



FY 2014 Peace Corps Early Termination Report
GLOBAL

February 2015

Overview

The Peace Corps advances its mission through the work of Volunteers.¹ As a result, when Volunteers end their service early, the agency experiences a loss on investment—a missed opportunity for Volunteers to have a greater impact on local development and improved cross-cultural understanding around the world. In addition, the unexpected departure of a Volunteer reduces the agency’s ability to contribute to the project goals and objectives jointly established by the Peace Corps and the host country. This, in turn, can have a negative effect on the Peace Corps’ relationship with the host country.

The Peace Corps has long recognized the significance of early terminations (ETs). The *Peace Corps Manual* establishes the policies and procedures governing the circumstances under which a Peace Corps Volunteer’s service may end early. Section 284 stipulates that an ET occurs when a Volunteer “cannot or should not remain in service until his or her projected completion of service (COS) date.” This section also identifies the four types of early termination:

Resignation: A resignation is a decision made by a Volunteer who no longer wishes to continue in his/her Peace Corps service.

Medical Separation: If a Volunteer has or develops a medical condition that the Peace Corps cannot medically accommodate or resolve within 45 days, the Volunteer will be medically separated. This decision is made by the Office of Medical Services (OMS) in consultation with the Peace Corps medical officer and, if needed, appropriate medical consultants.

Administrative Separation: Pursuant to the Peace Corps Act, 22 U.S.C. 2504(i), the service of a Volunteer may be terminated at any time at the pleasure of the President of the United States. The authority of the President to terminate service has been delegated to the Director of the Peace Corps. Accordingly, the Director, or anyone to whom the Director delegates such authority, may separate a Volunteer at any time purely at the discretion of the deciding official and as otherwise expressly provided herein.²

Interrupted Service: A Volunteer may be separated with interrupted service status if the country director determines that circumstances beyond the control of the Volunteer make it necessary for the Volunteer to leave his or her present assignment. Because the nature of circumstances leading to interrupted service [is] beyond the Volunteer’s control, interrupted service should not be used in lieu of administrative separation.

As required by the Kate Puzey Peace Corps Volunteer Protection Act of 2011, Public Law 112-57, this report provides the annual rate of Volunteer early terminations for fiscal year 2014, as well as data from the previous six fiscal years. In addition to providing the annual early termination rate (comprising all

¹ For the purposes of this report, the term “Volunteer” includes anyone who has entered on duty, i.e., both trainees and Volunteers.

² Volunteers informed by their country director that they will be administratively separated from the Peace Corps are given a 24-hour window to voluntarily resign from their service. If they choose this alternative, they are entered into the database as a resignation.

four categories of early termination), several of the charts below also include the annual resignation rate in order to tell a more complete story of early termination trends over time.

Two additional rates (cohort and average length of service) are included to provide further context on the tenure of Volunteers. The report includes annual early termination demographic information for the five demographic characteristics on which the Peace Corps collects data.

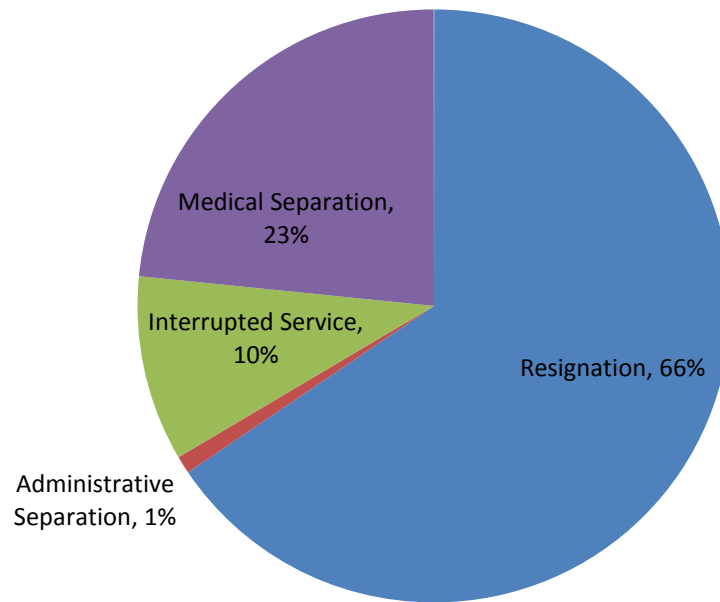
The source for the early termination data in this report is the agency's Volunteer database (PCVDBMS). Data are entered by post staff and downloaded and cleaned on a quarterly basis by the Office of Strategic Information, Research, and Planning. While data sets are archived to maintain consistency, results for previous fiscal years may fluctuate slightly due to database corrections to individual Volunteer records over time.

The Peace Corps makes significant efforts throughout the recruitment, staging, training, and support of Volunteers to minimize early terminations as much as possible. While the agency continues to target potential causes of early terminations, trends are positive: the two most recent cohorts of Volunteers for which there is complete data (Volunteers who began their service in fiscal years 2010 and 2011) have the two lowest ET rates in the history of the Peace Corps.³

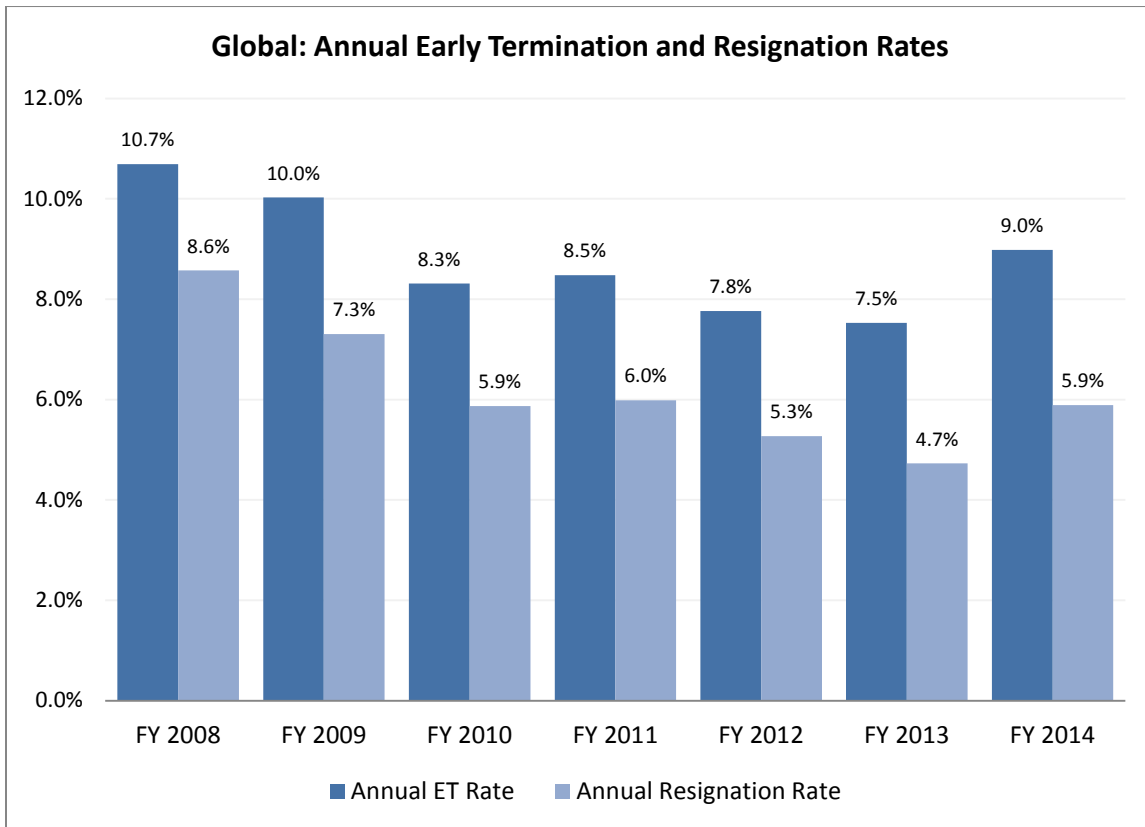
³ See the early termination rate by fiscal year cohort on Page 6. The 23.2% rate for FY 2010 and the 23.7% rate for FY 2011 are historic lows.

Early Terminations by Type

FY 2014 Early Terminations by Type



Annual Early Termination and Resignation Rates

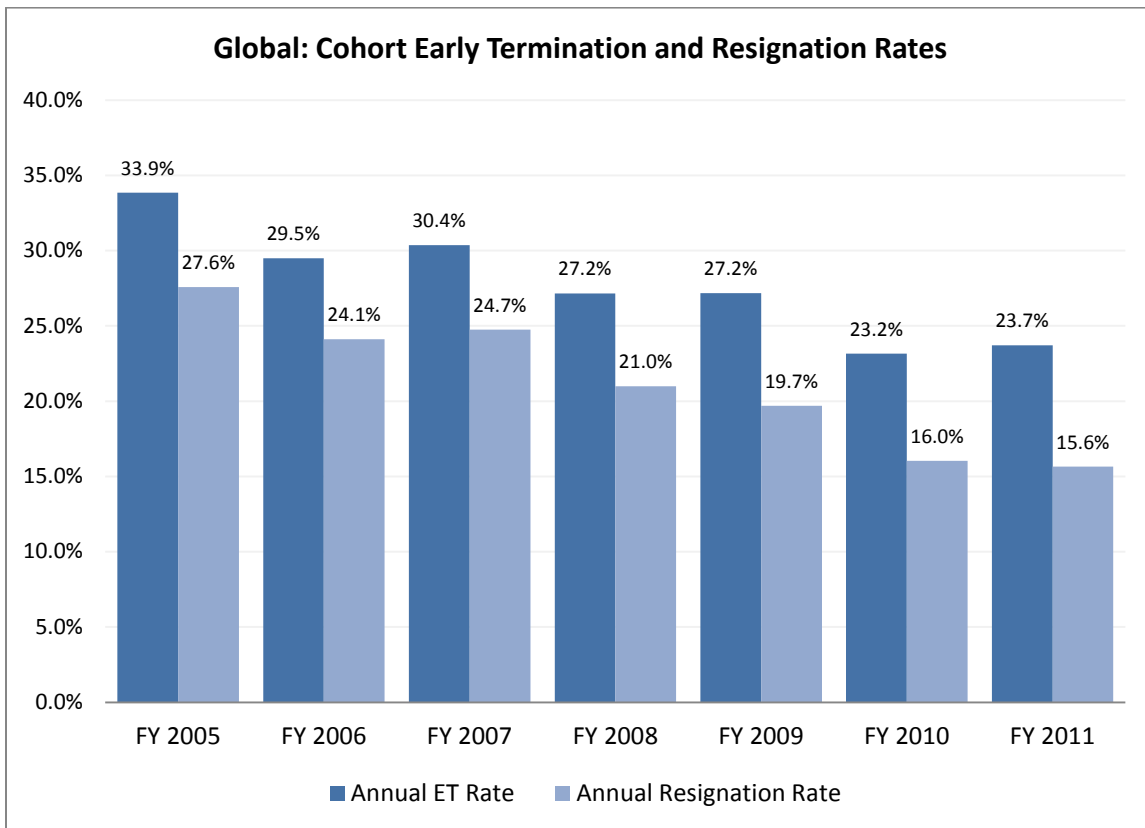


Calculation

The annual ET rate is calculated as the number of Volunteers who terminated their service from the Peace Corps early during the fiscal year divided by the total number of Volunteers who served at any time during the fiscal year.

$$\text{Annual Early Termination Rate} = \left(\frac{\text{Number of Volunteers Early Terminating in a Fiscal Year}}{\text{Total Number of Volunteers Serving in a Fiscal Year}} \right) \times 100\%$$

Cohort Early Termination and Resignation Rates



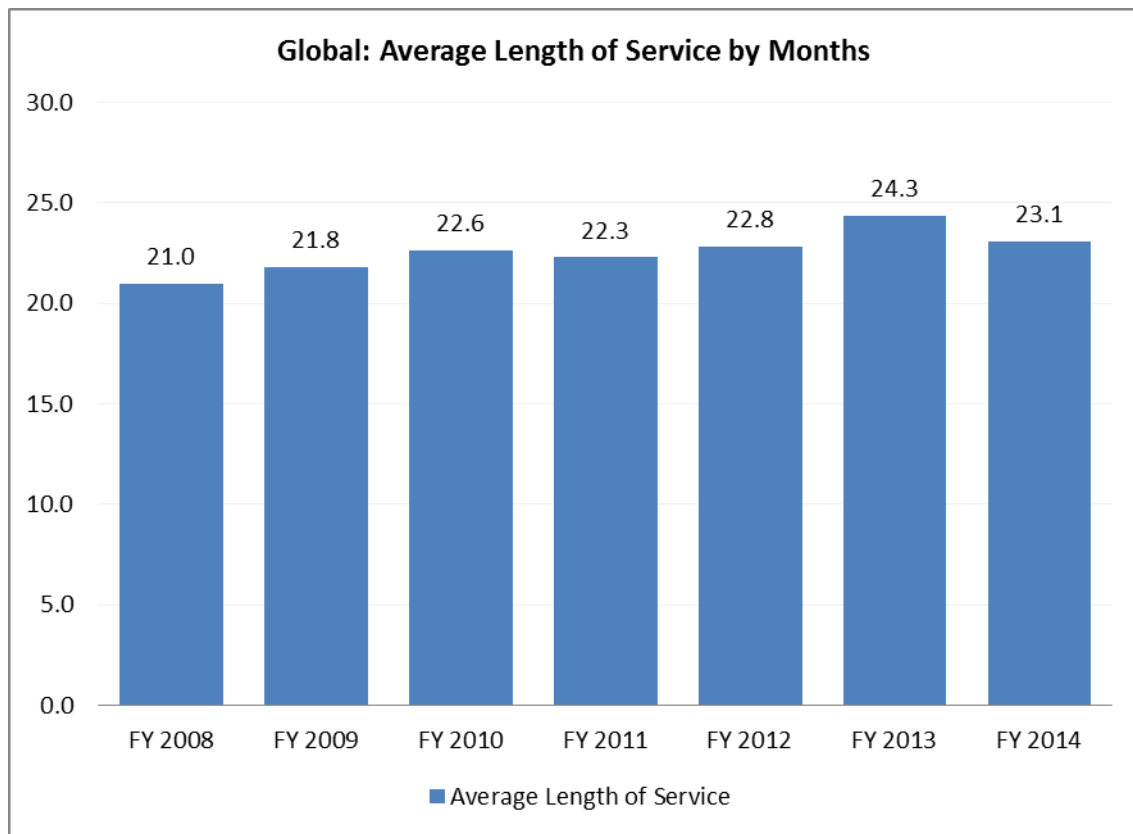
Calculation

To develop the cohort early termination rate, a dataset is created by identifying every Volunteer whose enter-on-duty date (when the individual arrives at staging) occurred in the fiscal year. The cohort ET rate is then calculated as the number of Volunteers in the fiscal year cohort who early terminated at any point in their service divided by the total number of Volunteers in that fiscal year cohort.⁴

$$\text{Cohort Early Termination Rate} = \left(\frac{\text{Number of Cohort Volunteers Early Terminating}}{\text{Total Number of Cohort Volunteers}} \right) \times 100\%$$

⁴ Given that standard Peace Corps service lasts 27 months, data is not yet available for the FY 2012 cohort of Volunteers.

Average Length of Service

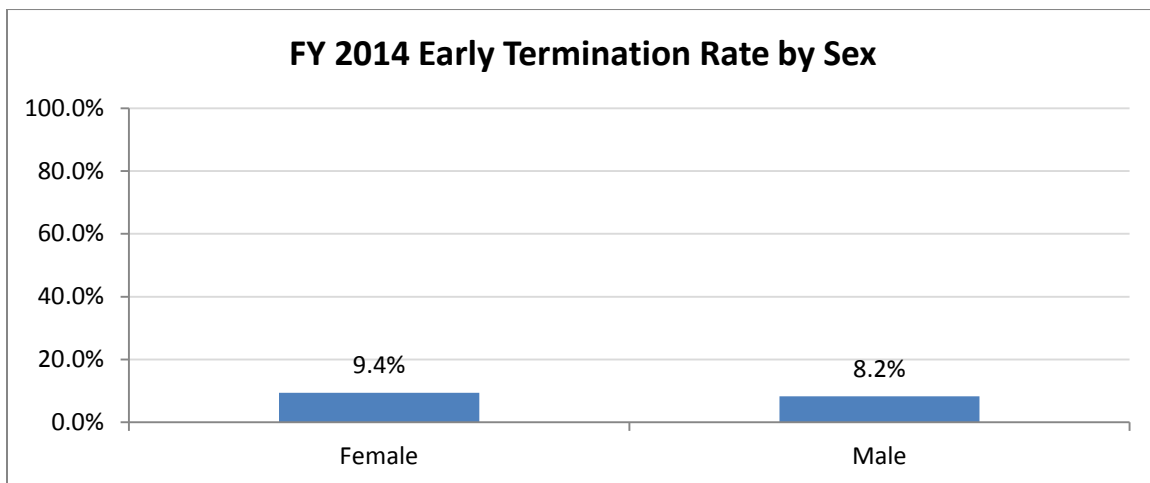
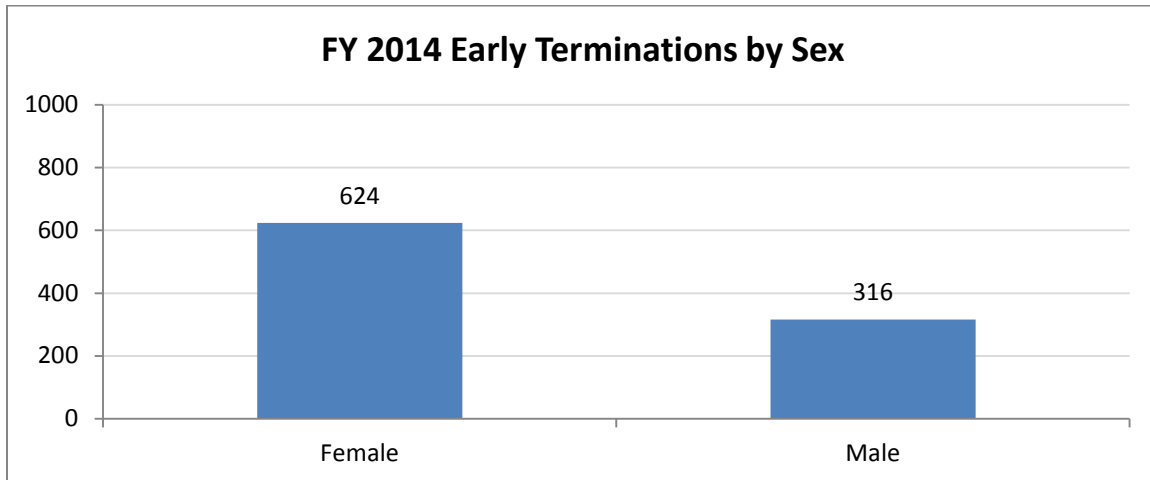
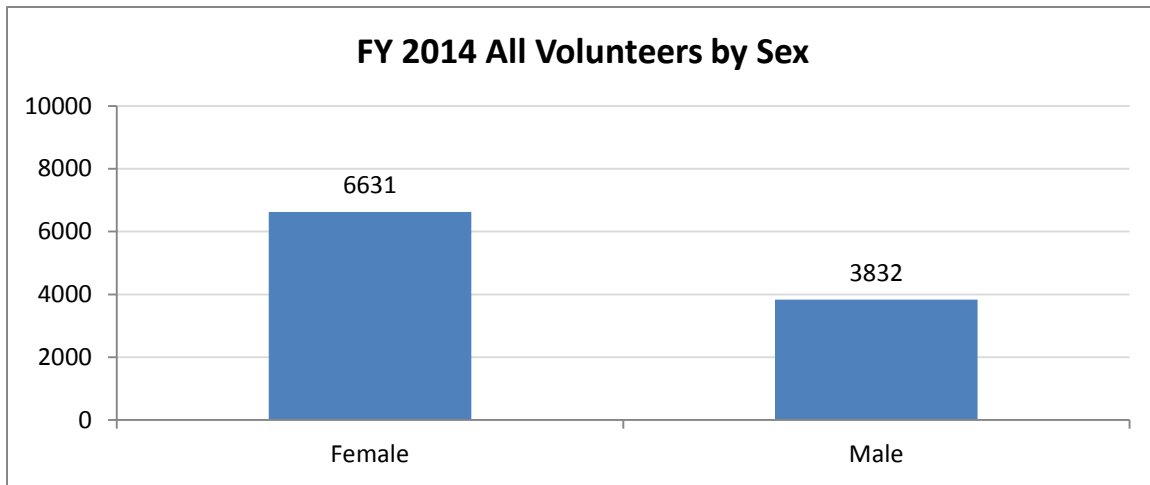


Calculation

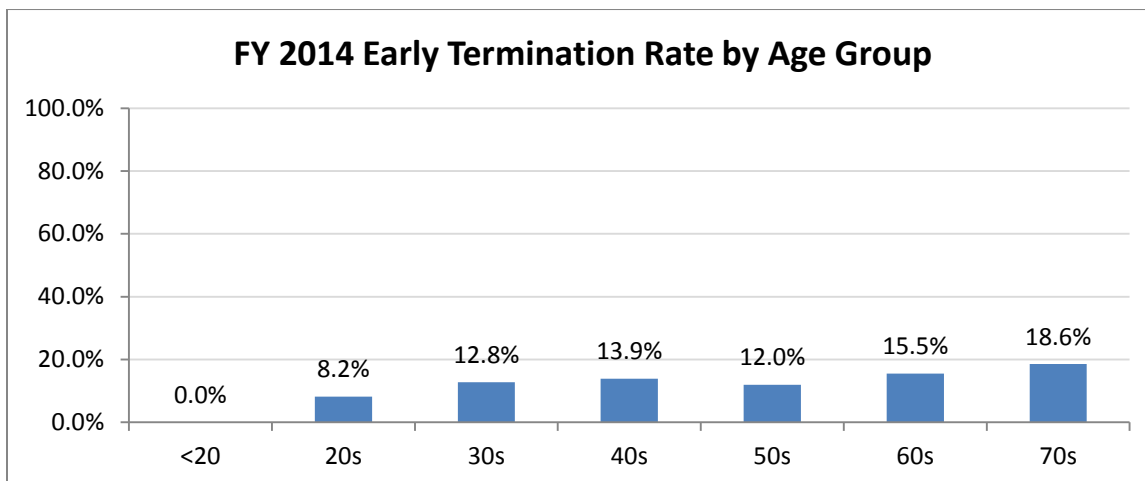
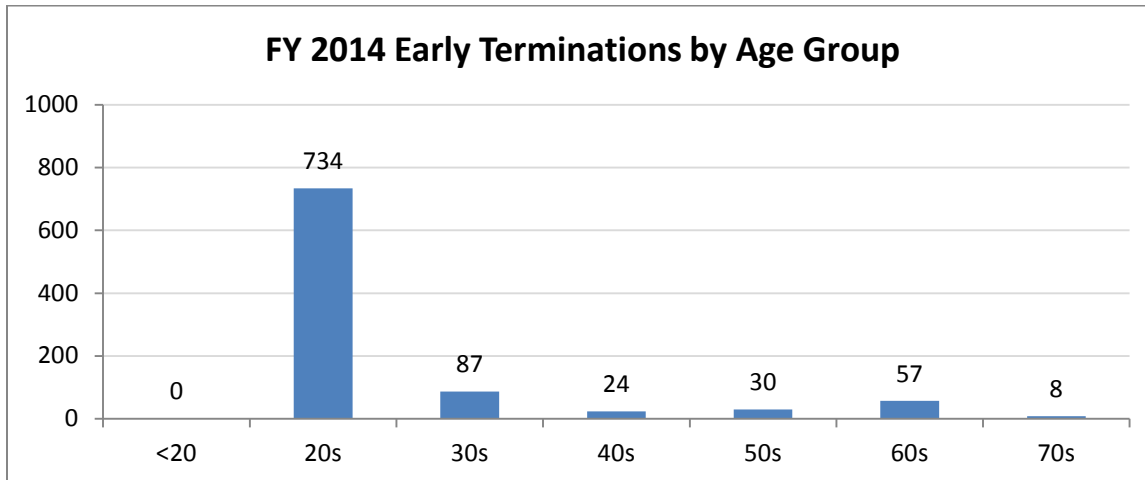
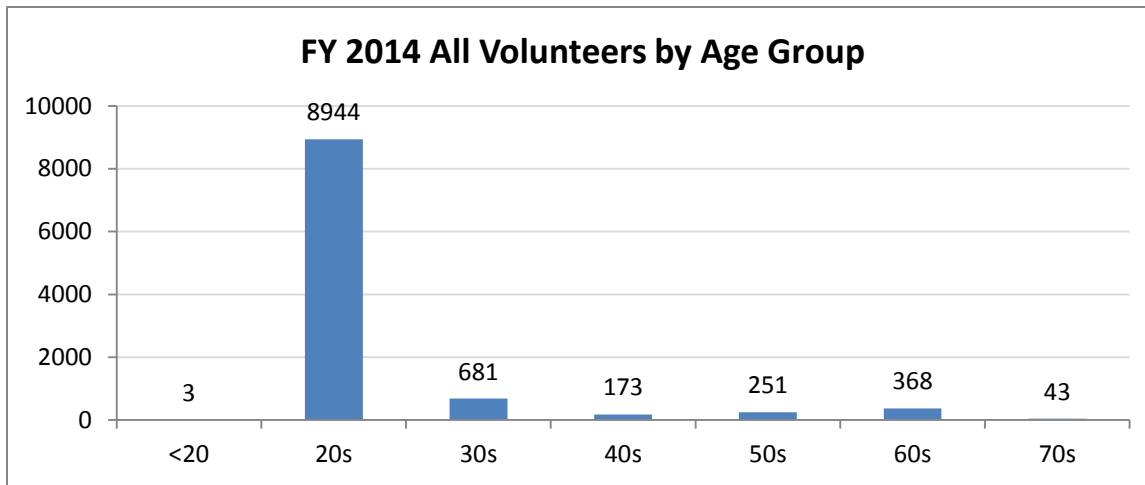
To develop the average length of service, a dataset is created by measuring the number of months served by every Volunteer who concludes his or her service in a fiscal year. The length of service period begins with the Volunteer's enter-on-duty (EOD) date (when the individual arrives at staging) and ends with either their COS or ET date. The average length of service is calculated by dividing the total number of months served by all Volunteers who left service in the fiscal year by the total number of Volunteers who ended their service in the same fiscal year.

$$\text{Average Length of Service} = \frac{\text{Total Number of Months Served by Volunteers in Fiscal Year}}{\text{Number of Volunteers Completing or Ending Service in Fiscal Year}}$$

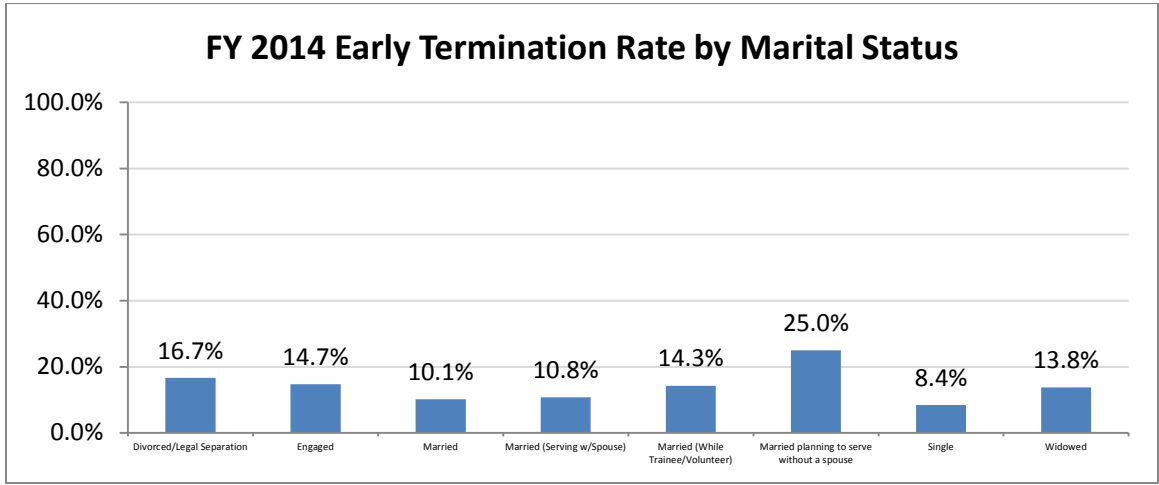
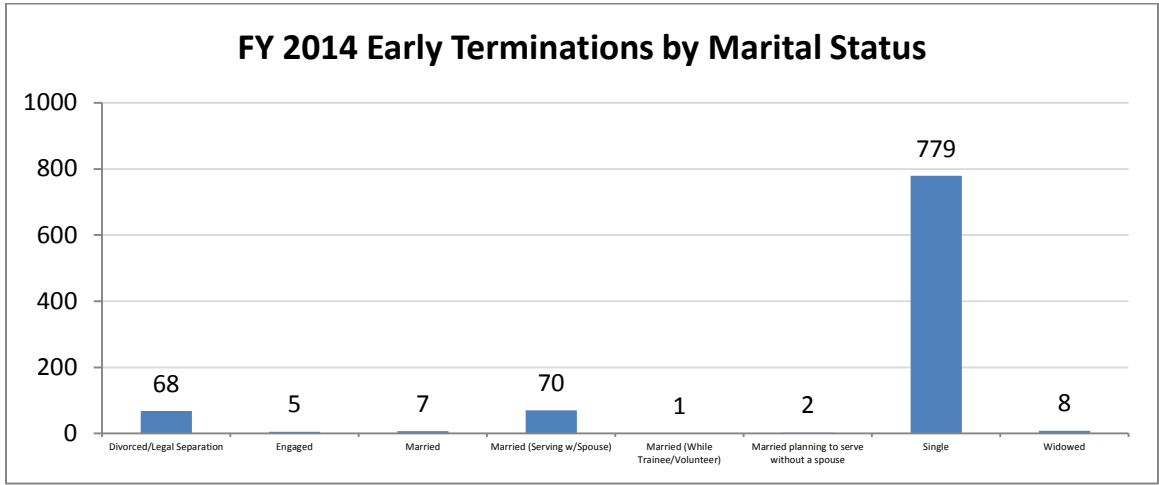
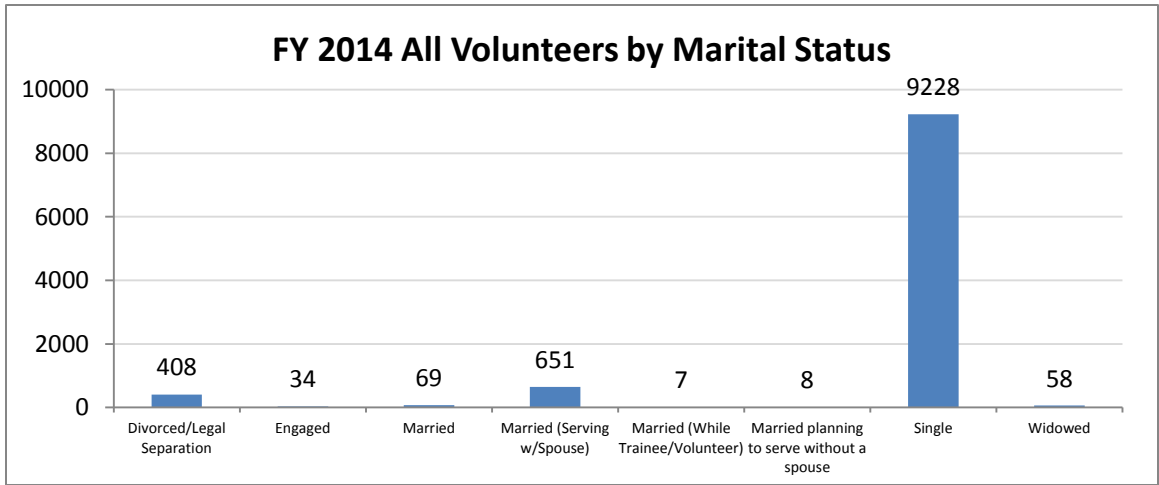
Annual Early Termination Demographic Data – Sex



Annual Early Termination Demographic Data – Age Group

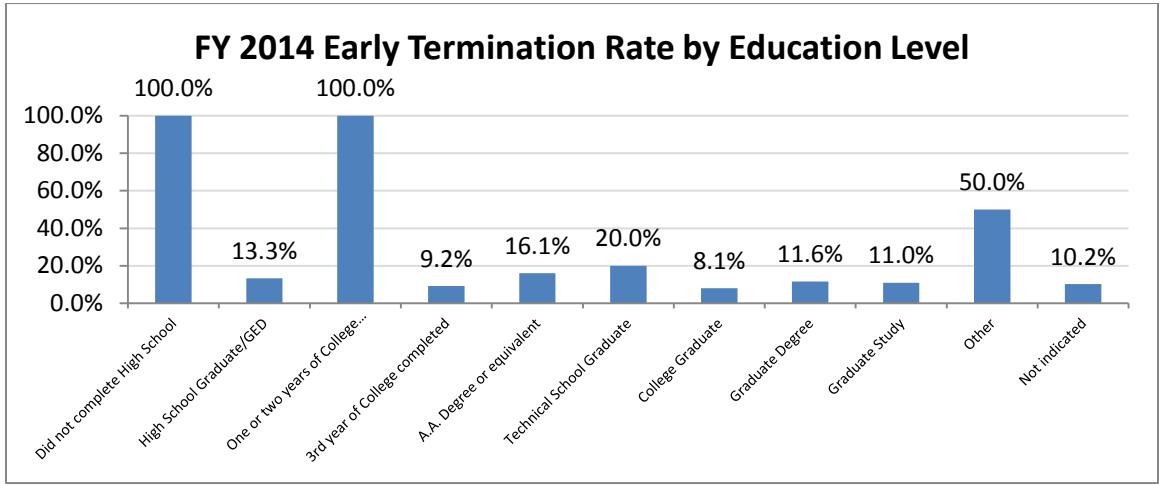
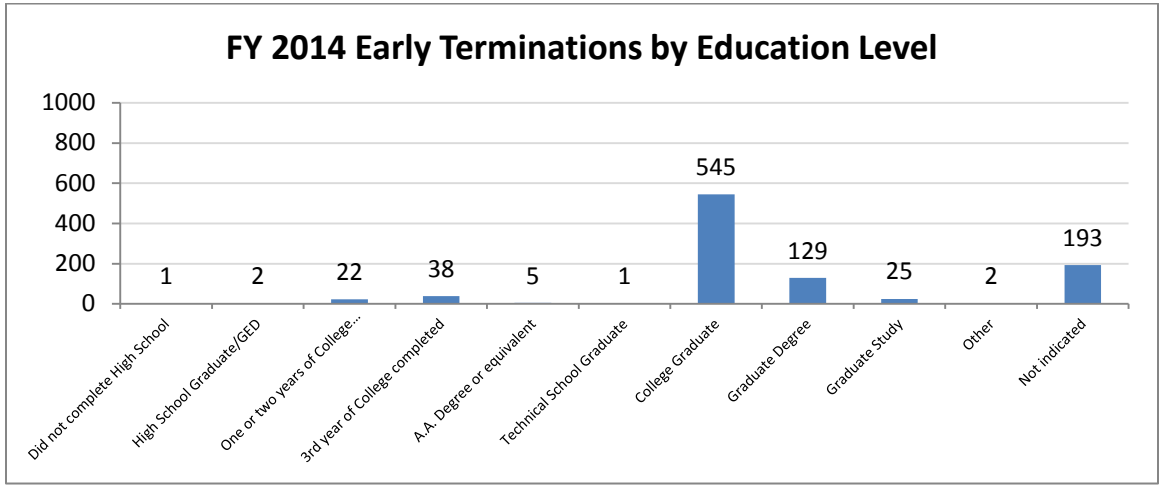
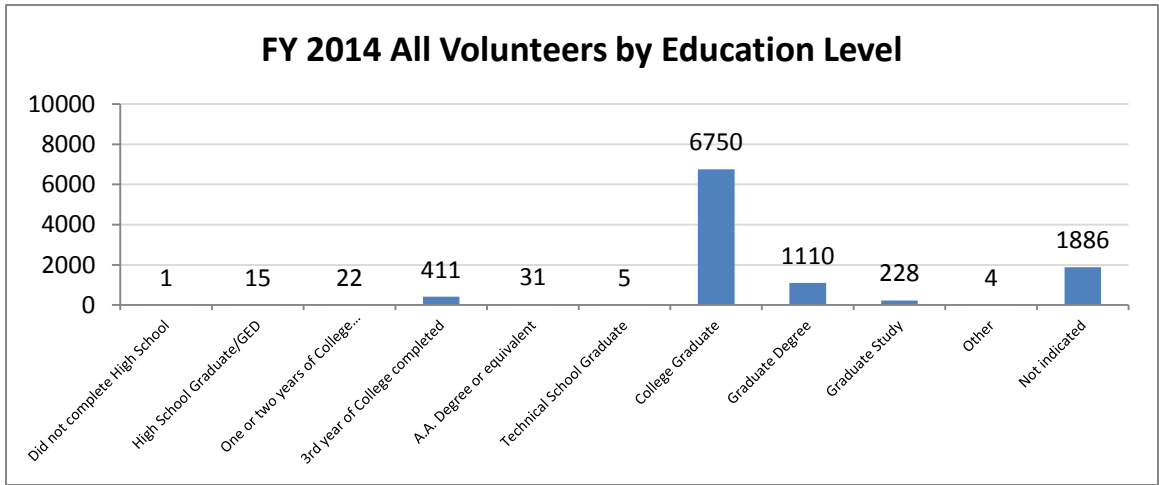


Annual Early Termination Demographic Data – Marital Status⁵

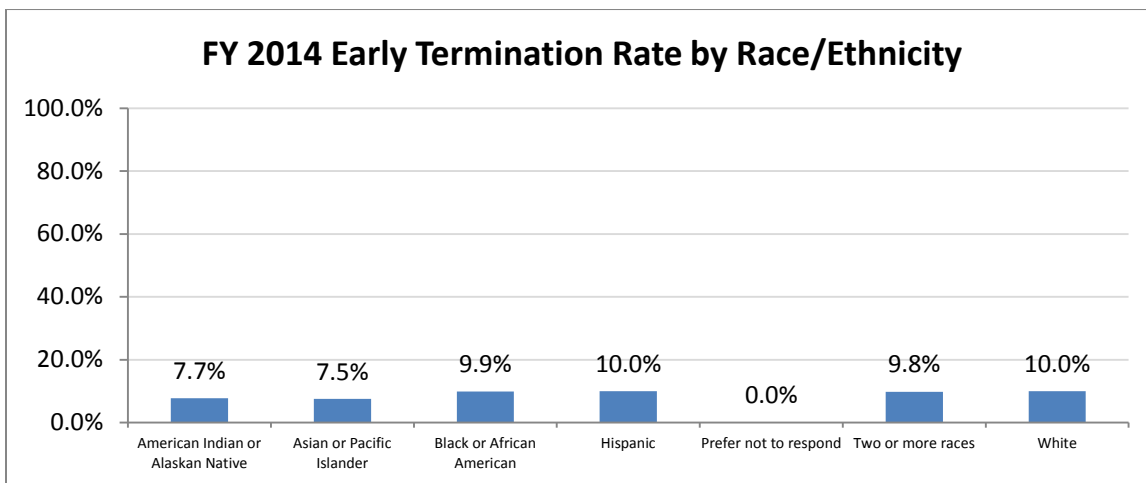
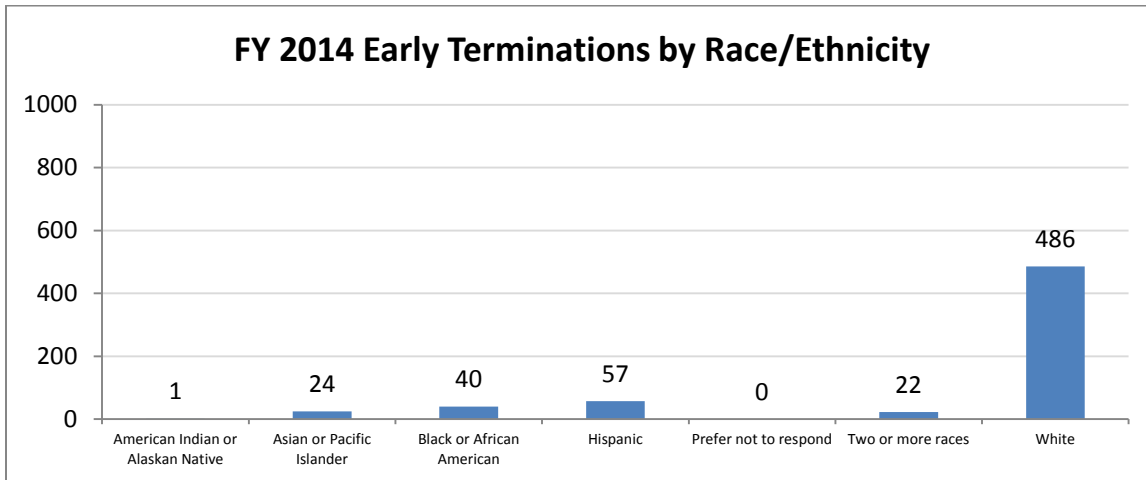
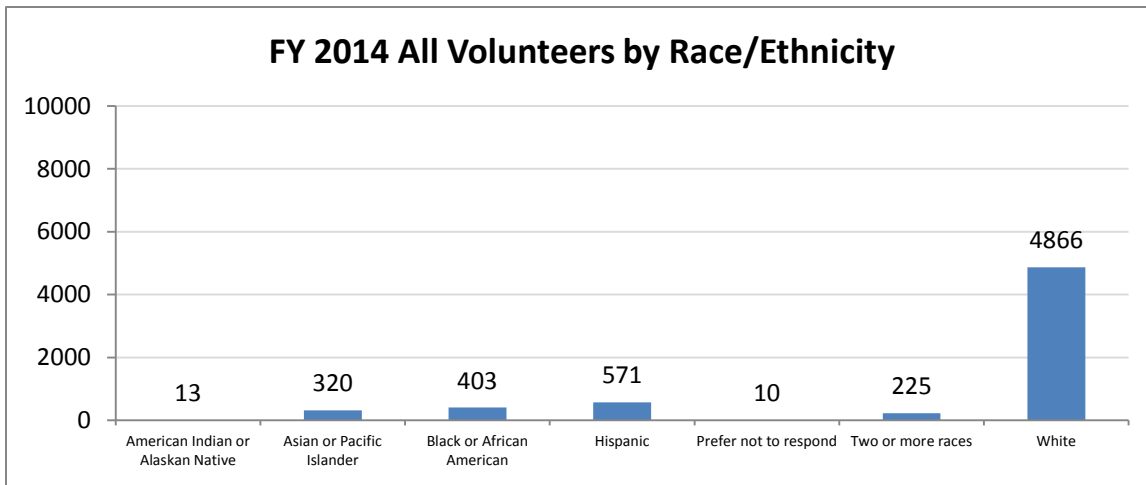


⁵ As reported at the time of submitting the Peace Corps application or upon a change to marital status during service.

Annual Early Termination Demographic Data – Education Level



Annual Early Termination Demographic Data – Race/Ethnicity



Concluding Notes

Contact Information

For questions or comments regarding the methodology or data in this report, please contact Peace Corps' Office of Strategic Information, Research, and Planning (OSIRP) at OSIRP@peacecorps.gov

Acknowledgements

Angel Velarde, Senior Management Analyst, OSIRP: data analysis and document author; Caleb Judy, Lead Performance Analyst, OSIRP: collaboration with author and document review; Cathryn L. Thorup, Director, OSIRP: document review; Jessy Wilt, Performance Analyst, OSIRP: data analysis; Erin Krizay, Program Specialist, OSIRP: data quality assurance; Jeff Kwiecinski, Deputy Director, OSIRP: document review; Samuel Ludwig, Writer/Editor, OSIRP: document review; Jeremy Haldeman, Director, Office of Congressional Relations: document review.

About the Peace Corps

The Peace Corps traces its roots and mission to 1960, when then Senator John F. Kennedy challenged students at the University of Michigan to serve their country in the cause of peace by living and working in developing countries. From that inspiration grew an agency of the federal government devoted to world peace and friendship.

About the Office of Strategic Information, Research, and Planning (OSIRP)

OSIRP advances evidence-based management at the Peace Corps by guiding agency strategic planning; monitoring and evaluating agency-level performance and programs; conducting research to generate new insights in the fields of international development, cultural exchange, and Volunteer service; enhancing the stewardship and governance of agency data; and, helping to shape agency engagement on high-level, governmentwide initiatives.