



FY 2026 Agency Performance Plan

Promoting World Peace and Friendship Since 1961

July 2025

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PEACE CORPS OVERVIEW

Since its establishment in 1961, the Peace Corps has been guided by its mission to promote world peace and friendship, advancing the interests of the American people. In cooperation with other nations and for more than six decades, more than 240,000 Volunteers have served with the Peace Corps, working to create goodwill, strengthen relations with host countries, and build local constituencies in 144 countries worldwide.

The Peace Corps sends U.S. citizens from all 50 states, the District of Columbia, and U.S. territories to work on community-based development projects, as well as advance coordinated U.S. foreign policy interests around disease prevention and mitigation, food security, and youth engagement. The Peace Corps' unique model of community-based development and people-to-people diplomacy supports the Trump-Vance Administration's vision for an America First foreign policy that makes America safer, stronger, and more prosperous. During FY 2024, a total of 4,068 Volunteers served across 61 countries.

THE PEACE CORPS MAKES AMERICA SAFER

Through its unique model of community-based people-to-people diplomacy, the Peace Corps fosters a pro-American constituency in strategic geographic regions, including the Indo-Pacific, West Africa, and Central America, and in some of the most remote areas of the world. By learning the languages and customs of other nations and forging meaningful, person-to-person connections among community members and Volunteers, Peace Corps Volunteers earn the respect and trust of the communities in which they serve and demonstrate the willingness of Americans to cooperate, learn, and work toward shared national interests. By building more stable and self-reliant communities abroad, the Peace Corps makes communities at home safer.

THE PEACE CORPS MAKES AMERICA STRONGER

At the invitation of governments around the world, Peace Corps Volunteers demonstrate American culture and values to the community members who work alongside them. Peace Corps' global footprint allows it to expand U.S. relationships in key areas of the globe. The worldwide demand for Peace Corps Volunteers is a testament to the effectiveness and value of the agency's work and demonstrates the strong potential for expanding America's reach and reducing the influence of U.S. adversaries.

THE PEACE CORPS MAKES AMERICA MORE PROSPEROUS

By increasing mutual understanding and lasting ties between the people of the United States and the peoples of other countries, the Peace Corps helps create better trading partners, provides a future English language workforce for American companies operating abroad and local companies doing business with America, strengthens relationships with allies, inhibits extremism, and counteracts the growing influence of America's adversaries. Volunteers strengthen the national security of the United States through improved relations with host governments and by showcasing America as an international leader.

The Peace Corps is a cost-effective investment in America's future, equipping returned Volunteers with valuable leadership, technical, management, and language skills that make

them assets to the U.S. workforce, thus strengthening America's economic competitiveness. Peace Corps Volunteers gain fluency in over 130 languages, including languages that are strategically important but rarely spoken by Americans. This prepares Volunteers to be successful business owners, entrepreneurs, and capable contributors to the American economy, and to contribute to America's talented diplomatic corps. Nearly a quarter million returned Volunteers have driven innovation and global economic growth through their entrepreneurship and language proficiency, making U.S. businesses more competitive in the international marketplace.

OVERVIEW OF PEACE CORPS FY 2026 AGENCY PERFORMANCE PLAN

The *Peace Corps Act of 1961* articulates three foundational goals that anchor the mission of the Peace Corps: To help the people of interested countries in meeting the need for trained men and women; to help promote a better understanding of Americans on the part of the peoples served; and to help promote a better understanding of other peoples on the part of Americans. In tandem with the Administration's priorities of making America safer, stronger, and more prosperous, these goals guide the Peace Corps' FY 2026 Agency Performance Plan.

STRATEGIC GOAL 1: STRENGTHEN LOCAL CAPACITY

Partner with the people of interested countries in meeting their need for trained individuals.

The Peace Corps promotes commerce and trade by building local capacity, fostering mutual prosperity for Americans and host country partners. By supporting the development of skilled workforces and sustainable communities, the Peace Corps helps to create new markets, improve trade relationships, and stimulate economic growth. In addition to contributions made during service, Volunteers return home with adaptive, transferable skills valued by employers in the U.S. public and private sectors and continue to make America stronger and more prosperous long after their service is complete.

STRATEGIC GOAL 2: SHARE AMERICA WITH THE WORLD

Promote a better understanding of Americans on the part of the peoples served.

Volunteers embody the American spirit and promote a better understanding of Americans through day-to-day interactions with their host families, counterparts,¹ friends, and others. Over the course of their service, through mutual respect, Volunteers foster deep relationships with community members, share experiences, and transform perceptions and attitudes toward the U.S. Over time, they develop trusting partnerships essential to building a safer and more secure world.

STRATEGIC GOAL 3: BRING THE WORLD BACK HOME

Promote a better understanding of other peoples on the part of Americans.

During their service, Volunteers become more resilient, innovative, and culturally competent. The transferable skills and broadened worldview cultivated through Peace Corps service position Volunteers to make meaningful contributions to the U.S. workforce and, in turn, strengthen America's ability to compete and lead in an interconnected world.

¹ The Peace Corps assigns one or more "counterpart" to each Volunteer. Counterparts are the primary host community partners who aid Volunteers in community integration and work.

FY 2026 STRATEGIC OBJECTIVES, PERFORMANCE GOALS, INDICATORS, AND TARGETS

SO	PG	Indicator	FY 2025 Target	FY 2026 Target
SO 1: Align Global Portfolio	PG 1.1	1.1.1 # and distribution of posts and # and allocation of Volunteers across posts	Optimal portfolio defined	
		1.1.2 Implementation roadmap for transitioning to the optimal portfolio	Roadmap developed and finalized	Implementation underway
	PG 1.2	1.2.1 Optimal post staffing positions and levels	Positions and levels defined	Positions and levels standardized and implemented
		1.2.2 % posts reviewed to adjust staffing levels in line with Volunteer numbers and programming needs	100%	
		1.2.3 % posts operating within the optimal post staffing levels	Baseline established	75%
SO 2: Optimize Staffing	PG 2.1	2.1.1 Percentage of managers trained on procedures for reductions that have been approved by the Chief Human Capital Officer	100%	
		2.1.2 Percentage of separation and redeployment support mechanisms in place for all impacted staff	100%	
		2.1.3 Percentage of staffing reductions executed	90% complete	100% complete
	PG 2.2	2.2.1 Agency-wide staffing and workload analysis and efficiency benchmarks in place	Baseline efficiency benchmarks established	50% efficiency benchmarks implemented
		2.2.2 Percentage of office reorganizations, including positions standardization, completed	25% complete	100% complete
		2.2.3 Number of high-volume business processes enhanced through digital or automated solutions, with potential resources identified	5 priority business processes and resources identified	5 priority business processes and resources piloted
SO 3: Bolster Volunteer Opportunities	PG 3.1	3.1.1 % increase in reach (through existing and new digital channels, artificial intelligence, and advertising)	Baseline established	15%
		3.1.2 % increase in website conversion rate	Baseline	10%
	PG 3.2	3.2.1 Integrated marketing, recruitment, and increased incentive strategy to generate applications	Strategy developed	Strategy implemented
		3.2.2 Modernized technology to improve operational efficiency in place	Procurement started	Contract awarded; work started
	PG 3.3	3.3.1 Pre-service attrition assessment	35% complete	100% complete
		3.3.2 % recommendations for medical clearance system efficiencies reviewed and tested	60%	90%
		3.3.3 % improvement in candidate retention rates	Baseline	5%

STRATEGIC OBJECTIVE 1: ALIGN GLOBAL PORTFOLIO

Impact Statement: By the end of FY 2026, the Peace Corps will have identified a data-driven plan to align presence in countries that advance the agency's mission and the Administration's priorities while shifting resources out of countries where strategic alignment, cost-effectiveness, and ability to ensure the safety and security of U.S. citizen Volunteers no longer allows for a continued Peace Corps presence.

Rationale: The Peace Corps must ensure its global presence reflects both strategic intent and operational efficiency. This objective supports a rigorous data-driven country portfolio review (per the Kate Puzey Volunteer Protection Act of 2011) of how resources are allocated and delivered across current and potential countries of service and adjusts resources accordingly. With evolving global development needs, shifting geopolitical dynamics, and constraints on recruitment of Volunteers, it is critical that the agency continually assesses whether its footprint aligns with areas of greatest need, potential for Volunteer impact, Administration priorities, and strategic return on investment to the U.S. This analysis will inform decisions about opening, expanding, reducing, suspending, or closing overseas posts and balancing the post staffing levels and programmatic sectors to ensure the Peace Corps remains adaptive, efficient, and accountable in a dynamic global landscape.

Strategic Objective Lead: Associate Director of Global Operations

Performance Goal 1.1: Optimize the Portfolio of Posts <i>By the end of FY 2026, conduct a comprehensive country portfolio review of the Peace Corps' financial, programmatic, and operational resource distribution and define the agency's optimal balanced portfolio of posts and Volunteers.</i>		
Indicator	FY 2025 Target	FY 2026 Target
1.1.1 # and distribution of posts and # and allocation of Volunteers across posts	Optimal portfolio defined	
1.1.2 Implementation roadmap for transitioning to the optimal portfolio	Roadmap developed and finalized	Implementation underway

Goal Lead: Associate Director of Global Operations

Performance Goal 1.2: Optimize Staffing Levels <i>By the end of FY 2026, implement a data-driven process to align staffing levels at posts with Volunteer cohort size and country context to ensure high-quality support while eliminating redundancies and reducing staffing levels where appropriate.</i>		
Indicator	FY 2025 Target	FY 2026 Target
1.2.1 Optimal post staffing positions and levels	Positions and levels defined	Positions and levels standardized and implemented
1.2.2 % posts reviewed to adjust staffing levels in line with Volunteer numbers and programming needs	100%	
1.2.3 % posts operating within the optimal post staffing levels	Baseline established	75%

Goal Lead: Associate Director of Global Operations

STRATEGIC OBJECTIVE 2: OPTIMIZE STAFFING

Impact Statement: During FY 2026, the Peace Corps will undergo significant restructuring, achieving payroll reduction and cost savings. The resulting data-driven staff optimization will allow the Peace Corps to more efficiently support U.S. citizen Volunteers conducting person-to-person diplomacy safely and securely in a strategically aligned portfolio of countries.

Rationale: The Peace Corps can increase the efficiency and effectiveness of the agency's workforce by prioritizing the most mission-critical functions and assessing how to allocate talent accordingly. By leveraging data to inform decisions and strategies, the agency can optimize the workforce to enhance these critical focus areas while strengthening its ability to deliver on a global portfolio and ensuring the safety and security of Volunteers.

Strategic Objective Lead: Chief Human Capital Officer

Performance Goal 2.1: Execute Staffing Reductions <i>Execute elimination procedures to achieve target reduction in positions while ensuring operational continuity.</i>		
Indicator	FY 2025 Target	FY 2026 Target
2.1.1 Percentage of managers trained on procedures for reductions that have been approved by the Chief Human Capital Officer	100%	
2.1.2 Percentage of separation and redeployment support mechanisms in place for all impacted staff	100%	
2.1.3 Percentage of staffing reductions executed	90% complete	100% complete

Goal Lead: Chief Human Capital Officer

Performance Goal 2.2: Optimize Workforce Efficiency and Standardize Roles <i>Analyze workload to identify optimization opportunities and standardize roles to boost efficiency and redeployment agility.</i>		
Indicator	FY 2025 Target	FY 2026 Target
2.2.1 Agency-wide staffing and workload analysis and efficiency benchmarks in place	Baseline efficiency benchmarks established	50% efficiency benchmarks implemented
2.2.2 Percentage of office reorganizations, including positions standardization, completed	25% complete	100% complete
2.2.3 Number of high-volume business processes enhanced through digital or automated solutions, with potential resources identified	5 priority business processes and resources identified	5 priority business processes and resources piloted

Goal Lead: Chief Human Capital Officer

STRATEGIC OBJECTIVE 3: BOLSTER VOLUNTEER OPPORTUNITIES

Impact Statement: By the end of FY 2026, the Peace Corps will strengthen opportunities for U.S. citizens to serve overseas in low-cost, high-impact assignments. Through a modernized recruitment infrastructure, improved technology, an enhanced candidate experience, and increased incentives leveraging data from recruitment pilots, the agency will improve its Volunteer Delivery System—ensuring more Americans can serve and that their service is effective and aligned with host country and Administration priorities.

Rationale: The mission of the Peace Corps—to promote world peace and friendship through the service of Americans abroad—depends on a strong, agile, and well-supported Volunteer corps. Expanding high-quality service opportunities reinforces U.S. soft power and helps fulfill bilateral commitments. A more responsive and resilient Volunteer Delivery System will enable the agency to adapt quickly to global challenges and uphold the highest standards of safety, impact, and partnership. Preliminary data from recruitment pilots demonstrates that candidates respond to incentives such as increasing the readjustment allowance to match contemporary expenses.

Strategic Objective Lead: Associate Director for Volunteer Recruitment and Selection

Performance Goal 3.1: Maximize Strategic, Recruitment-Focused Marketing and Promotion <i>By the end of FY 2026, strengthen recruitment through targeted marketing and promotions to attract more applicants.</i>		
Indicator	FY 2025 Target	FY 2026 Target
3.1.1 % increase in reach (through existing and new digital channels, artificial intelligence, and advertising)	Baseline established	15%
3.1.2 % increase in website conversion rate	Baseline	10%

Goal Lead: Associate Director for External Affairs

Performance Goal 3.2: Modernize Recruitment and Placement <i>By the end of FY 2026, modernize recruitment and placement operations to include a consolidation of Peace Corps service models, strategically redeploying staff, optimizing the candidate experience, increasing incentives, updating the readjustment allowance to match contemporary expenses, and modernizing operations technology to maximize available resources and increase efficiency and outcomes – all to better meet global Volunteer demand.</i>		
Indicator	FY 2025 Target	FY 2026 Target
3.2.1 integrated marketing, recruitment, and increased incentive strategy to generate applications	Strategy developed	Strategy implemented
3.2.2 modernized technology to improve operational efficiency in place	Procurement started	Contract awarded; work started

Goal Lead: Associate Director for Volunteer Recruitment and Selection

Performance Goal 3.3: Improve Candidate Retention

By the end of FY 2026, conduct a data-driven assessment and implement necessary interventions and technological upgrades to facilitate a frictionless candidate experience and reduce attrition rates across the Volunteer lifecycle.

Indicator	FY25 Target	FY26 Target
3.3.1 pre-service attrition assessment	35% complete	100% complete
3.3.2 % recommendations for medical clearance system efficiencies reviewed and tested	60%	90%
3.3.3 % improvement in candidate retention rates	Baseline	5%

Goal Lead: Associate Director for Volunteer Recruitment and Selection