



## **Early Termination of Peace Corps Volunteers**

**Fiscal Year 2012**

**Peace Corps**

**January 2013**

## Early Termination of Peace Corps Volunteers: Introduction and Overview

The Peace Corps has long recognized the significance of early terminations (ETs). When the service of a Peace Corps Volunteer (“Volunteer”) is terminated early, it represents the loss of a talented American engaged in cultural exchange and grassroots development within his or her assigned community and country of service. It also can have an impact on the relationship the Peace Corps has with the host country, since the unexpected departure of a Volunteer can have a negative effect on the Volunteer’s project and, by proxy, on the goals and objectives established between Peace Corps and the host country. Moreover, it represents a lost investment for the Peace Corps, which devoted its limited resources to recruit and train the individual.

Peace Corps Manual Section 284 establishes the policies and procedures governing the circumstances under which a Volunteer’s service may end prior to the projected completion of service date. For the purposes of this report, the term “Volunteer” includes anyone who has entered on duty, i.e., both Trainees and Volunteers. Pursuant to Manual Section 284, an ET occurs when a Volunteer “cannot or should not remain in service until his or her projected completion of service (COS) date.” There are four types of early termination, each discussed separately in this Manual Section:

**Resignation**: A resignation is a decision made by a Volunteer that he/she no longer wishes to continue in Peace Corps service.<sup>1</sup>

**Medical Separation**: If a Volunteer has or develops a medical condition that Peace Corps cannot medically accommodate or resolve within forty-five (45) days, the Volunteer will be medically separated. This decision is made by the Office of Medical Services (OMS) in consultation, as needed, with appropriate medical consultants.<sup>2</sup>

**Administrative Separation**<sup>3</sup>: 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. The authority of the President to terminate service has been delegated to the Director of the Peace Corps.<sup>4</sup>

**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.<sup>5</sup>

The Peace Corps’ 2010 Comprehensive Agency Assessment noted that “[t]he Peace Corps is attentive to ET and resignation rates, has a method for tracking them, and works to lower them.” Familiarity with early termination and resignation data helps inform agency decisions.

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<sup>1</sup> From Peace Corps Manual Section 284, 2.0.

<sup>2</sup> From Peace Corps Manual Section 284, 3.0.

<sup>3</sup> 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.

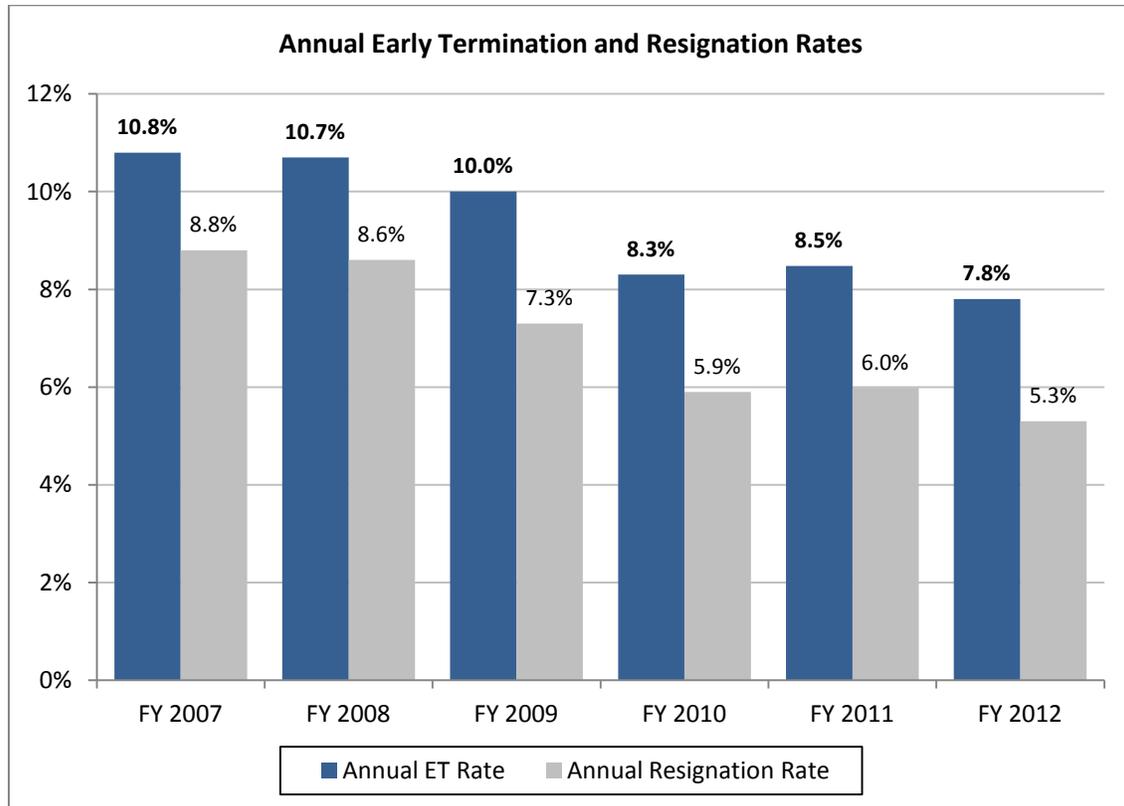
<sup>4</sup> From Peace Corps Manual Section 284, 4.0.

<sup>5</sup> From Peace Corps Manual Section 284, 5.0.

This report presents data on early terminations for fiscal year 2012. As required by the Kate Puzey Peace Corps Volunteer Protection Act of 2011, Public Law 112-57, the chart entitled Annual Early Termination and Resignation Rates (see page 4) provides the annual rate of early termination of Volunteers, plus data from the previous five fiscal years. In addition to the annual early termination rate (comprising all four categories of early termination) the chart breaks out the annual resignation rate. As resignations make up the majority of ETs (approximately 70% of the total ETs each year) and represent a voluntary decision to terminate Peace Corps service early, the inclusion of resignation information in this chart tells a more complete story of early termination trends over time. The report also includes annual early termination demographic information (see pages 5-9) for the five demographic characteristics for which the Peace Corps collects data.

The Peace Corps is pleased to note the downward trend in ET and resignation rates over the past six years, and the agency will continue to closely review and compare these rates.

## Annual Early Termination Rate

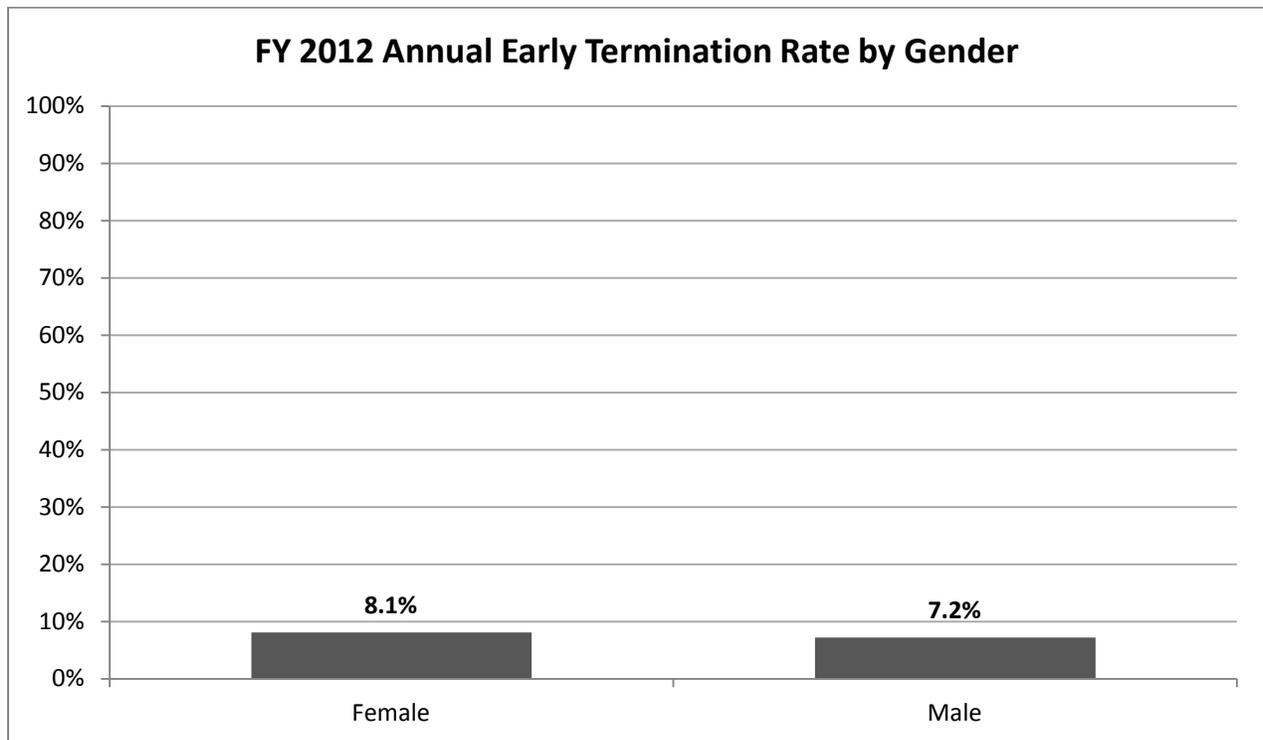
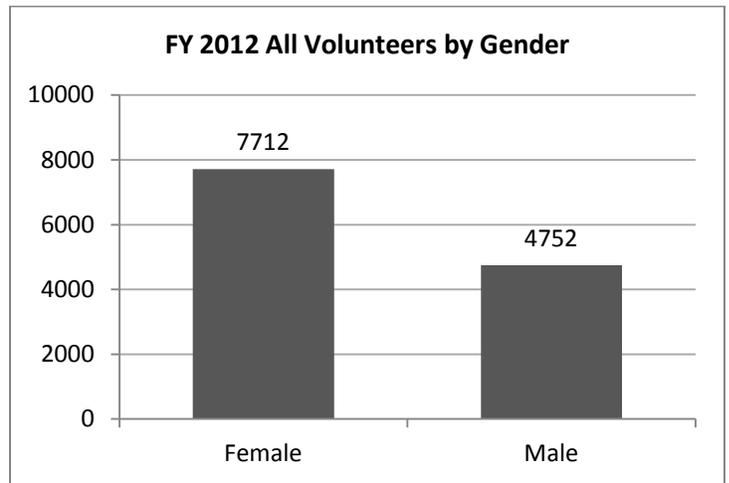
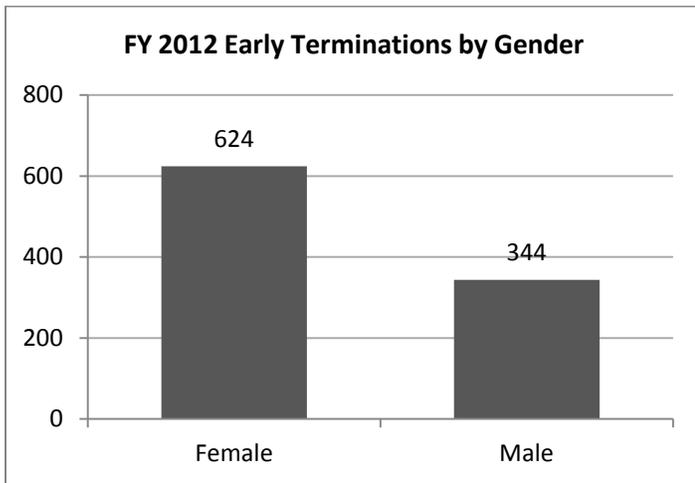


### Calculation

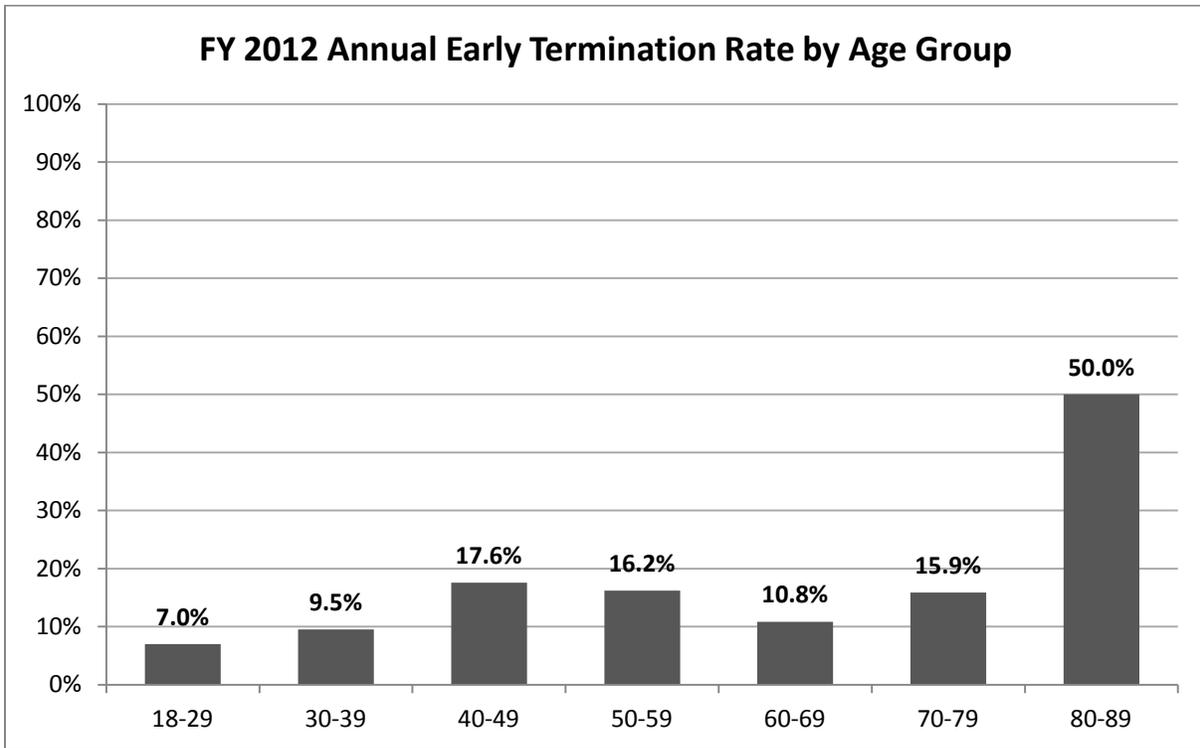
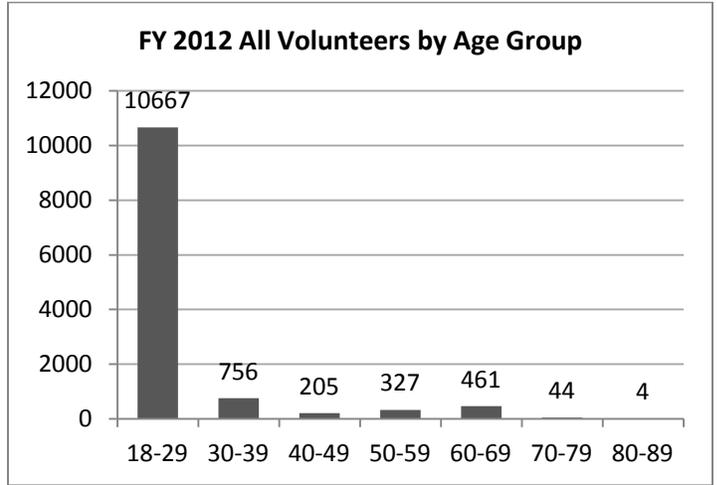
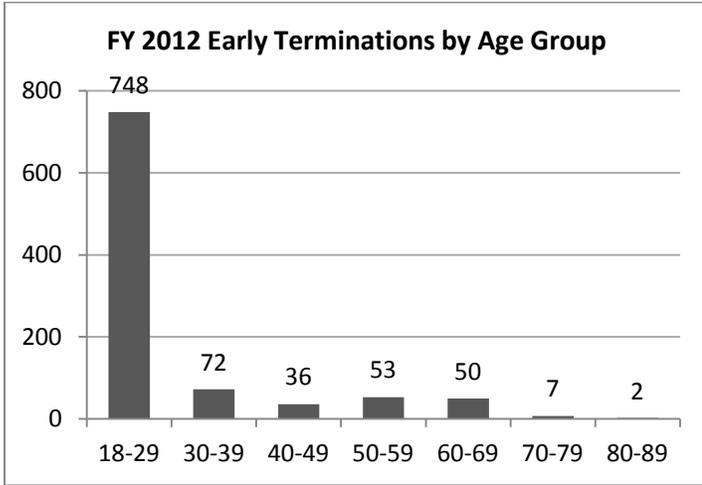
To develop the annual ET rate, a dataset is created by identifying every Volunteer who served at any point during the fiscal year. The annual ET rate is then calculated as the number of Volunteers who separated from the Peace Corps during that fiscal year divided by the total number of Volunteers who served at any time during the fiscal year.

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

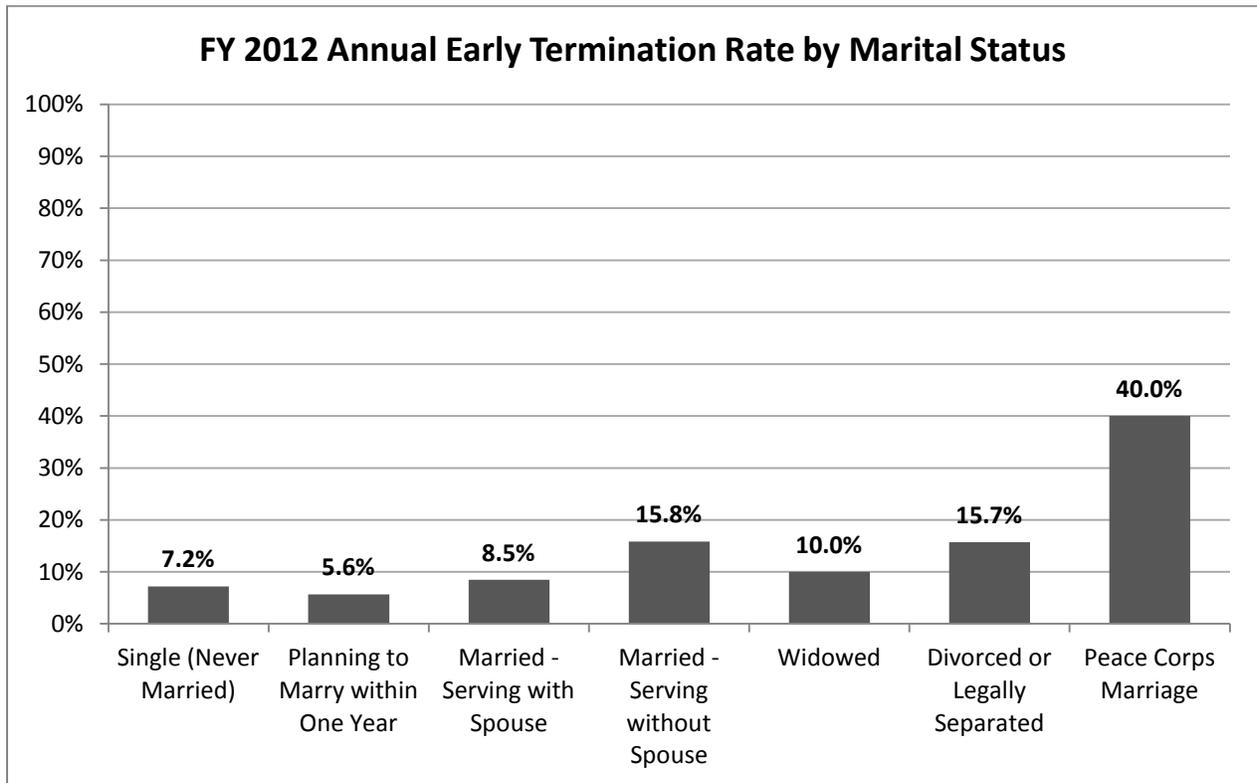
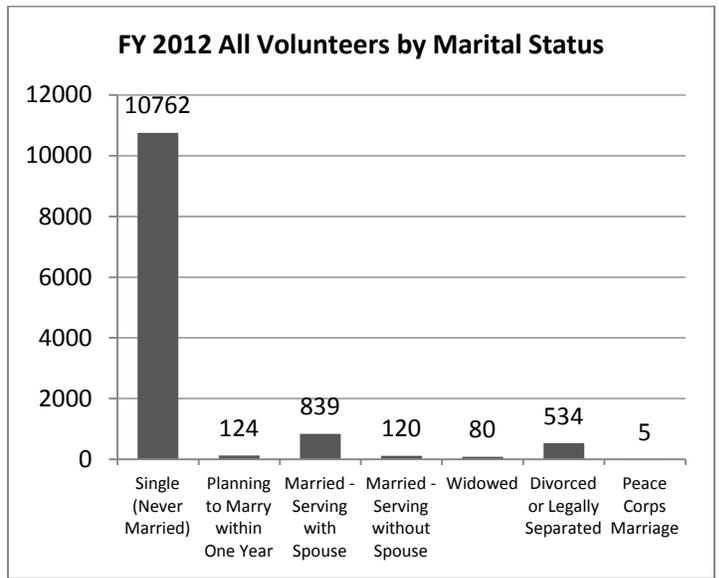
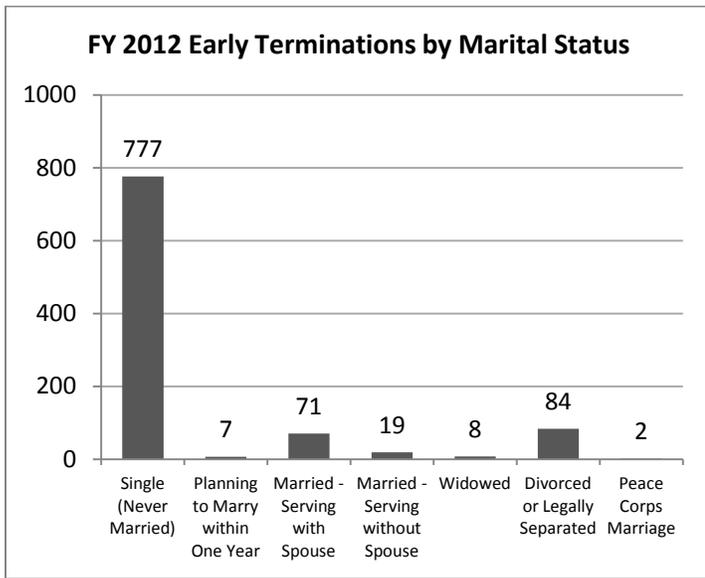
## Annual Early Termination Demographic Data - Gender



## Annual Early Termination Demographic Data - Age Group

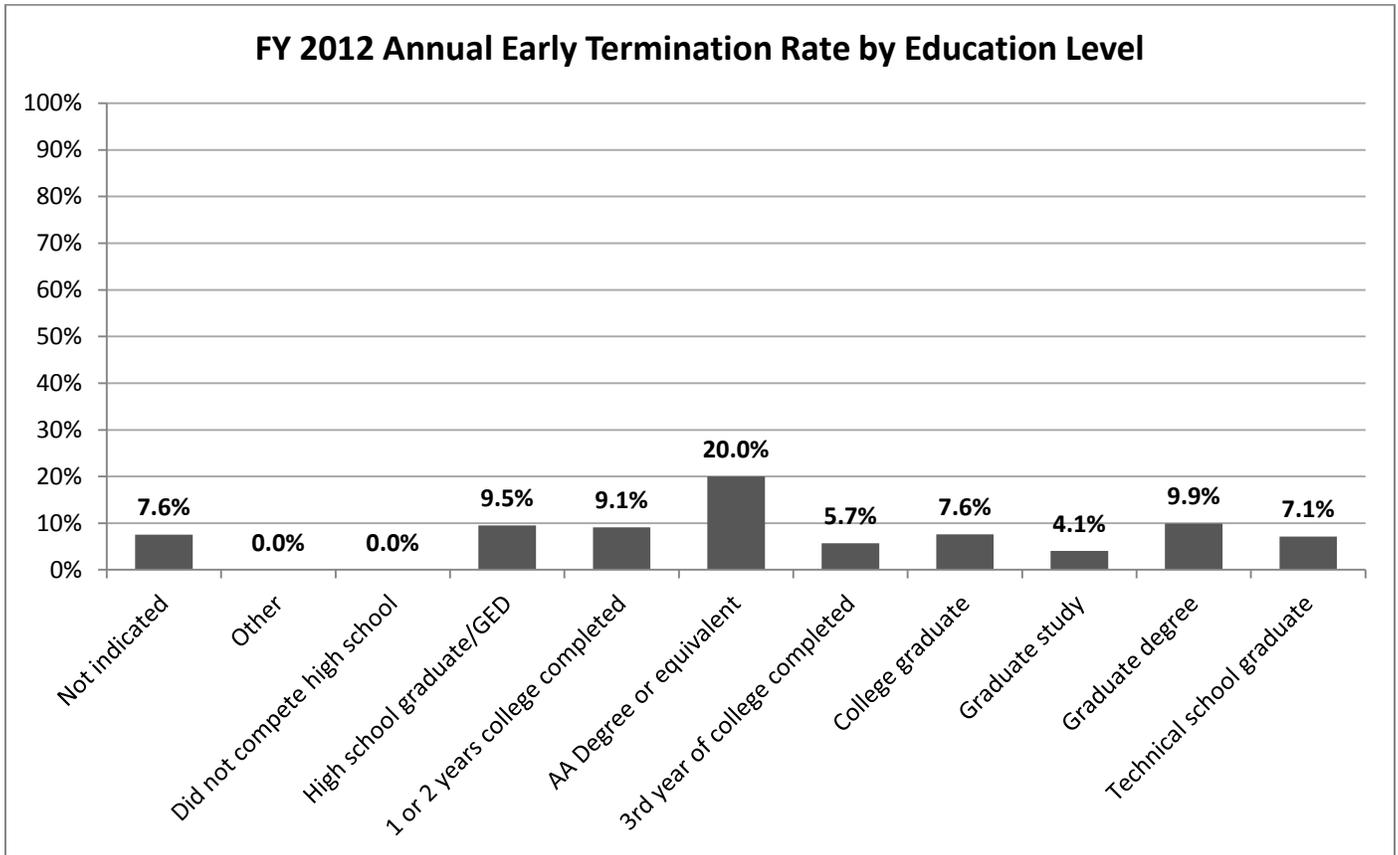
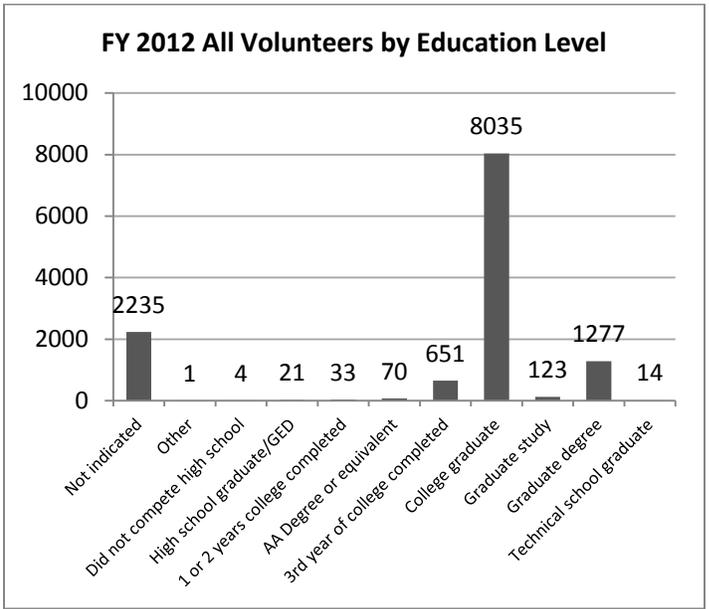
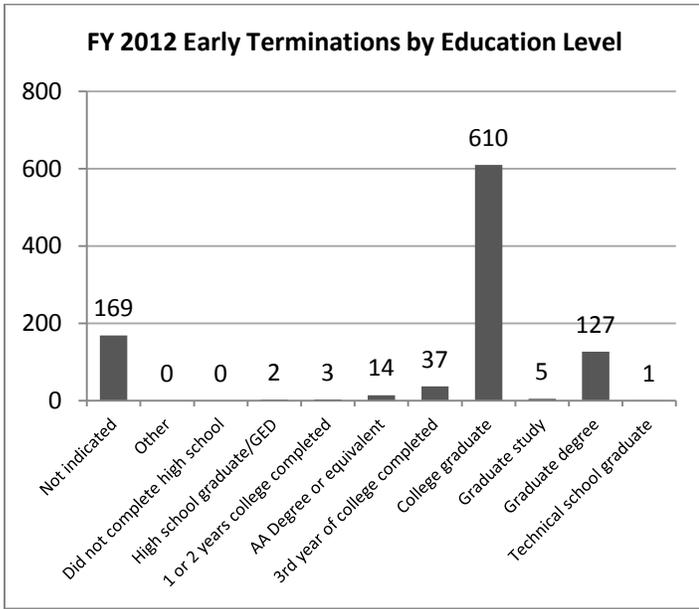


## Annual Early Termination Demographic Data – Marital Status<sup>6</sup>



<sup>6</sup> Marital Status as reported at the time of submitting an application to serve or upon a change to marital status during Peace Corps service.

## Annual Early Termination Demographic Data – Education Level



## Annual Early Termination Demographic Data – Ethnic Code

