
	English



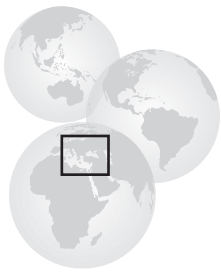
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	135	169
Program funds (\$000)	3,295	3,675

PROGRAM DATES	1961–1990
	1992–present

PROGRAM SECTORS	Education, Environment, and Youth
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ROMANIA

Capital Bucharest
 Population 21.6 million

Annual per capita income \$4,830
 GDP growth 7.7%
 Foreign direct investment \$11.394 billion

Adult illiteracy rate Male: 2%
 Female: 4%

Infant mortality rate 16 per 1,000 live births

Access to an improved water source 57%

HIV/AIDS prevalence <0.1%

Religions Orthodoxy 87%
 Christianity 13%

Official language Romanian



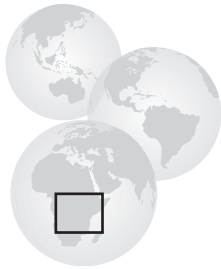
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	112	78
Program funds (\$000)	3,550	3,150

PROGRAM DATES 1991–present

PROGRAM SECTORS Business Development, Education
 Environment, and Youth



RWANDA

Capital Kigali
 Population 9.5 million

Annual per capita income \$250
 GDP growth 5.3%
 Foreign direct investment \$11 million

Adult illiteracy rate Male: 29%
 Female: 40%

Infant mortality rate 98 per 1,000 live births

Access to an improved water source 74%

HIV/AIDS prevalence 3%

Religions Christianity 94%
 Traditional African 1%
 Islam 5%

Official languages Kinyarwanda
 French
 English



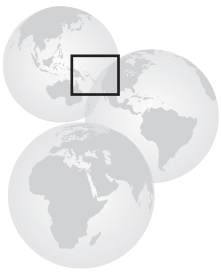
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	11	51
Program funds (\$000)	1,504	1,927

PROGRAM DATES 1975–1993
 2008–present

PROGRAM SECTORS Health and HIV/AIDS



SAMOA

Capital Apia
Population 0.19 million

Annual per capita income \$2,270
GDP growth 2.3%
Foreign direct investment \$21 million

Adult illiteracy rate Male: 1%
Female: 1%

Infant mortality rate 28 per 1,000 live births

Access to an improved water source 89%

HIV/AIDS prevalence Not available

Religions Christianity 98.9%

Official languages English
Samoan



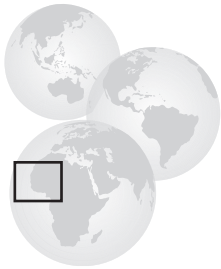
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	32	30
Program funds (\$000)	1,450	1,633

PROGRAM DATES 1967–present

PROGRAM SECTORS Agriculture, Business Development, Education, Environment, and Health and HIV/AIDS



SENEGAL

Capital Dakar
Population 12.1 million

Annual per capita income \$760
GDP growth 2.3%
Foreign direct investment \$58 million

Adult illiteracy rate Male: 49%
Female: 71%

Infant mortality rate 60 per 1,000 live births

Access to an improved water source 76%

HIV/AIDS prevalence 0.7%

Religions Islam 95%
Christianity 4%
Traditional 1%

Official language French



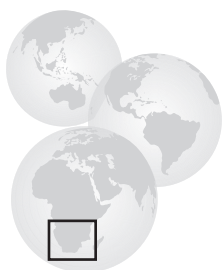
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	184	198
Program funds (\$000)	4,354	5,003

PROGRAM DATES 1963–present

PROGRAM SECTORS Agriculture, Business Development, Environment, and Health and HIV/AIDS



SOUTH AFRICA

Capital	Pretoria
Population	47.4 million
Annual per capita income	\$5,390
GDP growth	5%
Foreign direct investment	-\$120 million

Adult illiteracy rate	Male: 10%
	Female: 14%

Infant mortality rate	56 per 1,000 live births
Access to an improved water source	88%
HIV/AIDS prevalence	18.8%

Religions	Christianity, Hinduism, Islam, Jewish, Traditional African
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Official languages	Afrikaans, English, Ndebele, Sepedi, Sesotho, Setswana, Swazi, Tshivenda, Xhosa, Xitsonga, Zulu
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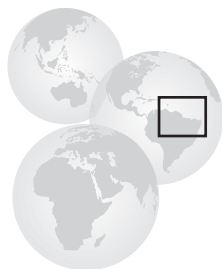
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	121	107
Program funds (\$000)	4,087	4,456

PROGRAM DATES	1997–present
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PROGRAM SECTORS	Education and Health and HIV/AIDS
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SURINAME

Capital	Paramaribo
Population	460,000
Annual per capita income	\$4,210
GDP growth	5.8%
Foreign direct investment	Not available

Adult illiteracy rate	Male: 10%
	Female: 10%

Infant mortality rate	39 per 1,000 live births
Access to an improved water source	92%
HIV/AIDS prevalence	1.9%

Religions	Hinduism, Islam, Christianity, Jewish Baha'i
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Official language	Dutch
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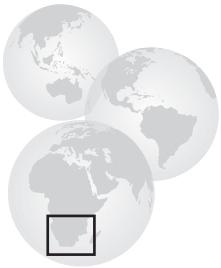
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	41	40
Program funds (\$000)	1,981	2,102

PROGRAM DATES	1995–present
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PROGRAM SECTORS	Business Development and Health and HIV/AIDS
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SWAZILAND

Capital	Mbabane
Population	1.1 million
Annual per capita income	\$2,400
GDP growth	2.1%
Foreign direct investment	\$36 million

Adult illiteracy rate	Male: 19%
	Female: 22%

Infant mortality rate 112 per 1,000 live births

Access to an improved water source 62%

HIV/AIDS prevalence 33.4%

Religions	Zionist (a blend of Christianity and indigenous ancestral worship)	40%
	Roman Catholicism	20%
	Islam	10%
	Other	30%

Official languages	SiSwati
	English



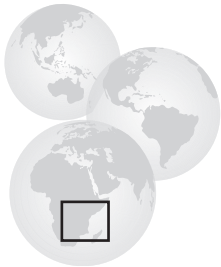
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	55	50
Program funds (\$000)	2,171	2,133

PROGRAM DATES	1968–1996 2003–present
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PROGRAM SECTORS	Health and HIV/AIDS
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TANZANIA

Capital	Dar es Salaam
Population	39.5 million
Annual per capita income	\$350
GDP growth	5.9%
Foreign direct investment	\$474 million

Adult illiteracy rate	Male: 22%
	Female: 38%

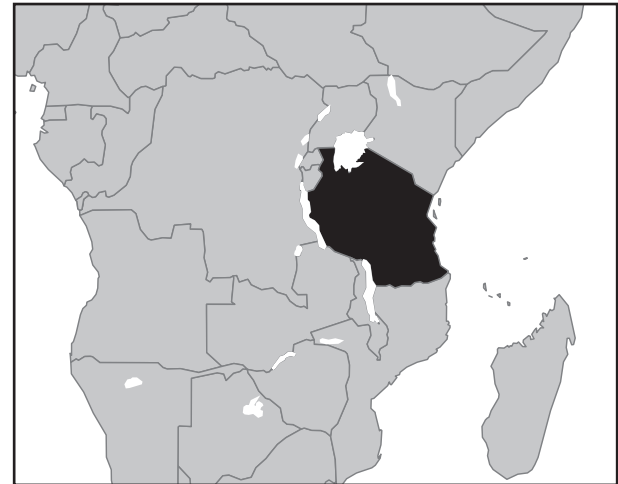
Infant mortality rate 74 per 1,000 live births

Access to an improved water source 62%

HIV/AIDS prevalence 6.5%

Religions	Islam	40%
	Christianity	40%
	Indigenous beliefs	20%

Official language	Kiswahili
	English



ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	162	144
Program funds (\$000)	3,255	3,300

PROGRAM DATES	1962–1969; 1979–1991; 1991–present
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PROGRAM SECTORS	Education, Environment, and Health and HIV/AIDS
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THAILAND

Capital	Bangkok
Population	63.4 million
Annual per capita income	\$3,050
GDP growth	5%
Foreign direct investment	\$9.010 billion

Adult illiteracy rate	Male: 5%	Female: 9%
Infant mortality rate	7 per 1,000 live births	
Access to an improved water source	99%	
HIV/AIDS prevalence	1.4%	

Religions	Buddhist	94-95%
	Islam	4-5%
	Christianity	
	Hinduism	
	Brahmin	
	Other	

Official language	Thai
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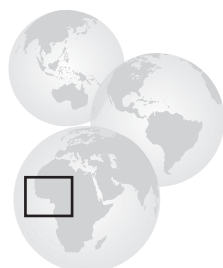
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	91	103
Program funds (\$000)	2,815	3,064

PROGRAM DATES	1962–present
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PROGRAM SECTORS	Business Development and Education
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TOGO

Capital	Lome
Population	6.4 million
Annual per capita income	\$350
GDP growth	4.1%
Foreign direct investment	\$57 million

Adult illiteracy rate	Male: 31%	Female: 62%
Infant mortality rate	69 per 1,000 live births	
Access to an improved water source	52%	
HIV/AIDS prevalence	3.2%	

Religions	Animist	33%
	Christianity	47%
	Islam	14%
	Other	6%

Official language	French
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ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	119	116
Program funds (\$000)	3,184	3,506

PROGRAM DATES	1962–present
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PROGRAM SECTORS	Business Development, Education, Environment, and Health and HIV/AIDS
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TONGA

Capital	Nuku'alofa
Population	Nuku'alofa
Annual per capita income	\$2,250
GDP growth	1.4%
Foreign direct investment	-\$2 million

Adult illiteracy rate	Male: 1%	Female: 1%
Infant mortality rate	24 per 1,000 live births	
Access to an improved water source	100%	
HIV/AIDS prevalence	Not available	

Religions	Christianity
Official language	English Tongan



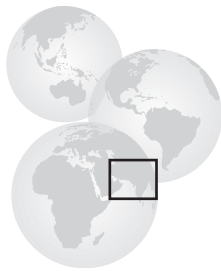
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	45	38
Program funds (\$000)	1,822	1,781

PROGRAM DATES 1967–present

PROGRAM SECTORS Business Development and Education



TURKMENISTAN

Capital	Ashgabat
Population	4.9 million
Annual per capita income	\$8,500
GDP growth	6%
Foreign direct investment	\$731 million

Adult illiteracy rate	Male: 1%	Female: 1%
Infant mortality rate	45 per 1,000 live births	
Access to an improved water source	72%	
HIV/AIDS prevalence	<0.1%	

Religions	Islam 89%	Eastern Orthodoxy 9%
Official language	Turkmen	



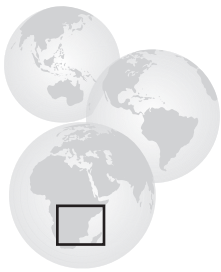
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	114	120
Program funds (\$000)	2,072	2,282

PROGRAM DATES 1993–present

PROGRAM SECTORS Education and Health and HIV/AIDS



UGANDA

Capital	Kampala
Population	29.9 million
Annual per capita income	\$300
GDP growth	5.4%
Foreign direct investment	\$392 million

Adult illiteracy rate	Male: 23%
	Female: 42%

Infant mortality rate 78 per 1,000 live births

Access to an improved water source 60%

HIV/AIDS prevalence 6.4%

Religions	Christianity 85%
	Islam 12%
	Other 2%

Official language English



ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	85	66
Program funds (\$000)	2,563	2,468

PROGRAM DATES 1964–1973; 1991–1999; 2000

PROGRAM SECTORS Business Development, Education and Health and HIV/AIDS



UKRAINE

Capital	Kiev
Population	46.8 million
Annual per capita income	\$1,940
GDP growth	7.1%
Foreign direct investment	\$5.604 billion

Adult illiteracy rate	Male: 0%
	Female: 1%

Infant mortality rate 20 per 1,000 live births

Access to an improved water source 96%

HIV/AIDS prevalence 1.4%

Religions	Ukrainian Orthodoxy
	Ukrainian Greek Catholicism
	Judaism
	Roman Catholicism
	Islam
	Others

Official language Ukrainian



ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	294	266
Program funds (\$000)	5,822	5,386

PROGRAM DATES 1992–present

PROGRAM SECTORS Business Development, Education and Youth

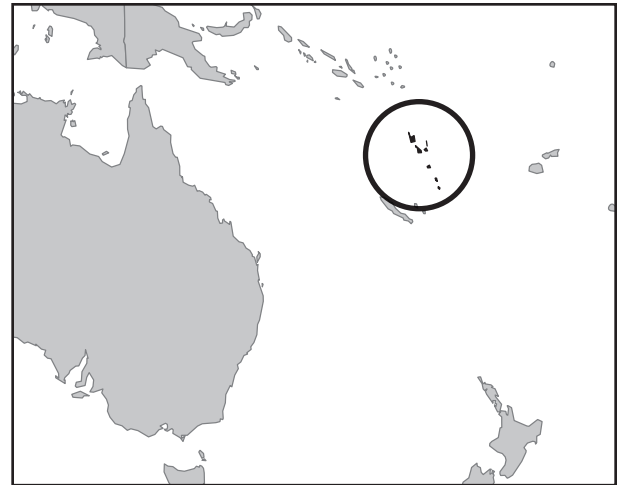


VANUATU

Capital	Port-Vila
Population	220,000
Annual per capita income	\$1,690
GDP growth	7.2%
Foreign direct investment	\$43 million

Adult illiteracy rate	Male: 26%
	Female: 26%
Infant mortality rate	36 per 1,000 live births
Access to an improved water source	59%
HIV/AIDS prevalence	Not available

Religions	Christianity 84%
Official language	English French



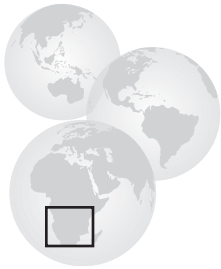
ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	90	85
Program funds (\$000)	2,895	3,053

PROGRAM DATES 1990–present

PROGRAM SECTORS Agriculture, Business Development, Education, Environment, and Health and HIV/AIDS



ZAMBIA

Capital	Lusaka
Population	11.7 million
Annual per capita income	\$630
GDP growth	6.2%
Foreign direct investment	\$575 million

Adult illiteracy rate	Male: 25%
	Female: 41%
Infant mortality rate	102 per 1,000 live births
Access to an improved water source	58%
HIV/AIDS prevalence	17%

Religions	Christianity Indigenous beliefs Islam Hinduism
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Official language	English
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ANTICIPATED NUMBER OF VOLUNTEERS

Calculated September 30 each year

	FY 2009	FY 2010
Volunteers	118	111
Program funds (\$000)	4,392	4,442

PROGRAM DATES 1993–present

PROGRAM SECTORS Agriculture, Education, Environment and Health and HIV/AIDS

PEACE CORPS
FY 2009–10 Volunteers and Program Funds

<i>Region</i>	<i>On Board Strength on September 30</i>		<i>Program Funds (\$000)</i>	
	<i>FY 2009</i>	<i>FY 2010</i>	<i>FY 2009</i>	<i>FY 2010</i>
Africa	2,621	2,582	79,661	84,593
Europe, Mediterranean, and Asia	2,233	2,267	54,567	58,598
Inter America and Pacific	2,444	2,457	63,581	67,542
REGIONAL TOTAL	7,298	7,306	197,809	210,734
Peace Corps Response Volunteers	41	30	1,309	1,352
United Nations Volunteers	1	1	100	100
GRAND TOTAL	7,340	7,337	199,218	212,186

Volunteers and Program Funds by Post

<i>Country</i>	<i>On Board Strength on September 30</i>		<i>Program Funds (\$000)</i>	
	<i>FY 2009</i>	<i>FY 2010</i>	<i>FY 2009</i>	<i>FY 2010</i>
Albania	71	63	2,484	2,527
Armenia	82	83	2,528	2,598
Azerbaijan	114	164	2,353	2,648
Belize	74	85	2,403	2,909
Benin	100	90	3,972	4,008
Bolivia	0	57	1,992	2,369
Botswana	55	52	1,881	1,929
Bulgaria	140	126	3,667	3,448
Burkina Faso	113	121	3,733	3,896
Cambodia	68	81	1,729	2,003
Cameroon	174	182	4,056	4,389
Cape Verde	49	44	2,185	2,221
China	99	94	2,194	2,174
Costa Rica	97	88	2,696	2,670
Dominican Republic	198	180	4,034	4,036
Eastern Caribbean	98	103	3,397	3,496

PEACE CORPS
FY 2009–10 Volunteers and Program Funds

<i>Country</i>	<i>On Board Strength on September 30</i>		<i>Program Funds (\$000)</i>	
	<i>FY 2009</i>	<i>FY 2010</i>	<i>FY 2009</i>	<i>FY 2010</i>
Ecuador	142	153	3,401	3,715
El Salvador	135	129	3,092	3,164
Ethiopia	13	15	1,216	1,343
Fiji	58	57	2,366	2,556
Gambia, The	84	66	2,260	2,225
Georgia	26	43	1,751	2,056
Ghana	169	155	3,371	3,574
Guatemala	205	196	4,241	4,362
Guinea	91	93	2,759	3,033
Guyana	56	60	2,056	2,241
Honduras	179	173	3,836	4,088
Indonesia	0	25	753	3,124
Jamaica	72	70	2,667	2,895
Jordan	29	34	1,547	2,141
Kazakhstan	170	172	3,587	3,732
Kenya	43	64	2,779	2,968
Kyrgyz Republic	96	101	2,163	2,413
Lesotho	80	68	2,735	2,613
Liberia	15	16	1,323	1,510
Macedonia	96	93	2,301	2,353
Madagascar	0	66	1,952	3,515
Malawi	136	120	2,538	2,517
Mali	160	154	4,634	4,732
Mauritania	137	114	3,435	3,350
Mexico	52	58	2,192	2,209
Micronesia	76	71	2,026	2,103
Moldova	135	101	2,860	2,594
Mongolia	119	125	2,203	2,366
Morocco	242	226	4,890	4,862
Mozambique	138	127	2,889	2,995

PEACE CORPS
FY 2009–10 Volunteers and Program Funds

<i>Country</i>	<i>On Board Strength on September 30</i>		<i>Program Funds (\$000)</i>	
	<i>FY 2009</i>	<i>FY 2010</i>	<i>FY 2009</i>	<i>FY 2010</i>
Namibia	92	90	2,873	2,886
Nicaragua	198	205	3,029	3,398
Niger	117	102	3,563	3,656
Panama	186	179	3,825	4,077
Paraguay	206	197	4,164	4,334
Peru	204	203	3,983	4,351
Philippines	135	169	3,295	3,675
Romania	112	78	3,550	3,150
Rwanda	11	51	1,504	1,927
Samoa	32	30	1,450	1,633
Senegal	184	198	4,354	5,003
South Africa	121	107	4,087	4,456
Suriname	41	40	1,981	2,102
Swaziland	55	50	2,171	2,133
Tanzania	162	144	3,255	3,300
Thailand	91	103	2,815	3,064
Togo	119	116	3,184	3,506
Tonga	45	38	1,822	1,781
Turkmenistan	114	120	2,072	2,282
Uganda	85	66	2,563	2,468
Ukraine	294	266	5,822	5,386
Vanuatu	90	85	2,895	3,053
Zambia	118	111	4,392	4,442
TOTAL	7,298	7,306	197,809	210,734

On-Board Strength on September 30 is defined as the total number of trainees and Volunteers in the field at the end of the fiscal year.

Photo courtesy of the Washington, D.C.
Convention and Tourism Corporation



REPORTS TO CONGRESS



FOREIGN CURRENCY FLUCTUATION ACCOUNT¹

During FY 2008, the Peace Corps transferred \$1,000,000 from the Foreign Currency Fluctuations (FCF) Account to its operating account and \$1,000,000 from its operating account back to the Foreign Currency Fluctuations Account.

FY 2008 was a year during which Peace Corps and the Office of Management and Budget clarified policy concerning the FCF Account with regard to which appropriation was eligible to transfer into the FCF Account. Prior to FY 2008, Peace Corps understood that the authorizing legislation permitted expired unobligated budget authority balances but not closed appropriations to be transferred from the General Operating Account into the FCF Account. OMB concluded in FY 2008 that only unexpired budget authority could be transferred from the General Operating Account to the FCF Account. As a result, the \$1,000,000 that were transferred from the FCF Account to the operating account were returned to the FCF Account as it was originally an expired unobligated budget authority balance transferred into the FCF Account. In FY 2009, all the funds (\$2,000,000) in the FCF Account were returned to Treasury, leaving a zero balance in the FCF Account.

¹ 22 USC Sec. 2515, TITLE 22 - FOREIGN RELATIONS AND INTERCOURSE, CHAPTER 34 THE PEACE CORPS, Sec. 2515. Foreign Currency Fluctuations Account (h) Reports: Each year the Director of the Peace Corps shall submit to the Committee on Foreign Affairs and the Committee on Appropriations of the House of Representatives, and to the Committee on Foreign Relations and the Committee on Appropriations of the Senate, a report on funds transferred under this section.

THE PEACE CORPS' PERFORMANCE PLANS AS REQUIRED UNDER THE GOVERNMENT PERFORMANCE AND RESULTS ACT

FY 2009 and FY 2011 Plans

FY 2008 marks the final year results are reported under the agency's FY 2003-2008 Strategic Plan cycle. Future performance results will follow the FY 2009-2014 Strategic Plan introduced in this Congressional Budget Justification.

Strategic Goal 1

Enhance the capacity of host country individuals, organizations, and communities to meet their skill needs.

Outcome Goals:

- 1.1 Country programs fulfill host-country skill needs
- 1.2 Volunteers have the competencies necessary to implement a country program
- 1.3 Host country individuals, organizations, and communities demonstrate an enhanced capacity to meet their own needs

Performance Goal 1.1.1:

Ensure the effectiveness of in-country programs

Agency Level Performance Indicators:

- a. Percentage of projects plans that meet the expressed needs of the host country

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	85%	90%	95%

- b. Percentage of posts that provide annual progress reports to their host country agency sponsors and partners

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	75%	80%	85%

- c. Enhance the average length of service of Volunteers to equal or exceed 21 months

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	A minimum of 21 months		

Performance Goal 1.2.1:

Ensure the effectiveness of in-country training

Agency Level Performance Indicators:

- a. Percentage of Volunteers who meet local language requirements for service per post testing standards

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	A minimum of 85%		

- b. Percentage of Volunteers reporting training as adequate or better in preparing them technically for service

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	70%	72%	75%

- c. Percentage of Volunteers reporting training as adequate or better in preparing them to work with counterparts

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	60%	62%	65%

Performance Goal 1.3.1

Increase the effectiveness of skills transfer to host country individuals, organizations, and communities

Agency Level Performance Indicators:

- a. Percentage of Volunteers reporting that their work transferred skills to host country individuals and organizations adequately or better

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	70%	72%	75%

- b. Percentage of Volunteers reporting their HIV/AIDS education and outreach is effective

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	75%	80%	85%

- c. Percentage of projects that document increases in host country national capacity

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	70%	75%	80%

- d. Percentage of partner organizations that report their assigned Volunteer fulfilled their requested need for technical assistance

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	50%	60%	70%

Means and Strategies

The Peace Corps will:

- Utilize e-learning to enhance early language acquisition and ensure language learning techniques are appropriate for Volunteers with diverse learning needs
- Promote communications between staff and host country partners through Project Advisory Committees, progress reports and annual updates
- Enhance staff effectiveness in training and supporting Volunteers through increased staff training
- Utilize technology to promote and support the exchange of field resources for enhancing programming and training effectiveness
- Train Volunteers in effective ways to build capacity by increasing knowledge, improving skills, and promoting behavior change of individuals and families in the countries they serve
- Enable Volunteers to effectively learn the local language and community engagement so local partners can learn skills to manage their own development in a sustainable manner
- Use more effective Volunteer reporting tools to ease the collection and analysis of Volunteer project, capacity building, and skills transfer activities

Verification and Validation:

Overseas Programming, Training, and Support (OPATS, formerly called the Center for Field Assistance and Applied Research) and the regions, through their annual Project Status Review (PSR) and Training Status Review (TSR) processes, will compile annual data and review observations related to programming and training as submitted by the field; identify general trends and promising practices; and make information available to Peace Corps field staff to help them improve their programming and training.

The capacity-building efforts of Volunteers are a central component of the project goals, and the projects will be reviewed, analyzed, and provided specific feedback for improvement. OPATS will also monitor the production and quality of programming and training materials with the regions through review of annual reports and project evaluations. Furthermore, the language testing data that is collected at post will funnel in to OPATS for evaluation and review.

The Office of Strategic Information, Research, and Planning (OSIRP) will provide oversight of data and information quality, will analyze Volunteer survey data, conduct agency level evaluations, and will provide information to Peace Corps management to enable the improvement of programming and training. OSIRP will also collect data on reasons for resignations and the average length of service for Volunteers.

Strategic Goal 2

Promote a better understanding of Americans on the part of host country individuals, organizations, and communities served by Volunteers.

Outcome Goal:

- 2.1 Host country individuals and communities learn about Americans through shared experiences with Peace Corps Volunteers

Performance Goal 2.1.1:

The work and life experiences of Volunteers in-country promote host country national learning about Americans

Agency Level Performance Indicators:

- a. Percentage of Volunteers reporting training prepared them to manage cultural differences during service adequately or better

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	91%	92%	93%

- b. Percentage of posts conducting supervisory/counterpart training on working effectively with Volunteers

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	A minimum of 95% annually		

- c. Percentage of host country nationals who have interacted with Volunteers who believe that Americans are committed to assisting other peoples

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	Under development based on ongoing field evaluations		

- d. Percentage of Volunteers reporting that their work helps promote a better understanding of Americans on the part of the peoples served

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	75%	80%	85%

Means and Strategies:

The Peace Corps will:

- Maintain and improve systems to ensure appropriate site preparation for Volunteers, including the selection and training of host country counterparts
- Ensure that effective cross cultural orientation of host families, counterparts, and community partners takes place
- Effectively train Volunteers in the cross-cultural component of Peace Corps service
- Implement field evaluations to obtain feedback from host country national individuals

Verification and Validation:

The Office of Strategic Information, Research, and Planning (OSIRP) will collect and analyze Volunteer survey data to provide Volunteer feedback on the effectiveness of the training and support they receive to enable them to carry out their cross-cultural mission. Overseas Programming, Training, and Support, Regions, and OSIRP will work together on collecting, reviewing, and verifying data on various counterpart trainings that take place at post. OSIRP will also review overall data and information quality.

Additionally, OSIRP is overseeing a series of country level studies to evaluate the impact of Volunteers on the host country nationals with whom they live and work. The study will use a multi-method approach to gather information, and will include outreach to counterparts, host families, and community members, as well as host country ministries and other organizations. The result of these studies will provide more third-party data and provide a deeper perspective on the views of host country partners.

Strategic Goal 3

Foster outreach to Americans through agency programs that assist Volunteers and Returned Peace Corps Volunteers to help promote a better understanding of other peoples on the part of Americans.

Outcome Goal:

3.1 Americans have increased awareness and knowledge of other cultures and global issues

Performance Goal 3.1.1:

Volunteers share their in-country experiences with family, friends, and the American public

Agency Level Performance Indicators:

a. Percentage of Volunteers participating in the Coverdell World Wise School Program

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	52%	54%	56%

b. Number of individuals and organizations supporting the Peace Corps Partnership Program

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	8,000	8,500	9,000

c. Number of youth-serving programs hosting Volunteer activities

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	4,600	4,700	4,800

d. Monitor the percentage of Volunteers that report sharing their experiences with family, friends, and the American public

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	None, this is a monitoring activity		

Performance Goal 3.1.2:

Increase Returned Peace Corps Volunteers (RPCV) cultural outreach to the American public through Peace Corps programs

Agency Level Performance Indicators:

a. Number of RPCVs participating in agency-initiated activities

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	7,700	8,300	8,600

b. Number of schools impacted by the activities of RPCVs

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	550	600	650

Means and Strategies:

The Peace Corps will:

- Promote Volunteer awareness and participation in the Peace Corps' Coverdell World Wise program
- Use innovative marketing to promote awareness of the Peace Corps' educational programs and materials to U.S. educators
- Raise awareness of the Peace Corps Partnership Program as a vehicle through which private sector entities (RPCV groups, civic/community organizations, faith-based organizations, schools, businesses, etc.) and individuals can connect with and support Volunteer projects
- Improve communication with, and information services to, returned Volunteers, especially through the use of technology, to increase their awareness of Peace Corps activities and engagement in third goal initiatives
- Implement an RPCV survey to obtain feedback and input on agency outreach efforts

Verification and Validation:

The Office of Domestic Programs will collect data, monitor, and assess implementation of events and delivery of services, furthering the Peace Corps' third goal of improving Americans' understanding of other peoples. This includes participation of Volunteers, returned Volunteers, and classrooms and youth programs in events and programs throughout the country.

Furthermore, the Office of Private Sector Initiatives will monitor and report on private sector individuals and organizations who support Peace Corps Volunteer projects through the Peace Corps Partnership Program. The Office of Strategic Information, Research and Planning will review data and information quality.

Strategic Goal 4

Provide Volunteers, who represent the diversity of Americans, to meet the evolving technical needs of host countries.

Outcome Goals:

- 4.1 Volunteers provided at each post meet the evolving technical needs of host countries
- 4.2 Trainees assigned to serve overseas represent the diversity of Americans

Performance Goal 4.1.1:

Recruit Volunteers that balance the needed manpower and technical needs at post with the available applicant pool and its skills

Agency Level Performance Indicator:

- a. Maximize the number of Volunteers serving annually based on available funding and the provision of support to ensure their optimal effectiveness

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	7,300	7,600	8,100

- b. At least 95% of the number of trainees and skills sought annually are met

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	A minimum of 95%		

Performance Goal 4.1.2:

Manage Volunteer recruitment functions in an effective and efficient manner

Agency Level Performance Indicators:

- a. Redesign the Volunteer Delivery System and implement recommendations to improve its effectiveness

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	Complete redesign of critical processes and prioritize implementation of recommendations	Implement top 50% of recommendations	Implement balance (50%) of recommendations

- b. Reduce the response time to applicants from 100 days in FY 2009 to 80 days by the end of FY 2011

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	100 days	90 days	80 days

Performance Goal 4.2.1:

Recruitment and Volunteer placement efforts reflect the diversity of Americans

Agency Level Performance Indicators:

a. Number of midcareer and age 50 and older applicants

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	1,500	1,700	1,900

b. Number of applicants of diverse ethnicities

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	2,100	2,200	2,300

Means and Strategies:

The Peace Corps will:

- Strengthen staffing capabilities to provide the level of support needed for the planned increases in the number of Volunteers
- Encourage operational alignment for filling skill needs through periodic Program Advisory Group (PAG) meetings
- Have the team evaluate and make recommendations for the Volunteer Delivery System redesign
- Institutionalize and enhance Web-based application procedures for prospective recruits
- Continue to modify the Peace Corps' external website to provide a more citizen-centered experience
- Use the website as a tool in training, educating, and preparing Volunteers for service
- Develop market forecasting capabilities to seek out recruitment opportunities in niche markets
- Reach target populations of strategic skills, minorities, and mid-career and older Americans using creative recruiting tools that are cost-effective and productive

Verification and Validation:

Trainee input, which directly affects the number of Peace Corps Volunteers in the field, will be tracked by the Program Advisory Group (PAG). The PAG reports to the Volunteer Delivery System steering committee and is composed of staff from each of the three overseas regions, the Office of Volunteer Recruitment and Selection, Volunteer Support, the Office of the Chief Financial Officer, the Office of the Chief Information Officer, the Office of Strategic Information, Research, and Planning, and Peace Corps Response. The group will meet regularly to manage issues related to meeting the agency's annual goals for trainees and Volunteers-on-board, as well as to develop strategies for balancing supply, demand, and strategic skill issues.

The Office of Volunteer Recruitment and Selection (VRS) will monitor its recruitment efforts and improvement strategies using a standardized system that tracks Peace Corps applications from the initiation of the application process to submission and throughout the subsequent phases. VRS will track applicants from diverse ethnicities and mid-career and older applicants in quarterly minority recruitment reports, as well as utilize placement reports to capture skills matches. Similarly, the Office of Medical Services will utilize tracking mechanisms to monitor the timeliness of the key steps needed for an applicant to be medically evaluated for Peace Corps service.

The Office of Strategic Information, Research, and Planning will utilize the process definitions of the Enterprise Architecture team to assess and report on the progress of the Volunteer Delivery System redesign. OSIRP will also review data and information quality.

Strategic Goal 5

Implement the Peace Corps mission in an effective and efficient manner through the provision of high quality Volunteer support with optimal health care, safety and security support, and effective management of resources.

Outcome Goals:

- 5.1 Volunteers are safe, healthy, and well supported to ensure their focus on Peace Corps' sustainable development and cross-cultural mission
- 5.2 Peace Corps continually improves its staff and critical work processes and manages resources in an effective and efficient manner

Performance Goal 5.1.1:

Enhance the safety and security (S&S) of Volunteers

Agency Level Performance Indicators:

- a. Percentage of Volunteers reporting that their S&S training is adequate or better

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	A minimum of 95% annually		

- b. Percentage of posts that have their S&S plans reviewed annually by Peace Corps safety and security officers

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	A minimum of 33% annually		

- c. Percentage of posts that implement critical recommendations focused on Volunteer/Trainee safety and security on a timely basis

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	100% annually		

- d. Percentage of Volunteers who report they feel usually safe and very safe where they live and work

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	A minimum of 90% annually		

Performance Goal 5.1.2:

Provide quality medical and mental health services to trainees and Volunteers

Agency Level Performance Indicators:

- a. Percentage of Volunteers reporting their satisfaction with health care received from PC medical officers as adequate or better

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	A minimum of 90% annually		

- b. Percentage of Volunteers reporting the emotional support they received from PC staff as adequate or better

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	70%	75%	80%

- c. Percentage of Volunteers reporting adequate or better support in coping with stress from issues such as food insecurity, HIV/AIDS and other stressors in their community.

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	60%	65%	70%

Performance Goal 5.2.1:

Provide effective and responsive financial management that accurately reflects domestic and overseas operations

Agency Level Performance Indicators:

- a. Percentage of posts and headquarters offices that manage resources within approved budgets and operational plans

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	A minimum of 95% annually		

- b. Percentage of posts and headquarters offices that annually review resource management ratios for improvement

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	A minimum of 95% annually		

Performance Goal 5.2.2:

Ensure the effective management of Peace Corps resources

Agency Level Performance Indicators:

- a. Percentage of post projects that engage host country officials in their formulation and implementation

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	A minimum of 95% annually		

- b. Percentage of posts and headquarters offices with documented personnel practices that include staff development, performance management, and awards and recognition policies

<i>Targets</i>	FY 2009	FY 2010	FY 2011
	70%	80%	90%

Performance Goal 5.2.3

Review and improve critical Peace Corps work processes to ensure optimal performance

Agency Level Performance Indicator:

- a. Annually review, streamline, and implement improvements to at least one agency mission critical process

<i>Targets</i>	FY 2009	FY 2010	FY 2011
Volunteer Delivery System and Human Capital Management	A minimum of one critical process per year		

Means and Strategies:

The Peace Corps will:

- Conduct safety and security training for both overseas staff and Volunteers
- Through the Peace Corps safety and security officers, provide training and technical assistance so posts meet their safety and security needs
- Conduct country risk assessments on safety and security concerns utilizing Peace Corps safety and security officers in the field
- Review post compliance with Peace Corps Manual Section 270 (MS 270)—Volunteer Safety and Security, and the timely implementation of critical recommendations
- Use information technology to improve the health care system
- Implement resource management practices that improve budget planning and execution, post management
- Create working groups to redesign and improve the Volunteer Delivery System and the Human Capital Management processes

Verification and Validation:

The Peace Corps will track its progress in meeting safety and security requirements through post reports on safety compliance and through assessment of Peace Corps safety and security officers on the implementation of recommendations to posts to enhance post safety and security training and processes. In addition, the agency will monitor survey results, as well as information reported in *Safety of the Volunteer*, the Peace Corps' annual report on safety and security incidents involving Volunteers.

The Office of Medical Services will collect, analyze, and monitor statistics on specific health indicators to gauge the health of Volunteers and monitor the impacts of improvement strategies through the annual *Health of the Volunteer*, Peace Corps Volunteer surveys, and other reports.

The Office of the Chief Financial Officer (OCFO) will utilize its financial management systems to monitor resource management. Furthermore, through its annual Project Status Review process, Overseas Programming, Training, and Support and the regions will collect and report on host country official engagement in project formulation and implementation. The regions will work with the Office of Strategic Information, Research, and Planning (OSIRP) to document post efforts for effective post management.

OSIRP will collect and analyze Volunteer survey data to provide Volunteer feedback on safety and health issues. OSIRP will work with the Enterprise Architecture team in reporting progress on improving critical work processes. OSIRP will also review data and information quality.

**THE PEACE CORPS' PERFORMANCE RESULTS
AS REQUIRED UNDER THE GOVERNMENT PERFORMANCE AND RESULTS ACT**

FY 2008 Performance Results

STRATEGIC GOAL 1

Assist interested countries with their identified needs by gradually expanding the number of trained Volunteers serving overseas; broadening the impact on the lives of men and women in their host communities by transferring tangible skills; and helping to promote an understanding of Americans, including representing American diversity, at a rate consistent with annual funding.

Outcome Goals:

- 1.1 Assist interested countries with their identified needs by gradually expanding the number of trained Volunteers serving overseas from 7,733 in FY 2004 to 8,000 in FY 2008, at a rate consistent with annual funding.
- 1.2 Broaden the impact of Volunteers on the lives of men and women in their host communities by transferring tangible skills, as measured by increasing Volunteers reporting in the Peace Corps' close-of-service survey that they were "adequately" to "exceptionally" effective in transferring knowledge and skills to members of their host community, from 80 percent in FY 2006 to 82 percent by FY 2008.
- 1.3 Represent American diversity in Peace Corps host communities by increasing numbers of Peace Corps applicants representing diverse ethnicities and people 50 and over by 4 percent, from FY 2005 level of 24 percent to 28 percent by FY 2008.

Performance Goal 1.1.1.	FY 2008 Goal	FY 2008 Actual			
Increase the number of Peace Corps Volunteers to 8,000 by FY 2008.	8,000	7,876			
	Results				
	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
	7,533	7,733	7,810	7,749	8,079

Results and Analysis:

At the end of FY 2008, 7,876 Americans were serving in 76 countries through 70 posts as Peace Corps Volunteers encouraging sustainable development and cross-cultural understanding at the grassroots level. Challenged by inflationary costs overseas and continued currency losses, the agency found it difficult to maintain its goal Volunteer levels. Furthermore, specific events and infrastructure in some countries (Kiribati, Georgia and Bolivia) created conditions where the Peace Corps chose to suspend operations to ensure the safety of the Volunteers. The agency has, in addition, broadened its international reach with the arrival of Volunteers beginning duties in Ethiopia which opened in FY 2007, and the historic return of the Peace Corps to Rwanda and Liberia.

Performance Indicators 1.1	FY 2008 Target	FY 2008 Results
i. Number of new country entries	2	2
ii. Percentage of Peace Corps focus countries participating in the President's Emergency Plan for AIDS Relief (PEPFAR)	100%	100%
iii. Number of Peace Corps Response Volunteers (all funding sources)	100	56
iv. Overall visits to website	8.8 million	10.7 million

Results and Analysis:

In accomplishing the agency's goals for modest expansion, the Peace Corps continues to respond to the numerous countries requesting a Peace Corps presence by opening new programs that focus on meeting the unique needs of the host country. In FY 2008, the Peace Corps placed Volunteers in Ethiopia. Peace Corps returned to Liberia and Rwanda as well.

The Peace Corps continues to be a valuable participant in the President's Emergency Plan for AIDS Relief (PEPFAR) with all 11 Peace Corps posts of the 15 PEPFAR focus countries receiving PEPFAR funds.¹ During the 2008 fiscal year, Peace Corps received PEPFAR funding to cover 216 Volunteers, including Peace Corps Response Volunteers. This year Peace Corps also reopened its program in one of the focus countries, Rwanda. The 35 trainees arriving in Rwanda in January 2009 will be assigned to an HIV/AIDS project; 20 of these eventual Volunteers will be funded by PEPFAR. In addition to posts in the focus countries, 15 other Peace Corps posts implemented PEPFAR-funded activities in FY 2008.²

Peace Corps Response sends Returned Peace Corps Volunteers (RPCV) on short-term assignments to assist with critical needs such as the HIV/AIDS global pandemic as well as strategic efforts in disaster preparedness and mitigation in countries which are consistently prone to natural disasters. In FY 2008, Peace Corps Response Volunteers served in nine countries: Eastern Caribbean (which comprises St. Lucia, St. Kitts, St. Vincent, Dominica, Grenada and Antigua/Barbuda), El Salvador, Guyana, Malawi, Namibia, Panama, the Philippines, Uganda and Zambia. Of the total of 56 Volunteers who served, 21 supported HIV/AIDS programs in six countries. Peace Corps Response also provided funding for the deployment of 28 Peace Corps Volunteers in Peru to an earthquake-affected region for a two-week disaster response project.

The agency continues to innovate and expand online tools in order to communicate and share with the American public. New content is continuously added to the website to engage potential applicants. Some areas bringing in new visitors during FY 2008 include the new "teens" site, RSS (really simple syndication) feeds, and online marketing efforts. In addition, the Office of Communications and the Office of Volunteer Recruitment and Selection have developed unique content to provide more information to applicants on unique and in-demand scarce areas (such as certain areas of agriculture, health care, and advanced education). Finally, the agency's 50+ content has also been drawing more visitors.

¹ PEPFAR has identified 15 focus countries. The Peace Corps has posts in 11 of these focus countries—Botswana, Ethiopia, Guyana, Kenya, Mozambique, Namibia, Rwanda, South Africa, Tanzania, Uganda, and Zambia

² Other Peace Corps posts implementing PEPFAR-funded activities include: Belize, Cameroon, Dominican Republic, Eastern Caribbean, El Salvador, Ghana, Honduras, Jamaica, Lesotho, Madagascar, Malawi, Nicaragua, Peru, Swaziland, and Ukraine

Performance Goal 1.2.1.

Incrementally increase the percentage of respondents to the Peace Corps close-of-service survey reporting the effectiveness of transferring knowledge and skills to members of their host community as “adequately” to “exceptionally” to 82 percent by FY 2008.

FY 2008 Goal 82%	FY 2008 Actual 89%
Results	
FY 2006 83%	FY 2007 86%

Results and Analysis:

One of the Peace Corps’ main objectives is for Volunteers to transfer skills to members of the communities in which they live and work in order to make a meaningful and sustainable difference in the lives of those they serve. Volunteers are instructed on methods to build the capacity of the host country nationals with whom they work and to help teach solutions that will be sustainable within the community. According to the Volunteers surveyed upon completion of their service, the percent of Volunteers stating they have effectively transferred knowledge and skills to members of their host community increased to 89 percent.

Performance Indicators 1.2	FY 2008 Target	FY 2008 Results
i. Number of individuals assisted by Volunteers (e.g. students, farmers, community members, as reported via the prior year’s project status report annual review	2,196,000	2,111,037
ii. Number of service providers trained by Volunteers, e.g. teachers, health clinic workers, agriculture extension agents, as reported via the prior year’s project status report annual review	115,400	159,402
iii. Number of community-initiated, Volunteer-led, Partnership Program projects	505	596
iv. Increase the extent Volunteers report that they have helped host country nationals gain a better understanding of the United States and its people, as reported by the Peace Corps close-of-service survey	92%	97%

Results and Analysis:

The Center for Field Assistance and Applied Research, through its annual project status review process, compiles annual data and reviews observations related to programming and training as submitted by the field. The Peace Corps accomplishes its goal of transferring skills to people of interested countries by working to build the capacity of men, women, girls, and boys so they can manage their own development in a sustainable manner. Volunteers help build capacity by increasing the knowledge, improving the skills, and promoting behavior change of individuals and families in the countries they serve. Capacity-building efforts are targeted toward individuals, service providers, and organizations, who can, in turn, teach fellow community members. While falling short of its target for the numbers of individuals assisted, the target for the number of service providers trained by Volunteers was reached. FY 2008 also saw the development of new tools to better collect and report data related to Volunteers reach and impact.

In Fiscal Year 2008, the Office of Private Sector Initiatives (OPSI) exceeded targets for its performance indicators. Through innovative marketing and leveraging the use of online technologies, OPSI continues to bring in private sector support that directly assists the work of Volunteers overseas.

Performance Goal 1.3.1.

Incrementally increase the number of Peace Corps applicants representing diverse ethnicities and people 50 and over by 4 percent from an FY 2005 level of 24 percent to 28 percent by FY 2008.

					FY 2008 Goal	FY 2008 Actual
					28%	27%
					Results	
FY 2003	FY 2004	FY 2005	FY 2006	FY 2007		
25.9%	26.1%	24.5%	24%	24%		

Results and Analysis:

Although the overall target was not met, the agency significantly increased recruitment performance over the last fiscal year. Overall applications increased 16 percent in FY 2008 over the same period last year. This is the highest number of applications this period since 2004. The number of 50+ applications also increased in this period, an incredible 44 percent, from 833 to 1197. Additionally, applications from ethnic minority populations increased 21 percent relative to the performance in FY 2007.

Performance Indicators 1.3	FY 2008 Target	FY 2008 Results
i. Percentage of applicants over the age of 50	8.0%	9.2%
ii. Percentage of applicants of diverse ethnicities	21%	18.1%
iii. Total visitors to website who access minority recruitment pages and/or scarce skills, family pages	450,000	593,782
iv. Number of articles placed in newspapers and other media that focus on diverse Volunteers and/or target diverse audiences	185	196
v. Total number of public service announcements placed in minority and diversity geared media	4,000	8,509

Results and Analysis:

Recruitment and outreach was a major initiative by the agency during FY 2008. Applications increased overall, as well as in the key areas of minorities and 50+ groups. Increased applications among the 50+ population can be attributed to new national outreach initiatives to associations and federal agencies as well as targeted media placements. In addition, 50+ recruiters in the regional offices held information sessions specifically to attract this audience.

Despite an increase in national and regional efforts (25 and 88 events respectively) and a 1 percent increase from FY 2007, the percentage of applicants from diverse ethnicities is short of its goal by 2.9 percent. While targeted national events attract large diverse populations, the regional events do not enjoy similar attraction. Another hindrance is limited funding for national diverse media advertising support.

STRATEGIC GOAL 2

Ensure a quality Volunteer experience by increasing the quality of health care and managing the safety and security risk factors in each of the communities where the Volunteers live.

Outcome Goals:

- 2.1 Increase the percentage of Volunteers indicating feeling “adequately” to “exceptionally” satisfied with their in-country health care from FY 2002 level of 75 percent to 82 percent by FY 2008.
- 2.2 Increase the percentage of Volunteer Survey respondents indicating they feel safe most of the time (“usually safe” to “very safe”) where they live from FY 2002 level of 86 percent to 88 percent by FY 2008.

Performance Goal 2.1.1.

Incrementally increase the percentage of respondents to the biennial Peace Corps Volunteer survey indicating feeling “adequately” to “exceptionally” satisfied with their in-country health care from the FY 2002 level of 75 percent to 82 percent by FY 2008.

FY 2008 Goal		FY 2008 Actual		
82%		92%		
Results				
FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
NA	87%	NA	92%	NA

Results and Analysis:

The health, safety, and security of each Volunteer is the Peace Corps’ highest priority and is reflected as such in the agency’s planning. The FY 2008 close-of-service Volunteer survey results demonstrate that the vast majority of Volunteers continue to be satisfied with the health care they receive while they live and work in their communities around the world.

Performance Indicators 2.1	FY 2008 Target	FY 2008 Results
i. Percent of Volunteers medically evacuated to Washington, D.C., reporting they are satisfied with their medical evacuation care as measured by the medevac survey	90%	98%
ii. Percent of Volunteer respondents reporting feeling “adequately” to “exceptionally” prepared, both physically and mentally, to meet the challenges of Peace Corps service as measured by the Peace Corps close-of-service survey	90%	93%
iii. Incidence of falciparum malaria in Africa region (measure is in cases per 100 Volunteer/trainee years)	<6.0	<2.2

Results and Analysis:

Peace Corps Volunteers serve in challenging environments throughout the world, and the health of Volunteers is one of the agency’s top priorities. In extreme circumstances, a Volunteer may need to be medically evacuated to Washington, D.C., and the satisfaction of these Volunteers with the care they receive continues to be a focus of the agency. During FY 2008, 117 Volunteers were brought to headquarters to receive this care. The data from the medevac survey given by medevaced Volunteers reported that the agency exceeded its goal by achieving a 98 percent satisfaction rate. This performance is indicative of the effort the medical field support unit provides to the Volunteers on medevac status. Accommodations for Volunteers are arranged by the medical field support team and shuttle bus service is provided to and from Peace Corps headquarters each weekday, as well as transportation to grocery stores and pharmacies throughout the week. In addition, a lounge with Internet access and telephone service is provided for their use.

The Peace Corps focuses on equipping Volunteers so they have the tools they need to deal with the changes they will face in their communities. This training on physical and emotional health is a focus of pre-service training and is reinforced throughout a Volunteer’s term of service. The close-of-service survey results from FY 2008 report that the vast majority of Volunteers are satisfied with the preparation they receive during training to meet the mental and physical challenges of Peace Corps service. Furthermore, Volunteers in malaria-prone areas are thoroughly trained on the proper protocols and the importance of taking their malaria prophylaxis, which accounts for an incidence rate that is well below the target level.

Performance Goal 2.2.1.

Incrementally increase the percentage of respondents to the biennial Peace Corps Volunteer survey indicating that Volunteers feel safe most of the time (“usually safe” to “very safe”) where they live by 2 percent from FY 2002 level of 86 percent to 88 percent by FY 2008.

FY 2008 Goal 88%			FY 2008 Actual 85%		
Results					
FY 2003 NA	FY 2004 88%	FY 2005 NA	FY 2006 88%	FY 2007 NA	

Results and Analysis:

The safety and security of the Volunteer is the agency’s highest priority. Safety and security information is incorporated into all aspects of Volunteer recruitment, training, and service. Although the survey response indicator missed the target, the Office of Safety and Security, as well as the regional and post staff, continue to emphasize this area in training and support. General security events can impact an individual’s perceptions about one’s own safety and on several occasions during FY 2008 Peace Corps had to take extraordinary measures to proactively deal with Volunteer safety. Events that occur in distant locations such as evacuations, attacks, or natural disasters can influence the perception of safety even when the individual is not at any greater risk. According to our incident data, Volunteers experienced a slight decline in incidence rates from 2006 to 2007, but data for 2008 would indicate an increase in crime incidence rates for Volunteers. This increase seems to be across all countries and in several crime categories, especially theft. This could be a reflection of a deteriorating international economic climate coupled with issues related to food insecurity among other factors.

Moving forward in FY 2009–2011, the Office of Safety and Security has proposed a new model to monitor progress. Beginning in 2009, the Office will be gathering baseline data on areas where Volunteer action would likely impact patterns of victimization. Throughout 2010 and 2011, training programs and interventions will focus on the elements identified in the baseline data for an overall goal of reducing reported crime rates in targeted areas by 5 percent over 5 years.

Performance Indicators 2.2	FY 2008 Target	FY 2008 Results
i. Percentage of posts receiving safety and security report recommendations annually	85%	66%
ii. Percent of Volunteer respondents reporting the safety and security portion of their pre-service training as “adequate,” “effective” or “very effective” as measured by the biennial Volunteer survey	85%	96%
iii. Percent of Volunteer respondents reporting they were “somewhat,” “considerably” or “completely” satisfied with support provided by Peace Corps staff for safety and security, as measured by the biennial Volunteer survey	85%	91%

Results and Analysis:

Balancing the need to keep Volunteers as safe as possible while maintaining the integrity of the Volunteer experience is one of the greatest challenges facing the Office of Safety and Security. The Office of Safety and Security works hard to integrate safety and security training into every stage of the Volunteer’s service. From application to close-of-service, Volunteers receive the best information available about safety risks and how they can minimize those risks. While Volunteer service is not without risks and Volunteers must take on much of the responsibility for their own safety, the Peace Corps does have an extensive, well-established support system geared toward Volunteer safety and security.

The agency’s goal was to have Peace Corps Safety and Security Officers (PCSSO) provide safety and security reports and recommendations to 85 percent of all posts in 2008. This goal was not met as PCSSOs carried out 51 visits to 45 posts, representing approximately 66 percent of Peace Corps posts. Several factors hampered PCSSOs’ ability to reach all of their posts—staffing, scheduling, and travel all presented challenges during FY 2008.

The Peace Corps captures data on the biennial Volunteer survey related to success in areas of safety and security. Three of the goals related to Volunteer safety and security are dependent on Volunteer respondents.

STRATEGIC GOAL 3

Increase the exposure of Americans to other cultures by sharing Volunteer experiences and stories in numerous venues, including the classroom, special events, community visits, and through electronic means, as well as engaging those who have completed their service in ongoing Peace Corps-supported Volunteer opportunities.

Outcome Goal:

3.1 Increase the number of interactions with Americans to further the Peace Corps' goals through Peace Corps supported activities to 25,844 (aggregate of indicators i. through iv.) by FY 2008.

Performance Goal 3.1.1.

Increase the number of interactions with Americans to further the Peace Corps' goals through Peace Corps supported activities to 22,606 in FY 2008.

FY 2008 Goal 22,606		FY 2008 Actual 25,403
Results		
FY 2006 21,377		FY 2007 21,748

Results and Analysis:

This indicator is a composite of the regional recruiting offices' RPCV participation number and the Peace Corps Week participation number and, the goal was exceeded for FY 2008. Coverdell World Wise Schools has reached an unprecedented high in website hits, while World Wise Windows e-newsletter is boasting more than 14,500 subscribers. The matching of Volunteers with school children and other correspondents (correspondence match program) has reached a 10-year high in educators; current Volunteers that are pursuing Master's degrees under the Master's International program are also at an unparalleled peak, with 218 currently serving overseas, and 200 on campuses prior to their overseas service. Peace Corps Week 2008 was a great success as well. RPCVs reported over 3,500 presentations while 43 classrooms (the highest number to date) from 24 states participated in international phone calls with Peace Corps Volunteers (PCVs) in 30 countries.

Performance Indicators 3.1	FY 2008 Target	FY 2008 Results
i. RPCV interactions with the American public in communities and on campuses nationwide during Peace Corps Week and throughout the year through activities supported by the Peace Corps	11,050	11,171
ii. Donors supporting Peace Corps Volunteer projects through private sector contributions	6,200	8,915
iii. U.S. educators connecting with Peace Corps Volunteers through the Peace Corps' Coverdell World Wise Schools correspondence match program	5,000	4,900
iv. Fellows/USA participants serving in communities nationwide	356	417
v. Visits per year to the Peace Corps' Coverdell World Wise School website that contains lesson plans, Volunteer stories, and other educational resources for use in the classroom and beyond	1.45 Million	2.4 Million

Results and Analysis:

Coverdell World Wise Schools reached an unprecedented high in website hits, while the World Wise Windows e-newsletter boasted more than 14,500 subscribers. The matching of Volunteers with school children and other correspondents (correspondence match program) reached a 10-year high in educators; current Volunteers that are pursuing Master's degrees under the Master's International program are also at an unparalleled peak with 218 currently serving overseas, and 200 on campuses prior to their overseas service. Peace Corps Week 2008 was a great success. RPCVs reported over 3,500 presentations while 43 classrooms (the highest number to date) from 24 states participated in international phone calls with PCVs in 30 countries.

The correspondence match program continued to accomplish its goal of enrolling an increasing number of educators during FY 2008. Targeted marketing to educators in middle and high schools, world language classrooms, and in community education groups expanded the program's reach. Pre-service matching of nominees and invitees to teachers continued to add to this year's increase by facilitating greater connections between the Volunteer and domestic teachers.

For Fellows/USA participants serving in communities, 117 percent of the target was achieved. This accomplishment was attained through improved marketing/awareness of available programs and new programs. This upward trend will likely continue.

Podcasts of language lessons and weekly audio stories continue to drive traffic to the website. Fresh content, such as new slide shows and lesson plans, advertised through monthly e-newsletters, keep the educator and lesson plans pages on the top 10 pages visited on the World Wise Windows website.

STRATEGIC GOAL 4

Increase the retention level of Americans interested in the Peace Corps by better facilitating the process of obtaining information, applying, joining, and completing their Volunteer service.

Outcome Goals:

- 4.1 Improve the responsiveness of the Volunteer application process by streamlining the application process and decreasing the Peace Corps' response time to applicants by 7 percent from 156 days (aggregate of below indicators of timeliness) in FY 2005 to 146 days in FY 2008.
- 4.2 Maintain the overall 12-month Volunteer's resignation rate (with resignation officially defined as a decision made by a Volunteer/trainee that he/she no longer wishes to continue in Peace Corps service) at 10 percent or less.

Performance Goal 4.1.1.

Decrease the Peace Corps' response time to applicants by 2 percent from 154 days in FY 2005 to 146 days in FY 2008.

FY 2008 Goal 146 days or less		FY 2008 Actual 117
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Results		
FY 2006 138		FY 2007 130

Results and Analysis:

There are numerous steps in the application process to become a Peace Corps Volunteer. This enables the agency to recruit and thoroughly screen applicants for skills and medical and suitability issues prior to approving and inviting them to serve as Volunteers. This application process was broken down into the various stages for which the Peace Corps has processing responsibilities to best analyze its efficiencies. The agency is pleased to have exceeded the FY 2008 goal of response time to applicants by approximately 30 days. The agency remains committed to streamlining the processes that enable Americans to obtain information, apply, join, and complete service as Peace Corps Volunteers.

Performance Indicators 4.1	FY 2008 Target	FY 2008 Results
i. Number of days from receipt of application to nomination	64	56
ii. Number of days from nominee's completed health status review to medical kit sent	7	3
iii. Number of days from receipt of completed medical kit to medical qualification	30	18
iv. Number of days from medical qualification to invitation	45	40
v. Percentage of applicants who submit their Volunteer applications over the Internet	86%	96%

Results and Analysis:

The agency continuously examines and seeks to improve its ability to efficiently process applicants. Improvements in content of the Peace Corps' web site, for example, have better prepared potential applicants for expectations during both the application process and service. This contributed to the decreasing length of time from application to nomination. The agency looked hard at its processes in an effort to reduce the time needed to process invitations. These adjustments include improved communication, including the use of WebEx, between the headquarters, posts, and applicants.

Performance Goal 4.2.1.	FY 2008 Goal <10%	FY 2008 Actual 8.6%															
Maintain the overall 12-month Volunteer's resignation rate at 10 percent or less in FY 2008.	<table border="1"> <thead> <tr> <th colspan="5" style="background-color: #cccccc;">Results</th> </tr> <tr> <th style="background-color: #cccccc;">FY 2003</th> <th style="background-color: #cccccc;">FY 2004</th> <th style="background-color: #cccccc;">FY 2005</th> <th style="background-color: #cccccc;">FY 2006</th> <th style="background-color: #cccccc;">FY 2007</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">9.0%</td> <td style="text-align: center;">8.0%</td> <td style="text-align: center;">9.0%</td> <td style="text-align: center;">8.9%</td> <td style="text-align: center;">8.7%</td> </tr> </tbody> </table>		Results					FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	9.0%	8.0%	9.0%	8.9%	8.7%
Results																	
FY 2003	FY 2004	FY 2005	FY 2006	FY 2007													
9.0%	8.0%	9.0%	8.9%	8.7%													

Results and Analysis:

Retaining Volunteers is an area the Peace Corps has examined and analyzed carefully. The agency's target to keep resignations for FY 2008 below 10 percent was achieved. Offices throughout the agency benefited from being updated quarterly. The agency continues to monitor early terminations and to use both quantitative and qualitative data to assist in improving recruiting, training, programming, and all other aspects of the Volunteer experience.

Performance Indicators 4.2	FY 2008 Target	FY 2008 Results
i. Percentage of sites described "very well," "well," or "adequately" prepared in the biennial Volunteer survey	80%	79%
ii. Percent of Volunteer respondents reporting their pre-service training to manage cultural differences as "adequate," "effective" or "very effective" as measured by the biennial Volunteer survey	91%	94%
iii. Percentage of Peace Corps project and training programs reviewed annually to provide feedback for improvement to posts as reported via the prior year's project status report/training status report review process	97%	97%
iv. Percent of Peace Corps Volunteer respondents reporting their pre-service training as "adequate", "effective," or "very effective" in preparing them to maintain their mental/emotional health, as measured by the biennial Volunteer survey	85%	89%

Results and Analysis:

The Peace Corps strives to retain Volunteers throughout their term of Peace Corps service by managing a quality program. However, life circumstances, such as family emergencies, sometimes cause Volunteers to resign early. These performance indicators were chosen in light of the difficulties Volunteers face that can lead to resignation, including challenges in adapting to the local culture, dealing with emotional or mental health issues, and struggling with the work environment.

The Peace Corps met its goal on training Volunteers to manage cultural differences. The most safe and secure Volunteers are those who are well-integrated into their communities. The Peace Corps provides extensive training on cross-cultural awareness, enabling Volunteers to learn to function well in their new communities. Additionally, the agency provides Volunteers with extensive language training to help them adapt to their new environment and communicate with their host country community members.

The Center for Field Assistance and Applied Research monitors the production and quality of programming and training (including the quality of materials provided to posts) with the regions through the annual project status report review process. These evaluations provide feedback to posts on overall possible project improvements. Cohesive projects enable Volunteers to have well-defined work at their sites, which fits into a larger project goal addressing the identified needs of the host country. The agency is proud to have completed the review of 97 percent of the project plans in FY 2008, meeting its target.

The agency met its goal on preparing Volunteers to meet their mental/emotional health needs during their service. In FY 2008, the agency continued the training efforts of staff and Volunteers that are essential to maintain mental health and Volunteer resiliency.



Peace Corps
Congressional Budget Justification
Fiscal Year 2010