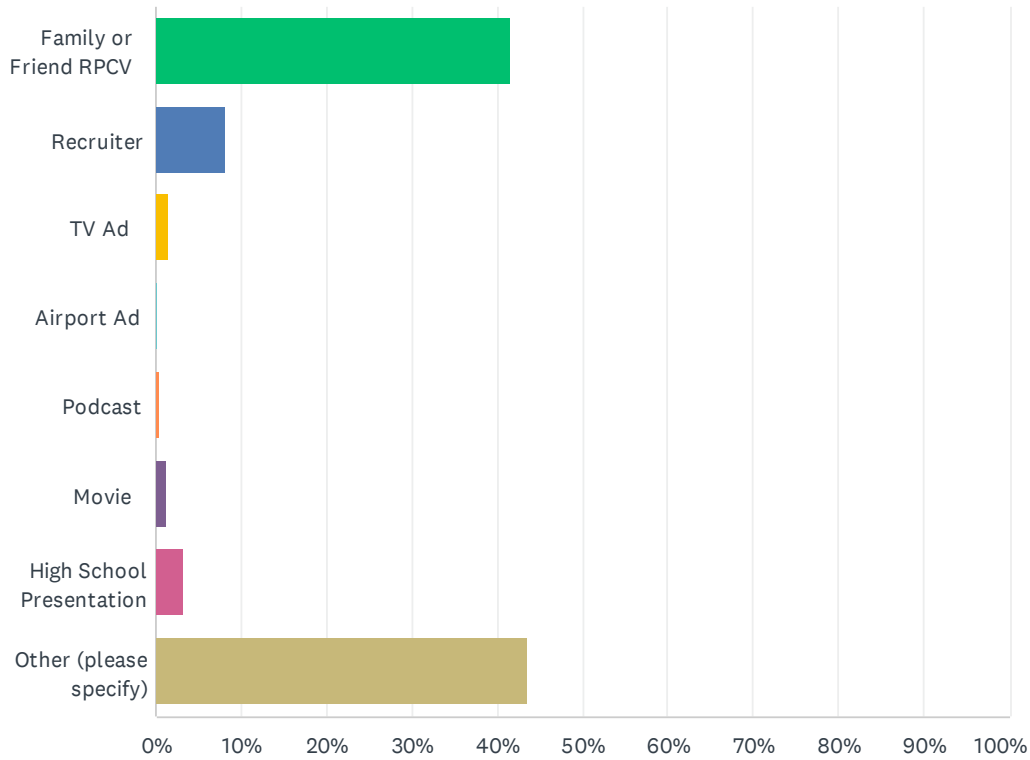


# Q1 What planted the seed that led you to apply to the Peace Corps?

Answered: 443   Skipped: 4



ANSWER CHOICES	RESPONSES	
Family or Friend RPCV	41.53%	184
Recruiter	8.13%	36
TV Ad	1.58%	7
Airport Ad	0.23%	1
Podcast	0.45%	2
Movie	1.35%	6
High School Presentation	3.16%	14
Other (please specify)	43.57%	193
TOTAL		443

#	OTHER (PLEASE SPECIFY)	DATE
1	Employer in the State Department	8/28/2025 3:05 AM
2	Linkedin Posts	8/27/2025 7:27 AM
3	Promotion emails, and personal research on long term travel opportunities	8/27/2025 12:56 AM
4	college recruitment event	8/27/2025 12:41 AM

# PCV Survey

5	Book--River Town, by Peter Hessler	8/26/2025 4:47 PM
6	College experience with Engineers Without Borders	8/26/2025 2:22 PM
7	TikTok	8/26/2025 1:22 PM
8	I am an RPCV... I retired and remembered it was still around.	8/26/2025 10:10 AM
9	College Professor	8/26/2025 9:54 AM
10	Online (Social Media)	8/26/2025 7:06 AM
11	University Career Fair	8/26/2025 5:57 AM
12	Interest in Foreign Affairs	8/26/2025 5:36 AM
13	Found out through Rangel Fellowship alumni	8/26/2025 12:39 AM
14	Family member non RPCV	8/25/2025 6:03 PM
15	I knew people who had done it and been suggested it.	8/25/2025 5:36 PM
16	Alignment to career path	8/25/2025 2:30 PM
17	Word of mouth, university presentations	8/25/2025 1:24 PM
18	Friend mentioned it	8/25/2025 11:50 AM
19	i learned about it in high school, and then a college prof.'s mom volunteered	8/25/2025 10:44 AM
20	I don't remember how I first heard of it	8/25/2025 9:45 AM
21	When I couldn't join the PC as a young person, I remember seeing Lillian Carter interviewed @ her service in India....so I knew I could go later!	8/25/2025 7:06 AM
22	Serving in AmeriCorps NCCC	8/25/2025 6:54 AM
23	I have always had a heart for service, so when I found the Peace Corps, I knew it was the right path. My passion for service and cultural exchange planted the seed—I just wanted to give back, learn, and grow with others.	8/25/2025 6:20 AM
24	GPP program at UC Berkeley	8/24/2025 5:36 PM
25	My own research	8/24/2025 12:20 PM
26	Book by Paul Theroux	8/24/2025 9:45 AM
27	Web search for volunteer opportunities	8/24/2025 8:31 AM
28	Professor at College	8/23/2025 1:37 PM
29	Peace Corps Website	8/23/2025 1:08 PM
30	Previous service (I was an RPCV already)	8/23/2025 11:50 AM
31	Personal research	8/23/2025 8:50 AM
32	College Professor	8/23/2025 7:56 AM
33	High school teacher	8/22/2025 11:08 PM
34	Book	8/22/2025 10:23 PM
35	Intrinsic Motivation; desire to see the world	8/22/2025 8:53 PM
36	University	8/22/2025 5:16 PM
37	My international development courses at William & Mary	8/22/2025 4:13 PM
38	Non RPCV friend	8/22/2025 1:18 PM
39	previous Peace Corps service	8/22/2025 12:19 PM
40	Non RPCV family member	8/22/2025 10:51 AM
41	found it online in high school	8/22/2025 10:42 AM

## PCV Survey

42	Honestly I'm not sure how I learned about Peace corps	8/22/2025 9:55 AM
43	Coming from a hispanic background, I always wanted to learn Spanish.	8/22/2025 9:30 AM
44	It has been a personal desire for quite some time. I've attended many virtual and in-person informational sessions, prior to serving as a PC volunteer. I also learned about the experiences of friends who served in Nepal, Cameroon and Ethiopia.	8/22/2025 9:05 AM
45	Taking int'l affairs related classes and realizing it was my best option for gaining int'l work experience	8/22/2025 7:51 AM
46	College professor & my mom	8/22/2025 6:28 AM
47	I wanted to do service. President Kennedy was inspiring. [ I don't know how you can re-instill that spirit today in the USA.]. My father and my son both served in the military; that was a call to service. And I was very much inspired by Miss Lillian, President Jimmy Carter's mother, who served when she was almost 70.	8/22/2025 6:24 AM
48	Met a Peace Corps volunteer who was serving in Kosovo	8/22/2025 3:54 AM
49	Previous Peace Corps service 4 decades earlier	8/22/2025 2:42 AM
50	My friend's friend is a current volunteer and my friend recommended that I talk with him.	8/22/2025 2:12 AM
51	college career advisor	8/22/2025 1:12 AM
52	Family friend who knew of Peace Corps and recommended. Then I looked into it on the website and the volunteer stories convinced me more.	8/22/2025 12:10 AM
53	Friend	8/21/2025 11:39 PM
54	Since first hearing about the Peace Corps in 1961 (when I was 11 years old) I have been impressed with the work they do and thought I might like to join. Finally, after 63 years (!) the time was right.	8/21/2025 11:36 PM
55	Elementary school presentation	8/21/2025 9:17 PM
56	Career Center Counselor	8/21/2025 5:13 PM
57	General knowledge about peace corps	8/21/2025 4:54 PM
58	email	8/21/2025 1:26 PM
59	An email from my college's Career Development Office	8/21/2025 1:17 PM
60	I somehow have just always known about it.	8/21/2025 1:03 PM
61	Americorps	8/21/2025 12:11 PM
62	friend who had applied	8/21/2025 11:55 AM
63	High school teacher who was an RPCV	8/21/2025 11:32 AM
64	Presented as an option post undergrad	8/21/2025 11:26 AM
65	Wanting to live abroad, found PC	8/21/2025 10:06 AM
66	When I was a kid I played the jfk challenge app on my iPad and learned about the peace corps then	8/21/2025 9:37 AM
67	Found while searching online	8/21/2025 9:00 AM
68	I read an article about someone's experience	8/21/2025 8:36 AM
69	At college, one of my professors brought in an RPCV to share their experience to the class.	8/21/2025 8:10 AM
70	The fact that as a foreigner mexican people helped me. I felt inclined to serve in Mexico	8/21/2025 7:44 AM
71	Having a successful career, lived the American dream, I wanted to take a break from corporate America and give back, to honor my Mom & Dad by serving the community.	8/21/2025 7:19 AM
72	JFK's legacy and eloquence	8/21/2025 7:00 AM

# PCV Survey

73	Career motivation	8/21/2025 6:26 AM
74	I was born two months before PC was founded (making me a non-traditional vol) so it has always been in my mind as something I'd like to do. After study/travel/living briefly in different countries that only fed my interest. Sudden life changes and open opportunity happened I turned back to looking at PC. Here I have the opportunity to give back, help others, live in a different culture, and fulfill a dream. I had family and friends who served also. The recruiter definitely encouraged my interest and worked to see I was on track to service.	8/21/2025 6:05 AM
75	College Professor un	8/21/2025 5:55 AM
76	Family, non RPCV	8/21/2025 5:36 AM
77	LinkedIn posting and aligning with my interests (PCR) and discussing with my mentor who knew many RPCVs	8/21/2025 5:33 AM
78	Not knowing what my next step was	8/21/2025 5:16 AM
79	Friend	8/21/2025 4:29 AM
80	Listed with Grad School options when I was looking at Grad Schools	8/21/2025 4:22 AM
81	interest in International Affairs and necessity for hands-on work experience post-undergrad	8/21/2025 4:12 AM
82	Heard about it from a friend	8/21/2025 3:49 AM
83	Had some to be my teachers while I lived in Ghana	8/21/2025 3:48 AM
84	College Professor	8/21/2025 3:36 AM
85	elementary school presentation	8/21/2025 3:11 AM
86	Serving in AmeriCorps in 2017	8/21/2025 3:04 AM
87	Compelled to serve my country along the same lines of joining the Armed Services	8/21/2025 2:24 AM
88	College fellowship advisor	8/21/2025 2:11 AM
89	I learned about JFK creating the Peace Corps when I was in middle school	8/21/2025 2:03 AM
90	Myself	8/21/2025 2:02 AM
91	my experience as a PCV '80-'83 in Senegal	8/21/2025 1:50 AM
92	reddit	8/21/2025 1:36 AM
93	Facebook post	8/21/2025 1:35 AM
94	Mentor	8/21/2025 1:31 AM
95	I think it was a professor who brought Peace Corps to my attention. Especially for those under 40, commercial advertisements will not be effective at all. I don't recall seeing a single one, and had to be told that the program existed through my university.	8/21/2025 1:29 AM
96	Professor	8/21/2025 1:08 AM
97	not really sure, I have just always wanted to do it and known about it. My dad was in the army and I didn't want to do that but wanted to serve my country so he probably told me about it.	8/21/2025 1:06 AM
98	Letter from President Kennedy	8/21/2025 12:57 AM
99	maybe a Facebook ad on something I saw online	8/21/2025 12:47 AM
100	Decided on my own	8/21/2025 12:12 AM
101	Found the website online	8/20/2025 11:19 PM
102	Personal research, I then sought out PC	8/20/2025 11:14 PM
103	Guest Speaker during a college course.	8/20/2025 11:09 PM
104	Spirit Guides	8/20/2025 11:04 PM
105	Called to serve God	8/20/2025 11:04 PM

# PCV Survey

106	Job/volunteer posting on Handshake	8/20/2025 10:33 PM
107	Peace Corps Event	8/20/2025 10:32 PM
108	Professor, former RPCV	8/20/2025 9:52 PM
109	My dad (not a RPCV) told me about it	8/20/2025 9:36 PM
110	Saw someone mention it in a internet comment	8/20/2025 9:06 PM
111	Americorps NCCC	8/20/2025 9:00 PM
112	My prior service with PC	8/20/2025 9:00 PM
113	A younger friend that been introduced to PC at High School	8/20/2025 8:59 PM
114	I've known about it since my youth and it was always in the back of my mind- I just had to wait until my life circumstances allowed it	8/20/2025 8:30 PM
115	PC website/ job description	8/20/2025 7:57 PM
116	Learning about PC in school	8/20/2025 7:47 PM
117	Online search	8/20/2025 7:23 PM
118	Family member non-RPCV	8/20/2025 7:20 PM
119	Friend who, at the time, was also an employee of Peace Corps Dominican Republic	8/20/2025 7:17 PM
120	Peace Corps was mentioned at a college study abroad event, so it was on my radar, but then I met an RPCV while training to get a certificate to teach English overseas. She talked a lot about her experience and gave us a little presentation of her time in service. While it seemed like a big commitment at the time, the idea of serving never left me--so here I am.	8/20/2025 7:17 PM
121	Self motivated research for opps abroad	8/20/2025 6:41 PM
122	College friend	8/20/2025 6:03 PM
123	College professor RPCV and previous colleagues	8/20/2025 5:44 PM
124	Searching for ways to help the world be a better place. Regular google search	8/20/2025 5:25 PM
125	UCLA Luskin Job Fair	8/20/2025 5:11 PM
126	A RPCV that was a stranger	8/20/2025 5:11 PM
127	I had originally applied in 1971 but decided to go graduate school instead with the idea of joining later. I did 50 years later. So originally I was influenced by the news reports of the creation of the Peace Corps	8/20/2025 4:59 PM
128	News of Lillian Carter	8/20/2025 4:40 PM
129	Mentors and online research	8/20/2025 4:35 PM
130	mentioned in a college lecture	8/20/2025 4:19 PM
131	Pop culture	8/20/2025 4:16 PM
132	Not sure, I might have done it out of college had I known more about it. I was exposed, but not enough!	8/20/2025 4:15 PM
133	Discovered it on my own when I was looking into grad school options and found the Coverdell Fellowship	8/20/2025 4:15 PM
134	I've always wanted to work abroad in a volunteer (paid) capacity.	8/20/2025 4:12 PM
135	Email	8/20/2025 4:11 PM
136	Books I read in college written by a PCV	8/20/2025 3:51 PM
137	The website	8/20/2025 3:43 PM
138	UW-Madison produces a lot of volunteers and they like to boast (just a little) about it. Got me thinking.	8/20/2025 3:42 PM

# PCV Survey

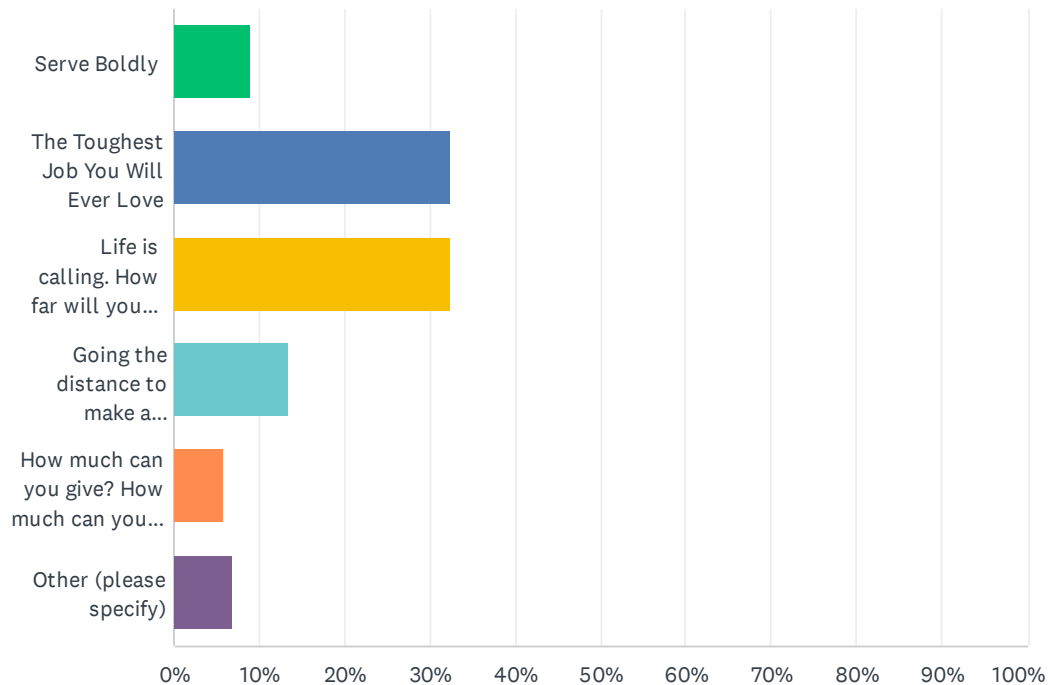
139	RPCV guest speaker in my college class sophomore year	8/20/2025 3:36 PM
140	myself	8/20/2025 3:33 PM
141	Bulletin board message I saw somewhere while I was still in high school.	8/20/2025 3:24 PM
142	Friend was a PCV at the time	8/20/2025 3:22 PM
143	Existential angst	8/20/2025 3:20 PM
144	College professors and mentors	8/20/2025 3:15 PM
145	Professor (not RPCV)	8/20/2025 3:15 PM
146	College Professor	8/20/2025 3:13 PM
147	Friend mentioned in passing	8/20/2025 3:12 PM
148	A mentor at an international student center at my university	8/20/2025 3:11 PM
149	career fair in college	8/20/2025 3:11 PM
150	Peace Corps Prep Program at my university	8/20/2025 3:08 PM
151	College professor	8/20/2025 3:04 PM
152	I attended university a long time ago (mid eighties) I remember looking and reading bulletin board posters.	8/20/2025 3:03 PM
153	A desire for foreign language and intercultural experience	8/20/2025 3:02 PM
154	College presentation from RPCV	8/20/2025 3:02 PM
155	College professor	8/20/2025 2:56 PM
156	college advisor	8/20/2025 2:54 PM
157	Friend joined the PC few months before I applied. Wanted to work in a different language setting to develop my professional career.	8/20/2025 2:52 PM
158	My Peace Corps volunteer teacher in grade school	8/20/2025 2:52 PM
159	Family member who worked for the State Department	8/20/2025 2:49 PM
160	Can't recall, first served in the PC in 1991	8/20/2025 2:47 PM
161	Friend (non-RPCV)	8/20/2025 2:45 PM
162	Word of mouth	8/20/2025 2:44 PM
163	The TV ad I saw as a kid in the 70s - the toughest job you'll ever love	8/20/2025 2:44 PM
164	Freshman year of college a friend told me about a Peace Corps prep program and I didn't stop thinking about it for years	8/20/2025 2:39 PM
165	College presentation	8/20/2025 2:33 PM
166	A friend who was applying for Peace Corps in Ecuador.	8/20/2025 2:33 PM
167	Friend that was interested	8/20/2025 2:31 PM
168	Research on travel and volunteer opportunities	8/20/2025 2:28 PM
169	College professor showing off his time as a PCV and brought in a recruiter junior year of college, right when I needed to apply.	8/20/2025 2:26 PM
170	Professor	8/20/2025 2:24 PM
171	Professor RPCV	8/20/2025 2:24 PM
172	Nick News	8/20/2025 2:22 PM
173	Study abroad advisor/ peace corps prep	8/20/2025 2:21 PM
174	Lifelong dream...I'm over 60	8/20/2025 2:18 PM

## PCV Survey

175	I had 2 student teachers under me who did the PC	8/20/2025 2:14 PM
176	Instagram post	8/20/2025 2:14 PM
177	USCIS Facebook Page	8/20/2025 2:12 PM
178	Family, not RPCV	8/20/2025 2:09 PM
179	High school teacher talking about his daughter going into the Peace Corps	8/20/2025 2:09 PM
180	Wanting to get out of USA	8/20/2025 2:08 PM
181	I had a friend who was going into the Peace Corps	8/20/2025 2:08 PM
182	Teacher	8/20/2025 2:07 PM
183	Previous PC experiences	8/20/2025 2:07 PM
184	Book I read for a college honors class	8/20/2025 2:06 PM
185	College professors mentioning PC as a good post-grad job option for my field (public health)	8/20/2025 2:06 PM
186	College professors mentioned it in past	8/20/2025 2:05 PM
187	Word of mouth	8/20/2025 2:04 PM
188	I was aware of Peace Corps and wanted a way to live and serve abroad	8/20/2025 2:03 PM
189	Just the idea of service abroad, as conceived by and discussed in American society	8/20/2025 2:03 PM
190	Family non-RPCV	8/20/2025 2:02 PM
191	Family veterans - wanted to serve but not in army	8/20/2025 2:01 PM
192	Job description on PC website	8/20/2025 2:01 PM
193	Mutual on social media	8/20/2025 2:01 PM

## Q2 Which slogan will be most persuasive for potential Volunteers?

Answered: 446 Skipped: 1



ANSWER CHOICES	RESPONSES	
Serve Boldly	8.97%	40
The Toughest Job You Will Ever Love	32.51%	145
Life is calling. How far will you go?	32.51%	145
Going the distance to make a difference	13.45%	60
How much can you give? How much can you take? Find out in the Peace Corps.	5.83%	26
Other (please specify)	6.73%	30
<b>TOTAL</b>		<b>446</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Top 3 are all solid... I vote for "The toughest Job You Will Ever Love"	8/27/2025 9:31 PM
2	What do you want your life to look like? What stories do you want to tell your kids?	8/27/2025 12:56 AM
3	There's more to Peace Corps than rules and diarrhea.	8/26/2025 3:37 AM
4	Something to do more about the opportunities and new experiences you see. Not just about how tough it is or a really hard job.	8/25/2025 5:36 PM
5	Serving for equality and community	8/25/2025 11:32 AM
6	These are all corny	8/23/2025 7:26 AM
7	Go the distance to make a difference. (action oriented)	8/21/2025 12:40 PM

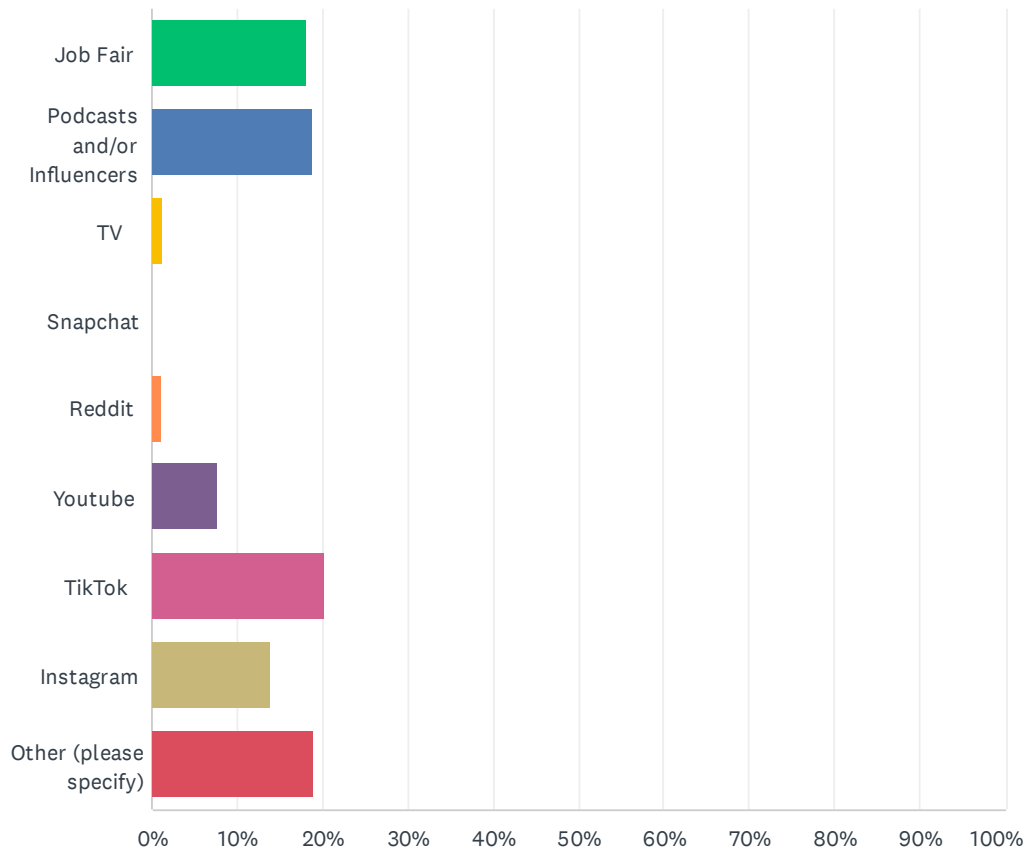


## PCV Survey

8	Live to serve and serve to live.	8/21/2025 7:44 AM
9	All are good, save one, and it's the oldest. The Toughest Job. Many recruits I've talked with, trad and non-trad, hear this and believe they are hired to do a job as Americans define that word. Regular, structured, productive, and in their fields of work or study. It can be a shock to find most all those don't apply. Focusing on a slogan like 'Life is calling'/'Going the distance'/'How much can you give' these give a better view of what they can accomplish, and experience in service. I'm partial to 'Serve boldly' as a challenge is welcomed by most Americans (the old I'll prove you wrong thing). But if I was to suggest a contemporary slogan it would be, "The World is Changing. Change with it" , and in their fields	8/21/2025 6:05 AM
10	Building skills, bridging cultures, spreading understanding	8/21/2025 5:55 AM
11	Going more modern slang relevant to your target audience	8/21/2025 5:16 AM
12	One with less moral messaging?	8/21/2025 3:55 AM
13	Empowerment Through Peace	8/21/2025 2:24 AM
14	"Make America a better place. Leave the country" - the old ads with the Statue of Liberty is my favorite they've ever done	8/20/2025 11:19 PM
15	Call to love others	8/20/2025 11:04 PM
16	Preferential federal hiring. \$10k completion bonus. Fluency in a foreign language.	8/20/2025 10:06 PM
17	I don't know but "how much can you take?" Is off-putting to me	8/20/2025 8:30 PM
18	N/A	8/20/2025 6:40 PM
19	Moving out of your comfort zone can empower you	8/20/2025 5:25 PM
20	Open Your Mind, Open the World	8/20/2025 4:16 PM
21	Change is daunting. But once you see, you'll never look back	8/20/2025 4:11 PM
22	Serving with Purpose; Your Service Matters; Community and Service are Waiting for You; Your future Community is Calling. It's Ready for You. Are You Ready to Serve?	8/20/2025 3:36 PM
23	Make Peace.... Corps.	8/20/2025 3:32 PM
24	For my service I can sum it up with: 1) Live slow. Learn deeply. 2) Bring your skills, leave with the unexpected? Leave with stories? idk. Just throwing these out there. Serve Boldly is fine	8/20/2025 3:04 PM
25	Be someone's reason to believe.	8/20/2025 2:51 PM
26	You can make a difference. Be the change you've been waiting for." "Your world needs your voice." "Turn passion into purpose." "Build a future you'll be proud of." "Small steps, big impact." "Discover the difference only you can make." "From lost to leader—find yourself in service." "Change lives—including your own." "Your journey. Your impact. Your legacy." "Don't wait for the world to change—help change it."	8/20/2025 2:46 PM
27	Specifically to recruit older volunteers (which I am): not done yet?/still got more to give?yet	8/20/2025 2:44 PM
28	None.	8/20/2025 2:11 PM
29	Be the change you wish you see in the world	8/20/2025 2:10 PM
30	End the genocide in Gaza that the US government is supporting!	8/20/2025 2:05 PM

Q3 How can the Peace Corps best reach potential Volunteers?

Answered: 444    Skipped: 3



ANSWER CHOICES	RESPONSES	
Job Fair	18.02%	80
Podcasts and/or Influencers	18.69%	83
TV	1.35%	6
Snapchat	0.00%	0
Reddit	1.13%	5
Youtube	7.66%	34
TikTok	20.27%	90
Instagram	13.96%	62
Other (please specify)	18.92%	84
TOTAL		444

#	OTHER (PLEASE SPECIFY)	DATE
1	It is probably all of the above... but as you are realizing, authentic promotion by RPCVS works	8/27/2025 9:31 PM

## PCV Survey

	best (on all platforms)	
2	Podcasts, job fairs, presentations for college students, videos all over the internet showing the peace corps as a travel opportunity	8/27/2025 12:56 AM
3	I honestly think a more personal touch makes the difference. Two people have served after hearing me speak (Goal3), Find ENTERTAINERS who have served and remind them about Goal3	8/26/2025 10:10 AM
4	Podcasts and/or Influencer, TikTok and Instagram	8/26/2025 9:54 AM
5	In-person conversations	8/26/2025 2:24 AM
6	University appearances & partnerships	8/25/2025 2:30 PM
7	All of the above	8/25/2025 12:05 PM
8	i think all forms of social media, and then ads in places like airports, i think presenting to students to give a personalized approach is very effective	8/25/2025 10:44 AM
9	Personal relationships; human interaction;one in one outreach	8/25/2025 7:06 AM
10	The Peace Corps should be promoted everywhere—online, in print, and especially on TV. I honestly can't remember ever seeing a Peace Corps advertisement on TV, and that visibility could really inspire more people to serve.	8/25/2025 6:20 AM
11	social media in general, also LinkedIn	8/24/2025 2:00 PM
12	Job fair, podcasts and/or influencers, TV, Reddit, Youtube, Tiktok, Instagram	8/24/2025 1:42 PM
13	Teachers promoting PC	8/23/2025 1:37 PM
14	I really don't know in this day-and-age; probably all of the above	8/23/2025 11:50 AM
15	Brand Ambassador Program	8/23/2025 10:05 AM
16	Don't advertise	8/23/2025 7:26 AM
17	Good reviews on Reddit	8/22/2025 12:44 PM
18	Utilize a variety of in-person and virtual engagement techniques. Ensure that authentic stories are shared about the application and selection process, as well as community collaboration, integration and the not so pleasant parts, too.	8/22/2025 9:05 AM
19	job fair, instagram, posters	8/22/2025 8:19 AM
20	Visiting int'l affairs, global health, etc programs	8/22/2025 7:51 AM
21	I think any social media really. Tiktok and Instagram are most popular	8/22/2025 6:28 AM
22	personal appeals... put the Peace Corps "in the field" in America, speaking at Boys Clubs, at Rotary Clubs, etc. Launching a recruitment campaign by speaking at Public Libraries may work very well. Online influencers with searchable webpages.	8/22/2025 6:24 AM
23	Person-to-person contact	8/21/2025 11:36 PM
24	In-person presentations	8/21/2025 9:17 PM
25	College students; reach out through job fairs, partner with universities to promote, etc	8/21/2025 11:32 AM
26	Targeting universities with student populations known to be interested in international work	8/21/2025 10:06 AM
27	College and university outreach	8/21/2025 9:00 AM
28	LinkedIn/handshake	8/21/2025 8:26 AM
29	College visits to PhD programs where multicultural people attend	8/21/2025 7:44 AM
30	All are good so flood the zone! I think for younger recruits look to increasing presence on social media they use (TikTok, IG, Reddit, You Tube etc) I'm certain new ones will arise also so stay ahead of the game.	8/21/2025 6:05 AM
31	More presence on TikTok, go to high schools/college campus and use influencers.	8/21/2025 5:55 AM

# PCV Survey

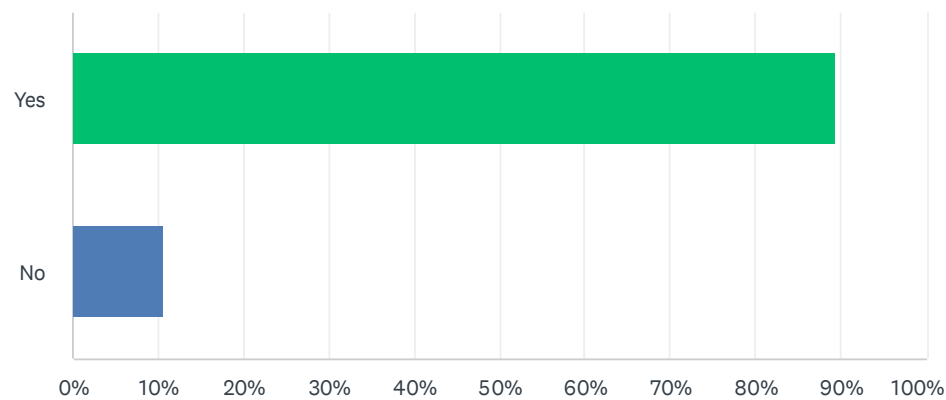
32	Social media engagement + more localized recruiting.	8/21/2025 3:55 AM
33	All of the above, if possible	8/21/2025 3:48 AM
34	College Campuses	8/21/2025 3:36 AM
35	A combination of the above media platforms and job fairs	8/21/2025 2:24 AM
36	A combination of Instagram and TikTok through current PCVs sharing their stories (and not just the pretty ones)	8/21/2025 2:02 AM
37	Content created by current volunteers and improving post social media pages	8/21/2025 1:55 AM
38	mobilizing RPCVs many ways--via all possible means	8/21/2025 1:50 AM
39	PC Website	8/21/2025 1:37 AM
40	Facebook for older volunteers, Instagram for 20-30 year old	8/21/2025 1:35 AM
41	I think social media will get the most views and have the greatest outreach. Personally, I think hearing the testimonies of RPCV's whom potential recruits already know will have the biggest impact.	8/21/2025 1:29 AM
42	RPCVs, particularly sharing of stories and experiences	8/21/2025 1:14 AM
43	Reddit was a great tool, there are also famous podcast that talked about Peace Corps and i listened to those to get a better understanding of what it was going to be like. I believe allowing there to be "influencers" in peace corps would be helpful to show more exposure. With the current Social Media policy, its difficult to get approval for videos like that. A volunteers here was video taped by a local for speaking the local language and it gained millions of views from within our host country. Have this opportunity to reach more americans would be beneficial to recruiting.	8/20/2025 11:09 PM
44	Other volunteers	8/20/2025 11:04 PM
45	Podcasts seem like a super good route. So do the others	8/20/2025 10:06 PM
46	I think a combination of Instagram and YouTube with some clever use of hashtags to be able to reach out to the maximum amount of people	8/20/2025 8:59 PM
47	Attract teachers through their unions including newspapers, websites and events!	8/20/2025 8:30 PM
48	I don't know. I'm an older / now 51. I think your survey is grates toward youth. For me, now, probably Instagram is where I most engage.	8/20/2025 7:17 PM
49	High School Programs	8/20/2025 6:40 PM
50	Social Media in general is a very powerful tool currently	8/20/2025 6:03 PM
51	Universities and social media	8/20/2025 5:19 PM
52	School presentations both high school and college	8/20/2025 4:59 PM
53	College career offices. Job fairs, social media, highschool talks, etc. are not necessarily a demographic that has a degree (which it seems is quite often necessary to join). Target colleges. My first year in college, we had a recruiter working in the career office, but the three years after that, nothing. A recruiter in a city an hour away that's willing to do a camera-off zoom call is NOT AT ALL the same thing as having an available person with a visible face whose job is to guide individuals through the process.	8/20/2025 4:53 PM
54	Better recruiters who give a shit. Current ones don't care... or at least two-three years ago, they were terrible. No motivation do do above the minimum required	8/20/2025 4:40 PM
55	Job fairs specifically at colleges, schools of public health/education	8/20/2025 4:15 PM
56	combination of social media platforms, job fairs, other outreach events. need a multi-faceted approach to reach diverse audiences.	8/20/2025 4:12 PM
57	Any big social media forum. Just to get the initial idea in their heads, then offer up a longer you tube video link	8/20/2025 3:51 PM
58	All social media platforms, college/high school classrooms, ads on job sites like LinkedIn and	8/20/2025 3:36 PM

## PCV Survey

	Indeed	
59	Social media and influencers.	8/20/2025 3:32 PM
60	Social Media. Do not limit your strategy to one platform.	8/20/2025 3:24 PM
61	I think it's gotta be a combination of all of them. Also giving RPCV shirts to wear would be great. think many of us feel that Peace Corps does not do enough to show love to RPCVs.	8/20/2025 3:24 PM
62	Colleges! Freshmen in college! The demographic of PCVs isn't necessarily the same as those that are chronically online	8/20/2025 3:15 PM
63	All of the above	8/20/2025 3:13 PM
64	Any of those would work but it depends what type of people you want to attract.	8/20/2025 3:06 PM
65	Think the benefits, free healthcare, stipend, etc need to be marketed more. PCVs on tik tok are getting a lot of views, I think making peace corps trendy with gen z (as a gap in career) or gen alphas (to start career) is possible	8/20/2025 3:04 PM
66	All of the above	8/20/2025 3:04 PM
67	I am a non traditional volunteer (mid 50s) I think there is a segment of the population you are missing.	8/20/2025 3:03 PM
68	in person visitings speaking with PCVs and RPCVs	8/20/2025 2:58 PM
69	In person events/presentations	8/20/2025 2:55 PM
70	RPCV speaking at various events in their communities. For example Lions Club, Rotary Clubs, churches, and even college campuses.	8/20/2025 2:52 PM
71	Returned PCV's should do talks at schools while they're still fresh from service and a relatable age to high-schoolers and college students.	8/20/2025 2:51 PM
72	more social media, linked in, job fairs and recruiters at universities	8/20/2025 2:45 PM
73	All of the above	8/20/2025 2:43 PM
74	Word Of Mouth, Go to engineering job fairs, they were not at mine at UNR (University of Nevada, Reno)	8/20/2025 2:24 PM
75	Podcasts and college recruitment	8/20/2025 2:21 PM
76	Rpcvs talk to middle schoolers and highschoolers	8/20/2025 2:13 PM
77	Some digital platform. I don't have any data to make that decision on	8/20/2025 2:11 PM
78	Public presentations (not only colleges - I'm an older volunteer)	8/20/2025 2:09 PM
79	Retirement communities for residents to join or talk it up to their friends and family	8/20/2025 2:08 PM
80	Any short form social media	8/20/2025 2:08 PM
81	All of the above	8/20/2025 2:07 PM
82	By ending the genocide in Gaza that the US government supports!	8/20/2025 2:05 PM
83	I don't know what forms of media people consume nowadays. That said, direct contact between a Vol and the public would be my personal preference.	8/20/2025 2:03 PM
84	College outreach	8/20/2025 2:01 PM

Q4 Would you be interested in presenting on your Peace Corps service to high school or college students once you return home?

Answered: 444    Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	89.41%	397
No	10.59%	47
TOTAL		444

## Q5 What should the Peace Corps do to increase recruitment that it is not currently doing?

Answered: 356 Skipped: 91

#	RESPONSES	DATE
1	Ensure you make contact with the Brand Ambassador changes when someone leave because otherwise there is no really any help for current PCV to doing recruiting if they have no idea who to contact.	8/28/2025 12:44 PM
2	Promoting more to federal interns and seasonal employees	8/28/2025 11:38 AM
3	Give individual country's media committees more flexibility to make content that appeals to potential PCVs. I have friends on the media committee and they are limited to scripts that do not appeal to younger generations. Upload more videos on Youtube and Tiktoks (get ready with me's, day in the lives, etc.). A lot of the anxiety around PC service revolves around not knowing what it's going to look like. Give them a peak into service. I watched all of the videos for my country before coming but there weren't many	8/28/2025 3:05 AM
4	On campus recruitment efforts.	8/28/2025 12:50 AM
5	Make a hollywood blockbuster film about a PCV; produced by A24. Or an HBO series. Think of how those have helped the military stay in a positive light! I realize this is unfeasible for whoever is reading this (but a man can dream)	8/27/2025 9:31 PM
6	Perhaps more encouraging influence for current serving volunteers to ambassador for Peace Corp recruitment.	8/27/2025 10:27 AM
7	Speaking relatively, I see a problem in my current post's individual recruitment which is common in all forms of recruitment for all forms of organizations. Advertising open positions on the post's Instagram or facebook can only ever give awareness to people who already know or have knowledge of the post in question. The goal of a recruitment advertisement or announcement should be to bring awareness to people who have never heard of the Peace Corps, or of the specific nation in question. The goal of all the money and time being spent on recruitment is to put the Peace Corps in front of people who have not heard of it, or who have not considered it seriously. The Peace Corps is a volunteering organization, an organization where one goes to do work they believe to be for the greater good. The problem with marketing the Peace Corps as such, as a volunteering community service organization, is that there are many other such opportunities that one can participate in that fill this box, and many in much more convenient situations. One can volunteer for any number of good causes and dedicate any amount of time or resources to doing good for others in their communities at home. It is the unique experience of the Peace Corps, the parts of the experience not included in the catch all "helping people" that makes it an experience worth putting two years towards, it is these aspects that make it an experience worth choosing over others. This is the angle Peace Corps marketing should focus on, the characteristics that make it a unique experience, not simply helping people, which can be done in the United States, but seeing and experiencing the world, taking part in a once in a lifetime experience, taking part in a lifetime adventure across the world. This is what the Peace Corps is at heart, this is what truly attract many PCVs, and this is what the Peace Corps should advertise. There is a large contingent of the younger United States population who are currently graduating high school and college, or who have recently graduated, and who are terrified of the reality that they will most likely go on to work a job that they are not passionate about, one that will take their time and their youth without giving much more than a modest at best salary in return. This feeling and fear is an essential characteristic of the entire United States population at this moment, the fear that their life will be for nothing, that they will work meaningless unpassionate jobs for all their lives, working to pay off loans taken for an education that their job won't use (The Peace Corps NEEDS to streamline the student loan deferment program to allow college graduates easy transition in). Disillusionment is the essential spirit of our American times today. This is a need the Peace Corps is uniquely fitted to fill, a feeling the Peace Corps is uniquely fitted to quell. This generation, the lost generation, the disillusioned majority just now entering the world, and the disillusioned adults who have long since entered and yearn for more, should be the focus	8/27/2025 12:56 AM

of All Peace Corps marketing and recruitment. The Peace Corps should be positioning itself as an answer to this yearning for life defining the American soul and zeitgeist, this yearning for adventure and romance in life that is so present in us as Americans. The Peace Corps should be positioning itself as such as solution, because it IS such a solution. An American wants to live a romantic life. One can look at the essential pioneer spirit of America that has been solidified throughout all of our literature and cultural essence through the ages, America is a country of dreamers and voyagers. One can look at the popularity today of van living, digital nomadism, travel blogs, the amount of money people are willing to spend to live in the great American cities just to get a glimpse of the beauty of American life, even the American obsession with sports and movies tells a story of a people dying to see themselves as someone doing something great, to see themselves apart of something great. For an organization such as the Peace Corps, one offering the most unique and life changing adventurous experience an American citizen can freely access, an organization offering the opportunity to look the very meaning of life in the eye to a population of people desperately grasping at anything resembling such, to have a recruitment problem is a showcase of a large mismanagement and misunderstanding of the opportunity available. If it seems that I am exaggerating at any moment in this message, whether in my description of the American people as lost and weary, or in my assumption that the Peace Corps stands as a possible answer to all the concerns of such a people, I assure you that anyone who has stood in the University system, and talked to those just entering the job market and who has talked to those who have long since entered, there is no doubt in the world that the people are looking for something. The Peace Corps marketing and recruitment department has one task, and that is to answer the question "how do we get ourselves in front of this generation of lost and disillusioned people?" Any effort spent on any other task is for naught. To call someone a "recruiter" who is simply walking Already Interested Applicants through the application process is insanity. This may be an important service to offer, but it is in no way recruitment, and to call it such takes money and resources from the real job of putting the Peace Corps in front of people who didn't realize they were interested in it. To call this type of work recruitment does an even greater disservice of allowing people within the organization to think that the work of recruitment is being done, because we have so many "recruiters." The job of a recruiter should be to personally talk to people who have not yet considered the Peace Corps. Recruiters should be on college campuses giving talks to classes filled with the undetermined youths of today. For a recruiter to stand at a university job fair is for the recruiter to put themselves in front of those who are putting thought into what they will do after college. A good recruitment program puts a recruiter in front of the people who are not at all putting thought into what they are going to do after college. The Peace Corps should be flooding the internet full of videos of Americans speaking the most unique and obscure languages. The Peace Corps should be marketing the learning of languages as one of the greatest perks of joining. The Peace Corps should be flooding the internet with videos of speaking these languages to locals, of speaking these languages to the camera, of volunteers in crowded local markets, in crowded cultural events, in uncomfortable cultural situations, riding on questionable public transport, participating in questionable cultural activities. The Peace Corps should be mass producing travel blog type videos or any video of volunteers that promotes the adventure of the Peace Corps in a romantic way. The Peace Corps needs to romanticize itself, to show the people the romance and the beauty that is the adventure that is the Peace Corps. As stated before, the message and pitch of "working for a good cause" and "helping people around the world" will appeal to some people, especially the demographic that most people associate with the Peace Corps, and will leave the organization competing with many more accessible local options for fulfilling this desire in people. While a message offering experience, in its truest form, life in its truest form, a message asking "do you want to live, to experience life, or just be alive," to a demographic of people desperate to be asked and offered exactly that, a demographic of people surrounded by prospects in life offering exactly the opposite, is the answer to an organization with the most exciting product being offered. How many other programs and opportunities available to recent college grads and young adults and already seasoned professionals that offer a lifestyle and experience such as this exist? To someone not actively putting in time to research, there is traveling internationally on your own, which seems out of reach to most Americans due to money and concerns of fear, and entering the military, which comes with many obvious strings attached. The job of the Peace Corps recruitment team is the most exciting job in the world. The opportunity afforded the Peace Corps recruitment team is the opportunity of selling water in a drought, of selling meaning to a meaningless people. The only thing that has to be done is to put the Peace Corps back into the national conversation, to remind the people that the opportunity exists, to show the opportunity to people who didn't know it was out there, and to ask them, "What do you want your life to look like?" "What stories do you want to tell your kids?"



# PCV Survey

8	Highlight career benefits that are still relevant under the current federal administration.	8/27/2025 12:41 AM
9	Be more flexible. The worst part of my service is dealing with PC bureaucracy when I'm trying to focus on working in my community. Having more flexible exit pathways, for instance, instead of the rigid 27-month structure (which does not help anyone who needs to leave early for school, new work, or family commitments) would have allowed me to finish my service much happier with the overall organization than I am currently. Much of the way the Peace Corps operates is great. Much of it needs work. These are not mutually exclusive statements.	8/26/2025 11:07 PM
10	More involvement of currently serving volunteers in TikToks	8/26/2025 5:10 PM
11	Unfortunately, I think that after Covid people are more afraid to take on long term commitments. I think promoting more 1-year programs, and increasing the benefits for volunteers, will help recruitment numbers.	8/26/2025 4:47 PM
12	More social media presence! I think current volunteers doing "Day in my life in ____ as a Peace Corps Volunteer" would go viral on Tiktok. Beause lets be real with the US job market currently... PC is a great opportunity.	8/26/2025 3:04 PM
13	- Close the disconnect between HQ and in country offices. Information in applications is often misleading about the position and/or in-country location (response volunteer application) - The predeparture medical check process is long and tedious (I understand the neccesity for it but their has to be a more efficient process). - Two years is a long time nowadays, especially in a new country away from home. I liked the new models I've heard of (12 months of service w/ 3months training) where the initial service period is shorter with the hopes and almost guaranteed-ness of a 2nd year extension. - The extended training periods are almost ~only~ neccesary to be that long BECAUSE of language training. - Due to the connectedness of today's world, the severe ~lack~ of information given to a Peace Corps Recruit/Trainee prior to departure is abhorrant. Personally, I didn't mind it at all, but so many people are used to having access to information as they need it. The not-knowing was exciting to me, but not to everyone.. - The post service, nonmonetary benefits serve 2 groups- people that want to work in the government and people that want to go to graduate school. - The readjustment allowance needs to be increased because the cost of the world is increasing... (I read something about it being piloted by 2027(?) but only in select country offices?)	8/26/2025 2:22 PM
14	More social media, supporting current volunteers to post content while they are serving. But content from the volunteers themselves, not peace corps. That's how I learned about Peace Corps.	8/26/2025 1:22 PM
15	Working for ANY gov't agency is a tough sell these days. I'm an RPCV from the 90s and now serving as a Response Volunteer... however, the low pay in an urban area makes it unattractive to most adults with actual work experience and my host country counterparts make WAY MORE MONEY than I do - so much for living at the same level. And the PC here barely acknowledges us as volunteers here. I think there are a lot of people with experience who would be interested in Response, but maybe there needs to be a better financial incentive, if not while in country, then the monthly readjustment could be raised.	8/26/2025 10:10 AM
16	Marketing-- direct benefits of peace corps service after-- unique experience for job placement, grad school, etc. Also, financially-- increasing stipend and/or readjustment allowance	8/26/2025 9:54 AM
17	Peace Corps needs more physical banner ads, especially in airports. It's ironic that the first banner ad I saw was in Dulles Airport as I was boarding my staging flight to post. Reddit is an untapped and has a very active PCV and interested civilian community. AMA (ask me anythings) should be undertaken by Peace Corps recruiters. I generally just don't think the general public knows that much about Peace Corps. They need to get in peoples' faces more, their phones, laptops and on the streets. You can't boost current numbers if the wider population knows only about Peace Corps from hearsay.	8/26/2025 7:06 AM
18	As someone who was living abroad when I applied, I feel that it could be beneficial to continue targeting those Americans who are living abroad. We are ones who have already experienced moving away from our home country, and may be itching to do it again.	8/26/2025 5:57 AM
19	Having a more polished social media presence as well as having a better in person presence on college campuses	8/26/2025 5:53 AM
20	Target mid career professionals and retired Americans.	8/26/2025 5:36 AM
21	Less rules. If you want RPCVs to recommend the program, you must treat volunteers as	8/26/2025 3:37 AM

## PCV Survey

adults. This is the single limiting factor to recruitment. Fulbright has basically no rules and \$2k per month. I am VERY happy that I served, but my recommendation to others will always be with an asterisk.

22	Reaching out to people with more work and life experience who are retired or Middle aged.	8/26/2025 3:10 AM
23	I understand the importance of recruitment, but I think when I hear discussions about low numbers of Volunteers, very rarely is the high ET rate mentioned. I think more emphasis should be given to this issue and effort should be directed towards coming up with ideas to better support Volunteers who are already serving. The number of Volunteers serving would be much higher if so many didn't leave service early. I think it's important to acknowledge that PC is not for everyone and attempting to attract quantity over quality hurts PC's reputation, leads to more ETs, and waters down the purpose of the program. Recruitment should paint itself as more selective and less desperate. It should not be a program that wants high numbers but instead prefers quality candidates. That is not the image its curating right now with its new incentives to get applicants and "pc is for everybody" messaging. I think recruitment would be more successful if PC emphasized the challenges of serving and the grit needed to be successful. More of a "do you have what it takes?" mentality would bring in people who are serious about service and have truly considered its difficulties. Maybe this sounds counterintuitive, but I think some reverse psychology would greatly help with recruitment efforts, or at the very least improve the ET rate.	8/26/2025 2:24 AM
24	More video-based testimonials, especially those underscoring the community impact from locals' perspectives. Would really like to see more representation from counterparts and HCA work partners. Likewise, spotlighting notable Returned PCVs' stories (politicians, celebrities, professors, etc.) would strengthen interested candidates understanding that the Peace Corps experience enhances future pursuits. A common current misconception about Peace Corps (particularly for young graduates) is that the experience may "put them behind" peers pursuing "conventional" career tracks. However, this potentially near-sighted view overlooks the reality that volunteering abroad equips them for meaningful careers across many areas. Telling more Returned Volunteers' stories would directly address this gap in understanding, from my perspective. Thank you!	8/26/2025 12:39 AM
25	Head quarters for each country should prioritize care and treatment of in-country volunteers, so that current volunteers and RPCV have positive experiences in the program and advocate for others to apply.	8/25/2025 10:36 PM
26	Make medical clearance much more streamlined, and make it so that the invitees are not on the hook financially. The reimbursements take forever and are often denied. Especially in an economy where people, especially young people don't have a lot of disposable income this is a huge barrier to recruitment	8/25/2025 7:44 PM
27	More RPCVs going out and talking about it.	8/25/2025 7:14 PM
28	Be present at university job fairs and potentially pay for advertising space on university campuses	8/25/2025 6:03 PM
29	So much about the job aspects and the toughness. I know this is important but there is so much with the second and third goal that should be emphasis more.	8/25/2025 5:36 PM
30	Make the application and onboarding process more human. Offer more incentive for professional development during service.	8/25/2025 2:30 PM
31	Focus on benefits of serving and emphasize that Peace Corps isn't a step away from career development, it IS career development.	8/25/2025 2:17 PM
32	Have more content that shows what service is actually like, podcasts, videos, etc	8/25/2025 1:49 PM
33	PC should turn to look at colleges where there are not many volunteers coming from- it is great that many colleges are "historic PCV producers" but that means untapped pools of potential are being ignored. In my graduating class at a large state school, only I and one other student chose to pursue PC and despite not having very high numbers of PCVs, our university viewed this prestigiously and I was/am frequently asked to talk about my application process and lived experience. There is a lot of untapped interest for Peace Corps in the United States, the organization needs to start working with the overlooked.	8/25/2025 1:24 PM
34	I hate to say it, but capitalize on the fact that it has been and continues to be difficult to find employment for many. Advertise (in big bold letters) the fact that the volunteer does not pay	8/25/2025 11:56 AM

## PCV Survey

any fees, all travel expenses are covered, and service comes with benefits such as healthcare, paid time off, and a monthly stipend that covers housing, food, and basic necessities. I think those are items to highlight because many other international volunteer orgs require volunteers to pay a fee and do not come with benefits like the ones PC provides.

35	I have heard of Peace Corps but only knew truly what it was about through a friend that served in the military, suggesting I should try it. I think reaching out in universities and explain how project specific it can be. Most people want to pursue something that might benefit their long term career goals. So maybe focusing on that and emphasizing that element might be important. The experience is great itself but something that will progress their goals is better.	8/25/2025 11:50 AM
36	Focus on how Peace Corps service can be a tool for grassroots empowerment of communities in the global south as opposed to a one-way transfer of knowledge/resources/expertise from developed country to developing.	8/25/2025 11:32 AM
37	Share volunteers' stories on Instagram, share counterparts' stories on Instagram, advertise more about what Peace Corps volunteers and RPCVs receive. I think there are a few misconceptions that (1) "Volunteers" means you don't get paid - so you have to save enough for one year in order to be able to apply (2) that you'll have to search for your own housing (3) that Peace Corps is a nonprofit, instead of a federal agency (4) that	8/25/2025 11:09 AM
38	- increase readjustment allowance -more presence at university job fairs with RPCVs	8/25/2025 11:04 AM
39	i think emphasizing the opportunity to travel, learn more about a culture, and see another side of life. also underline the benefits of serving. ability to make friends with HCNs and other volunteers. also as an option for people who don't know what they're going to do after college, giving them a chance to refine skills, learn another language, and become a better applicant	8/25/2025 10:44 AM
40	I put job fair as the most effective strategy because I think that is what would have most worked on me if I didn't know a family friend RPCV. I also think a lot of young people watch YouTubers so if there would be a PCV "influencer" on Youtube/tiktok I think that would help too.	8/25/2025 9:13 AM
41	It's the grueling medical clearance that knocks most people out. If I had been working full-time during my application process, I wouldn't have been able to meet deadlines for med clearance. 2 other vols shared the same sentiment with me.	8/25/2025 7:53 AM
42	More one on one outreach....if possible. The Zooms are good, but more person to person on campus, figure out how to reach seniors...very important source.	8/25/2025 7:06 AM
43	I would say certainly advertise more of these newer positions I've seen that are shorter service terms (like 10 or 12 months) and offer additional benefits like, vacation time to go back home and see family, etc.	8/25/2025 6:54 AM
44	For me, the greatest and most frustrating issue is medical clearance. Peace Corps must resolve this ASAP, because the process is often horrible for applicants. In my case, they claimed different countries use different platforms, but that shouldn't fall on us. Instead, the system kept dropping the ball, and it made the process discouraging. Beyond that, Peace Corps needs to be more visible. I honestly can't remember ever seeing a Peace Corps ad on TV, and there should be a stronger presence across social media, streaming platforms, and universities. Sharing real Volunteer stories—not just the glossy versions, but the authentic experiences—would connect with people in a much more powerful way. If Peace Corps can fix medical clearance and boost its visibility with modern outreach, I believe recruitment will improve significantly.	8/25/2025 6:20 AM
45	facilitate more opportunities for current or recently COSed volunteers to connect with potential future PCVs. Ensure that philosophically and implementation wise, PC is adapting to the climate of applicants. For example, evolving the approach to development in a way that aligns more with sustainable development instead of white saviour models.	8/25/2025 5:18 AM
46	Focus on retired seniors to serve.	8/25/2025 3:51 AM
47	Speaking to people who are younger and still in school!	8/24/2025 8:47 PM
48	Market it more as what it truly is -- a cultural exchange experience because Peace Corps attracts people who already have an interest in foreign affairs, poverty alleviation, international development, etc but because it's more of a cultural exchange experience, it could attract so many more people of different interests if it was portrayed as such.	8/24/2025 5:36 PM

# PCV Survey

49	make it clearer what peace corps is, maybe increase the readjustment allowance too	8/24/2025 2:00 PM
50	Peace Corps should expand the presence of the Global Service and Peace Corps Preparation certificate programs at universities around the US and assist program coordinators with promoting the certificate. Peace Corps should increase informational sessions at universities where there is not currently a large Peace Corps presence.	8/24/2025 1:42 PM
51	Honestly, the initial medical clearance is too strict. Besides how invasive it is, it's extreme expensive. Nobody should have to risk going into debt waiting for reimbursement if they don't have insurance to join an unpaid volunteer organization. That's bar number one, and why so many people are disillusioned with the organization right from the get-go: the hundreds of medical non-clearance stories. Two, the readjustment allowance is too low. Great on implementing the raised amount pilot program; when will that be applied to other posts? Inflation has affected everyone, and \$10,000 isn't enough upon return to the US, especially for Vols who don't already have extensive savings and/or family support. Finally, opportunities post-Peace Corps. Coverdell is great, but as a PCV that already has a masters, it does nothing for me. NCE is essentially non-existent at this junction with the hiring freeze, but when it does work, why is it only good for a year? Why can't NCE exist for a longer period of time? Peace Corps isn't about tangible benefits. We all know this, and it takes a special kind of person to do this job. But without changing actual tangible benefits (especially when so many of us are giving up valuable time to get started in careers and return back home to nothing), especially in the midst of economic uncertainty, I don't think recruiting struggles will get better any time soon.	8/24/2025 12:25 PM
52	Rehire the recruiters that were let go.	8/24/2025 9:45 AM
53	No idea	8/24/2025 8:31 AM
54	Trying to reach a wider age range	8/24/2025 3:24 AM
55	Social media presence - Instagram, Facebook, Twitter. In school and on campus presence	8/23/2025 10:15 PM
56	Create partnerships with universities to get students able to come study Peace Corps/related work to their major or studies on the ground at posts. Something like a venture lab. Be more proactive about reaching out to student bodies at universities/colleges. At my school, I never heard from the Peace Corps recruitment team until after I accepted and was cleared for my role. Teachers were actually more instrumental in my application. Build out the Coverdell program more and/or same thing for RPCV benefits. As is, the program isn't a huge incentive because not many of the scholarships or programs are valued high enough to be a stable incentive for large numbers of recruits.	8/23/2025 1:37 PM
57	Raw, unfiltered travel is in style. Lots of young people want to be travelers instead of tourists. I felt like lots of the PC messaging I heard after applying was "don't worry it won't be that bad" I think there is an audience who would listen if the message was "it might be that bad". I came into peace corps looking for a challenge and the others in my cohort who had that same perspective have done the best at site so far. There is no other job that immerses you in a community and throws you in to sink or swim like PC. That was the selling point for me but I heard it from RPCVS and not from anyone at PC.	8/23/2025 1:36 PM
58	Perhaps some more emphasis on transformation and personal development. At present there is a strong sense in advertising about making a difference and service, but less about the personal impacts and the personal responsibility. Many Peace Corps recruits are recently graduated and these could be appealing aspects of a next step.	8/23/2025 1:08 PM
59	I also liked your recent slogan: "this is your time" I felt it personally compelling. I'm really not sure what else can be done beyond what you're already doing. Flooding all the recruitment lanes with RPCVs and their testimony -- in person, on videos, you name it -- always helps. I found the stories and images of the RPCVs personally more compelling than that of recruiters or websites, etc. I would be glad to help with recruiting when I get back; I'm retired, so I would have ample time and interest and would be pleased to help with niche groups such as older Americans. I truly believe in PC and its mission and would love to see interest in volunteering rebound. Feel free to contact me about this.	8/23/2025 11:50 AM
60	Target people over 50 by presenting to employed people nearing retirement. Target high schoolers with a pre-college experience abroad.	8/23/2025 10:05 AM
61	Bigger presence on LinkedIn, Instagram, and Tik Tok	8/23/2025 8:50 AM

## PCV Survey

62	I like the idea in the email about RPCVs getting paid a fee for visiting colleges to speak to potential candidates and answer questions. I think interactive activities that make PC life tangible at these presentations could also help.	8/23/2025 8:15 AM
63	try more variety of outreach methods	8/23/2025 7:56 AM
64	Pay more and actually make it a real decision. Not really a viable path for the majority of people as is.	8/23/2025 7:26 AM
65	I'm 51 serving with my husband, 44. I think there are lots of couples who would love to do this but more focus on outcomes and meaning. Younger volunteers seem to be the target demographic but if you want more middle aged folks who are wanting a life shift, maybe making older volunteers feel more welcome, especially around medical stuff in the beginning. That might be helpful?	8/23/2025 4:58 AM
66	Use influencers/podcasts and emphasize the personal development aspect of PC. Unfortunately people today are selfish and I think more will be attracted to the idea of PC as a growth experience for themselves (just for marketing purposes; service is still service).	8/23/2025 3:38 AM
67	Closer partnerships with a wide variety of domestic programs (educational, vocational, career development, non-traditional, etc.) where participants may have higher ambiguity on immediate plans upon program completion and where PC service may serve as a potential option.	8/22/2025 11:08 PM
68	Emphasize the cultural exchange aspect of Peace Corps. The coolest thing is that we get to see and live in a completely new and different culture, with people from a very different background than us	8/22/2025 10:23 PM
69	More visible promotion on college campuses and promotion of benefits of PC service.	8/22/2025 8:53 PM
70	It's a good idea to have PCV and RPCV speak through social media to share their experience.	8/22/2025 5:16 PM
71	I don't know if you do job fairs with schools, but that is an awesome way to present	8/22/2025 4:50 PM
72	INCREASE THE READJUSTMENT ALLOWANCE. The serve boldly ad on Hulu gave military vibes and was not an effective recruitment tool in my circles. It should be emphasized what peace corps benefits exist (training, language training, RA) and we should be focusing on people with skills and experiences outside of new grads or retired folks. There should be more of a push for bilingual community college folks too. Also I don't follow how getting rid of a ton of recruiters and support staff is going to help in increasing recruitment but we're all doing the best we can. Also, peace corps official social media has improved but should continue to be mindful about the image it puts out of African PC countries. It's like we're selling vacation service in the Philippines, Central America, and Eastern Europe and then there's a post about HIV and malaria in Africa with the wrong African country named like ??? Do better	8/22/2025 4:13 PM
73	Could benefit from increasing monetary compensation. I know many peers feel reluctant to miss out on finance building early in their career, feel obligation to family to provide financial support. Present in middle schools! I know my memory of Peace Corps came from my mom talking to me about her friend who served, I was 11 or 12 at the time. Here I am serving 15 years later. Make it easier for those without college degrees to be accepted. I know of many skilled people who would be incredible volunteers, but school was not their forte. I haven't seen the application process for a non-degree holding candidate, but I believe there are other ways to demonstrate ability and skill.	8/22/2025 3:59 PM
74	Simplify medical clearance	8/22/2025 2:18 PM
75	Actively recruit retiring teachers	8/22/2025 1:18 PM
76	D.C. should look into the current surveys from each country and their review of their experience and satisfaction with the program and the CDs. If current volunteers aren't having a fulfilling experience, they won't recommend PC to others.	8/22/2025 12:44 PM
77	Offer TEFL certification to Peace Corps TEFL teachers who fully complete their two years of service.	8/22/2025 12:19 PM
78	Increase readjustment allowance due to inflation and other factors. Also just increasing visibility, I know this can be difficult and is already a strategy but many people have no idea about peace corps unless they already know or go searching.	8/22/2025 11:37 AM
79	Have a larger presence at undergraduate career fairs. Not just at the NGO/non-profit work section, but a table about CED programs at business career fairs, a table about health at the	8/22/2025 10:51 AM



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	pre-health career fairs, etc.	
80	Encouraging more PCVs & RPCVs to talk to their colleges and high schools about service	8/22/2025 10:42 AM
81	I don't think the money for returned volunteers is enough in this economy. There need to maybe be better incentives for completing service.	8/22/2025 10:39 AM
82	Increase social media outreach, re-establish and structure PC college ambassador program - coordinate with them to plan and schedule larger-scale presentations at events, coordinate with college global partnership centers, look into how PC Prep is being advertised on campus, more frequent recruitment events at large university campuses, more accessible and targeted recruitment in small/medium size campuses.	8/22/2025 10:36 AM
83	I don't think this is a problem directly related to Peace Corps but to the state of the U.S. It seems challenging to join an agency like Peace Corps when the federal government and economy are experiencing such instability.	8/22/2025 10:31 AM
84	Relax the medical barriers to entrance. This process is a nightmare. I was medically cleared one month before departure date.	8/22/2025 9:30 AM
85	I know in recent years, Peace Corps has recognized and acknowledged the lack of diversity and representation in PC volunteers. Outsiders are often left with the impression that only people in certain racial or ethnic groups are capable of sharing their skills and abilities on behalf of America. Peace Corps can continue to make genuine efforts and creative methods to promote opportunities in diverse settings.	8/22/2025 9:05 AM
86	Perhaps an emphasis on the skills gained during service and the careers that RPCVs have after service. Also, the 10k isn't enough anymore, although I understand that now isn't a good time to increase budgets.	8/22/2025 8:30 AM
87	Go to more schools. Make more school counselors/ professors aware of this opportunity. When I was in school I didn't really know the Peace Corps existed, or rather I did but I didn't really know what it looked like or meant. If I had a professor that taught about it or talked about it I would've thought about it as an option way sooner.	8/22/2025 8:01 AM
88	Reach out to federal workers who may be interested in PC response. Highlight that PC service can count toward leave accrual and retirement for fed workers.	8/22/2025 7:51 AM
89	Get in touch with RPCVs and encourage them to go to local highschools, colleges, and universities to promote and share their experiences. Also I will say the application process is not the most accessible to everyone, especially from different financial backgrounds. Getting all the medical forms was fairly expensive and having to pay it and then being reimbursed after several months (if at all- because the reimbursement are very complicated) is not appealing for people who don't have a lot of financial flexibility. However the loan/student debt assistance is very nice along with the after service career/school benefits. Rely on the already existing community. I've never heard anyone say they regret their service but I have heard many people say, "oh I almost joined the Peace Corps".	8/22/2025 6:28 AM
90	Speak to more community groups... directly. Influencers are also very effective.	8/22/2025 6:24 AM
91	The idea mentioned in the email about RPCVs earning a fee to speak to their networks is a very good idea I think. That and more direct social media outreach (Instagram, TikTok, podcasts, etc.)	8/22/2025 5:05 AM
92	I think until things settle and Peace Corps countries aren't getting paused, there will not be an increase in recruitment. People don't want to join when they aren't sure if they will be sent home.	8/22/2025 3:54 AM
93	Improve in-service PC admin. Most COSed volunteers do not have good things to say about our admin and are not recommending PC.	8/22/2025 3:43 AM
94	Use more stories from returned volunteers to show the diversity of experiences depending on the country of service, highlighting that Peace Corps experiences are not monolithic and vary greatly.	8/22/2025 3:04 AM
95	PC needs to fix its broken Pre-Service Medical system to focus on getting people through with dignity, quickly--instead of the current wasteful "guilty till proven innocent" approach. This includes communicating to recruits what are reasonable (e.g., serving >60 y.o.) and unreasonable (eschewing anti-malarials) risks. Medical should operate like a efficient,	8/22/2025 2:42 AM

## PCV Survey

successful business and not focus on weeding out every small health risk. It should also seek to understand before rejecting applicants for a certain country—rather than a "gotcha" approach requiring people to appeal inappropriate medical rejections. Fix Medical, and you'll grow the pool of successful applicants immensely.

96	It is important that the Peace Corps use current PCVs and RPCVs across countries and sectors to increase recruitment. For example, my sector—Education for the Deaf in Kenya—struggles to recruit and retain PCVs. In large part, this may be because applicants feel overwhelmed and/or under-qualified reading the project description, which is essentially the only information they can find about the sector and the work they will do. There are no "day in the life" blogs or videos available, and there is no way to connect with a current PCV or RPCV in that sector. Therefore, many applicants may feel that they are going in blind—even comparative to other sectors—and decide not to apply to this sector, which poses serious problems for program continuity.	8/22/2025 2:18 AM
97	I'm a Response Volunteer. My friends who had started serving quit because they "didn't see any career growth" after they served. They also stated that with inflation, the monthly stipend could not sustain them due to inflation issues in this part of the world after Covid.	8/22/2025 1:23 AM
98	have more presentations at colleges early on	8/22/2025 1:12 AM
99	Partnerships with American travel influencers so that Peace Corps volunteers get the opportunity to display their service and lifestyle to a different, younger audience	8/22/2025 1:03 AM
100	Make tik toks. Create more outreach programs or Ambassadors at more liberal arts institutions where they currently are not. One example is St. Edward's University in Austin, TX. Their moto is "take on your world". This universities mission is rooted social justice and global community and highly urges their students to engage in these activities already. I believe there is a lot of potential in increasing recruitment at this university and other similar ones.	8/22/2025 12:10 AM
101	Better explain what it is / what you do as a PCV. Previous generations knew more but now people, even if they know the name, don't know what it entails or what the benefits are	8/21/2025 11:39 PM
102	I am not sure what is being done now, but complete honesty is always a good policy, about the rewards and also the challenges, which can be daunting.	8/21/2025 11:36 PM
103	Focus on smaller colleges or private colleges. Focus on the south (Oklahoma & Arkansas) because almost no one my age had heard of the Peace Corps.	8/21/2025 9:38 PM
104	I think a greater social media presence or cultural relevance will improve recruitment.	8/21/2025 9:20 PM
105	Improve benefits... for example, the one-year NCE is essentially useless since the federal government has implemented a hiring freeze. Coverdell is a great program but is limited in the available fields of study.	8/21/2025 9:17 PM
106	Social media presence. Unfortunately, most of your presence is not engaging to the demographic that is most likely to join. Too rigid, and in most cases most of 18-30 year olds don't even know about Peace Corps.	8/21/2025 5:13 PM
107	Figure out a way to bypass all of the media requirements. As a currently serving volunteer, we are your best advertisements. It is a pain in the ass to be able to appear in local media or share our story back home. Having to go through 3 levels of approval before posting a blog article is pretty insane. PC outreach/media relations absolutely is stuck in Neutral.	8/21/2025 3:45 PM
108	Emphasize the economic benefit of serving - two years room and board paid for, 10k bonus, grad school funding and non competitive eligibility. Many of us can have the feeling of cultural exchange through programs like WOOF, WorldPackers... serving our country is also a great light but for me peace corps was an option in the job market, and many of us are trying to strategize how to get ahead financially and in our careers. Of course I didn't join for economic reasons, but benefits&perks help catch the eye.	8/21/2025 1:17 PM
109	Creating more persuasive recruitment strategies per country. For example, I serve in Guatemala and believe it has a particularly appealing story as compared to other Peace Corps countries, so maybe you can collect a recruitment "pitch" from each post and develop a differentiated strategy.	8/21/2025 1:03 PM
110	Tying in the legacy of service. This isn't some study abroad, digital nomad, tourism opportunity; this is public service representing the best of our nation. Too many people are	8/21/2025 12:47 PM

## PCV Survey

here for experience on the resume between undergrad and their masters program. We need volunteers with work experience with all backgrounds- especially working class.

111	Figure out how to get more mid-career or end-career professionals. Too many policies are focused around younger volunteers. Too many obstacles for mid- end-career professionals. (e.g., allowance for storage payments, no living parents or siblings for home of record policies, places to stay during evacuations or allowance that covers actual costs if you don't have parents to go back "home" to, etc.) Tap into digital nomad explosion somehow. Better/longer healthcare coverage after completing service. Current policy is a joke.	8/21/2025 12:40 PM
112	needs to offer better benefits and raise its standards to make PC attractive to elite grads (bring back the aptitude test/make the application process more difficult)	8/21/2025 12:22 PM
113	Have people who are currently serving and after to help make ads and videos.	8/21/2025 12:11 PM
114	Stronger presence on social media	8/21/2025 12:02 PM
115	Non-social media recruitment for people not on social media platforms. Such as, information booths at colleges, posters around universities, etc	8/21/2025 11:55 AM
116	Change up social media style sometimes; right now it's all very professional, but some of the most successful social media accounts (Duolingo, NPS, etc) lean more into humor, memes, etc. I understand there still has to be a certain level of professionalism, but there's a reason the PCV meme page on Instagram gets more interaction than the official account	8/21/2025 11:32 AM
117	I think many people are weighing the costs and benefits of Peace Corps and not finding that there is an overall net gain for them. Of course, PCVs are people who want to serve and go into this knowing they are making personal and financial sacrifices. However, the benefits of being an RPCV don't seem as great as they used to be. Coverdell covers some graduate programs, but not a whole lot. The \$10,000 readjustment allowance (even lower after taxes) is appreciated, but not adjusted for inflation and cost of living. The non-competitive eligibility for federal hiring is basically useless now. I think general societal trends can be blamed, but I also believe Peace Corps loses out on good potential candidates who look at the commitment of service and can't make it work with the commitments they have at home. More intangibly, Peace Corps as an institution does not command the same respect that it once did. When I told people I was going to volunteer, I got two reactions. If someone was over 40, they thought it was the coolest thing and thanked me for my service. If they were under 40, they generally asked questions about what Peace Corps is, what I would be doing, do I get paid, etc. Of course it's up to the individual to explain the work they did on their resume, for example. But I think the overall decrease in prestige and awareness hurts recruitment. I would like Peace Corps to do more to connect with employers, schools, and RPCV organizations to really showcase the networking power and "soft" benefits of being a PCV.	8/21/2025 11:26 AM
118	NA	8/21/2025 11:03 AM
119	Increased benefits, increased volunteer pay, 1 year service options	8/21/2025 10:57 AM
120	Job fairs are great venues for attracting applicants especially those looking for the full 2 year experience. But the option through podcasts and influencers is also a good idea and should be explored to highlight fun adventures and benefits during service	8/21/2025 10:26 AM
121	Offer better financial incentives.	8/21/2025 9:55 AM
122	Boosting social media presence in a cool way. Right now there's a huge trend in pushing your self/finding your limits (ex: raise in popularity of ultra	8/21/2025 9:37 AM



## PCV Survey

marathons, Ironmans, hyrox/other extreme competitive sports). Finding ways to highlight the adventure and the challenge that service is could really bring in that audience of young ambitious Americans who might other ways join the military to appease their sense of adventure (even though since we're not in a time of conflict the peace corps is likely more satisfying due to the rewarding nature of the work, extreme isolation, and challenges faced solo).

123	Highlight the career benefits of service.	8/21/2025 9:33 AM
124	I think that Peace Corps could begin sessions and other events at the high school level to plant the seed of interest early on. I also think that diversifying social media strategies and the kind of content Peace Corps posts could be helpful.	8/21/2025 9:25 AM
125	IMHO, outreach is exclusively to youth. Equal effort to recruit retirees and pre-retirees. They have skills and resources to serve. As a retiree, I've always felt a struggle to get into PC, be seen in PC, welcome in PC, acknowledged in PC. I think there has to be a balance in each cohort. Age and experience is important especially when the majority of the cohort is navigating life experiences for the first time.	8/21/2025 9:18 AM
126	Make the medical clearance process less intimidating/give more support throughout it.	8/21/2025 8:54 AM
127	I think year long service is the future	8/21/2025 8:48 AM
128	Not enough information to address adequately here.	8/21/2025 8:41 AM
129	Speed up the process, let people know in a timely fashion if they are accepted, fix the archaic medical requirement& expectations. I was given different information from the nurses at HQ, and had 3 different nurses throughout my application process. It was EXTREMELY frustrating. I almost gave up, glad I didn't but I'm sure many other did give up. Applying should not be so excruciatingly difficult.	8/21/2025 8:36 AM
130	Share more "real" content (blogs, videos, pictures, podcasts, etc.) from people who are currently serving or who have recently left. There's too much generic information and not the specifics that people are really looking for when they're thinking about joining peace corps.	8/21/2025 8:36 AM
131	Pay attention to social media trends. Most of the videos are outdated and unappealing to me or my generation. Avoid staged and post videos.	8/21/2025 8:29 AM
132	Make the country selection process more transparent. Have in country staff/volunteers provide detailed information to applicants (what training actually looks like, packing list, what housing will look like etc)	8/21/2025 8:26 AM
133	Advertise the after service benefits	8/21/2025 8:06 AM
134	Raise awareness through things like YouTube ads, promote rpcv experiences on podcasts, work more closely with colleges and universities to promote recruitment/share volunteer experiences	8/21/2025 7:59 AM
135	Secure teaching certifications for TEFL volunteers. Promoting the presente of veterinarian doctors at service sites for those of us who love animals. It has been hard for me to pay for all the care. The sites are characterized by high levels of animal neglect.	8/21/2025 7:44 AM
136	Needs to be in media consumed by youth more (podcasts, influencers). Promote as a free spirit do-gooder lifestyle full of adventure and other young people that helps build your career while also creating	8/21/2025 7:29 AM

## PCV Survey

incredible life experiences and friends. Less emphasis on development work and more on adventure that you don't have to pay to get!

137	Visit places of worship, libraries, and events and host a Peace Corps event.	8/21/2025 7:19 AM
138	We want to see that the Peace Corps has good role models. While applying, I searched for a RPCV that seemed like a strong role model to dissuade any doubts about the intentions and integrity of people that might want to join the Peace Corps. Once I found those "strong role models" (the parents of my friend), it helped me move from 85% to 100% in. By the way, the one detail they told me that really pushed me over the top was just an aside - he said "Absolutely go for it - you're 23, you can sleep anywhere." Therefore, we should try to personify our RPCVs and tell the stories of their service-inspired life-changing transformations. We should focus honestly on the emotional and life-changing parts of service to get people's attention. I'm imagining a photo of an RPCV with a quote attached, and a link to a short video made by them to learn more.	8/21/2025 7:00 AM
139	More specific help with grad schools. The coverdell is good but confusing and doesn't work with all programs	8/21/2025 6:31 AM
140	I would say that the Peace Corps must take more advantage of highlighting volunteer success in its social media pages. Outline what former volunteers have gone on to do after service, and highlight how they benefited the most from service.	8/21/2025 6:26 AM
141	This is just my opinion, but I think lots of people who may be interested in the work done by Peace Corps have turned away from it because of its association with the US government and the perception of it being US intervention abroad which has been increasingly criticized. I think trying to emphasize that host communities really want volunteers and that the partnership is highly collaborative and is really driven by the needs of the community could help reach more of those who might have reservations about the work.	8/21/2025 6:11 AM
142	I believe (being one myself) that non-traditional folks can be a greater source of PCVs. We have the career experience, education, and backgrounds that would be helpful. More importantly we have the life experience to handle difficulties or changes in outlooks. We supplement that with the time and patience to serve without the pressing drives of the younger PCVs (further education, starting family, career plans, and other future life outlines). I'm unsure where to best 'meet' this group but the ways you reach younger recruits will become more relevant to the older ones too. Maybe more target ads or outreach to non-traditional emphasizing the skills I mentioned. Also focus on the service and giving back aspects. And the adventure!!! There will be different objections to overcome but I believe by focusing on all these will help. Don't drop the challenge, we welcome that, but de-emphasize any concerns about language, living conditions etc. as enhancements to the experience and not detriments to service. As for younger traditional recruits I've heard the concern the '2 years is a long time' This can seem very real to them even though it is not that long. (As we older PCVs know) I like the proposed possibility of offering shorter commitments and ability to take a break during service. Again, keep emphasizing the adventure in the experience and the fulfillment of giving back (maybe more so than the CV building, scholarship, and career focus) Having grandkids in these ages and coming up they are more willing to look to exploration and experiencing change. (it's really a shame the Army took, 'not just a job it's an adventure' it's a good slogan for PC) ;) I love my service. Others young and old will also.	8/21/2025 6:05 AM
143	Do more online advertising through social media and influencers	8/21/2025 6:01 AM
144	Marketing to a new generation, talk with current younger volunteers to gauge them but also reach retired adults who can use their skills	8/21/2025 5:55 AM
145	Look at the colleges that you are attending. I went to the top ranked HBCU in the country which has career fairs multiple times a year and Peace Corps did not have a presence. Look for ways to meaningfully engage with marginalized communities because many people want to serve and explore other	8/21/2025 5:36 AM

## PCV Survey

countries; they just aren't exposed to the same opportunities as the schools the Peace Corps typically visits. There are also trade schools and community centers that recruiters can go to as well, so many people in the US have a wealth of knowledge that is untapped, and the reflection of the US based on the demographic of cohorts in certain countries alludes to limited diversity due to the intersectionality of PCVs. - Neila Horton PCV N.Macedonia

146	More in-person, college and high school recruitment could be used - I never saw this growing up, nor did I have an RPCV come speak in my classes. The Peace Corps should leverage other volunteers who have a decent following and volunteer social media teams for recruitment. Like @whatsfatoudoing (now RPCV The Gambia), who's now a celebrity in the country and back in the U.S. to Gambians because of increasing the visibility of The Gambia to others and showing her experience.	8/21/2025 5:33 AM
147	More social media 👍	8/21/2025 5:19 AM
148	Targeting more qualified candidates	8/21/2025 5:16 AM
149	Maybe also reach Americans who are studying abroad (not a program, like the whole degree) or start in high school. More visibility in the social space.	8/21/2025 5:11 AM
150	Have RPCVs who are in prominent positions talk more about their experiences and work in Peace Corps and how it got them to where they are	8/21/2025 4:47 AM
151	(Preface, I am an agriculture volunteer) I am a big believer in the core mission of Peace Corps but I think the reality is that the policies and structure of PC is out of date holding volunteers back and not uplifting the voices of HCN enough. I think many are seeing that with the rising questions of is PC continued neocolonialism? To that I always say the impact of PC is different depending on the volunteer and what they want out of the experience. Based on my experience, I think PC is too worried about the quantity of volunteers and rather should be focused on the quality while also doing better at linking PCVs with HCNs. I think the idea of throwing a PCV into a country with little structure used to work but I do not believe it to be sustainable anymore especially if the goal is in fact to help these communities be more sustainable on their own. I know I am not sharing much about how to recruit better but I think the real issue is that PC is too worried about their recruitment and not realizing that their PCVs in country are not happy with their service, their lack of support, the disconnect between staff and volunteers, the strict policies, etc. and that those are highly plausible reasons why recruitment is low. The people you say should be doing the recruiting (the PCVs) are not doing so because they do not believe in PC. The structure of PC needs to change. It needs to focus more on HCN. It needs to team PCVs with HCNs. It needs to give PCVs more freedom to have a successful service.	8/21/2025 4:46 AM
152	I think a significant reason why people are not joining to serve is people worrying about financial insecurity coming out of university. I applaud the efforts to increase readjustment allowances for certain posts, and encourage PC to find a way to make this increase a global policy. No one joins PC for the money, but a substantial readjustment allowances would give more people a sense that they can do PC and then have enough to live on for more than one month while they figure out life after PC. Also, PC recruiters should have relationships with university centers for intl development/ political thought / public health / etc, so that they can attend the job fairs (or any relevant event) hosted by these university organizations that would be attracting the students who are interested in international development and the sectors of work that PC involves itself in. For example, it was sheer coincidence that I met a recruiter at my Alma mater, Dartmouth. The recruiter had a table set up by himself in our student center foyer, which was a relatively low-traffic area. I only met him because I happened to be going next door for lunch that day - good thing for me I was already heavily interested in PC and would've applied anyways. If that recruiter can have a relationship with Dartmouth's Dickey Center for International Understanding (for example), the center may even be willing to set up and advertise an event that would give the recruiter an opportunity to talk about PC's mission and goals and opportunities as well as the recruiter's own service experience. If this kind of event existed when I was a student, I would've been very interested to attend.	8/21/2025 4:46 AM
153		8/21/2025 4:44 AM

## PCV Survey

Increase the amount of readjustment allowance.  
Improve in-country living conditions / monthly stipend

154	Increase readjustment allowances and advertise more job opportunities outside of govt. jobs rpcvs have gotten. I know many are hesitant to apply because of the job market.	8/21/2025 4:29 AM
155	I like the idea of RPCV doing some recruiting immediately after close of service. Also increasing social media footprint in an organic way.	8/21/2025 4:22 AM
156	I believe a strong digital and physical presence at locations primarily frequented by young people (given the majority of the Peace Corps is made up over recent college grads) would allow people to know that it is an option after they graduate. It might be advantageous to collaborate with universities to do a "mini Peace Corps service" workshop where students learn common skills, like handwashing clothes or how to make liquid soap, to give them an idea what something they might if they join the Peace Corps	8/21/2025 4:22 AM
157	The application process is very intimidating and what I hear and read is the medical and legal clearances make it so difficult and it is SO time consuming most people don't want to go through all of that hassle	8/21/2025 4:19 AM
158	Being more transparent on work that's being done and the experience of PST and service. As well as testimonials and stories from communities that can speak on behalf of having a Peace Corps volunteer at their sites.	8/21/2025 4:14 AM
159	To be honest, I think Gen Z is a lot more immune to moral messaging than generations past. A lot of Peace Corps advertising focuses on sacrifice, service, calling, and other moralistic language that harkens back to a more civically-centered and religiously-engaged America. Peace Corps can be a viable career path for many, and I believe that many potential candidates are not aware of the benefits of service--both tangible (language skills, career advancement, entry into global development/international affairs work) and intangible (personal growth, global understanding, cross-cultural exchange). I think if Peace Corps wants to attract Gen Z, it should pivot away from moral appeals and instead emphasize real-world benefits and opportunities.	8/21/2025 3:55 AM
160	Maybe TV ads should be a bit more catchy, informative, inspiring, and realistic	8/21/2025 3:48 AM
161	More online spotlights, day in the life, people need to see it in their screens. Especially college campuses. More scholarships, post service perks/opportunities	8/21/2025 3:36 AM
162	I have been trying to transfer after my 2nd year. This has been a 9 month process and I still don't have an invitation. It is true that I want a Spanish speaking country where I can learn Spanish. What I am experiencing is that the different decision makers do not communicate with each other. There is so much secrecy with the medical that the Program Managers don't have enough information to make decisions. It seems that I can only be in the running for one program at a time. Once I am eliminated I have to start all over again. Also it is frustrating that once the programs have closed the application date we are not able to see if there could be an opening. Knowing that often the invitees drop off it seems a shame that a transfer PCV could not take their place. So even though there could be an opening we can not even apply or be considered. In regard to the medical the system needs to change. Having vetted doctors for PC and even for military would seem more reliant and consistent. Outside doctors are always considering their answers from a legal standpoint which can make the medical process too lengthy and confusing adding a lot of frustration.	8/21/2025 3:11 AM
163	I think there should be a Peace Corps podcast hosted by at least one, or perhaps a rotating selection of, RPCV(s). I do believe it's vital that the host be an RPCV, as modern audiences crave	8/21/2025 3:04 AM

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authenticity. I also think Peace Corps should attend career fairs at universities across the country. Students should see Peace Corps as a viable job opportunity that can lead to careers in a variety of fields, rather than just an adventure or a form of traveling.

164	The Peace Corps should consider partnerships with other organizations to increase interest among younger Americans. Also, with so much information concentrated in the digital space, it would be wise to grow the Peace Corps' presence on social media.	8/21/2025 2:44 AM
165	Increase collaboration with other service institutions (social work institutions) americorps, city year, atlas corps, etc.	8/21/2025 2:27 AM
166	Return face-to-face meetings. As my work is on-site and up front and personal, let the recruitment process reflect the work candidates can expect.	8/21/2025 2:24 AM
167	Day in life videos and people-to-people conversations	8/21/2025 2:11 AM
168	More advertisement within colleges. I went to Catholic University where many of the graduates go on to do service, and I never saw Peace Corps at a career fair.	8/21/2025 2:03 AM
169	Absolutely, completely, totally, in every single way humanly possible, redesign, remodel, remake, revamp MEDICAL CLEARANCE. You lose so many great potential volunteers this way. While I understand how important it is for medical clearance to be thorough, the communication from nurses, lack of clarity in the process, quantity of tasks, and more, are not only discouraging and divisive, but the medical clearance process feels like the heart of the application process. The resume, statement of purpose, even the interview, seemed pretty standard in difficulty to me. Medical clearance however? That was the true test of one's resilience and how dedicated they were to becoming a volunteer. That was where Peace Corps weeded out who wanted to become and volunteer and who felt that serving was an integral part of their career and life. I think it's worth noting, too, that my experience with PCMO in-country has been nothing short of amazing. The doctors are great in every way possible, and I truly believe they'd do anything in their power to keep current trainees and volunteers in-country once they arrive, which is opposite in every single way to how medical clearance feels. It felt as though the medical team in DC was looking for any little illness/condition to deem me medically non-cleared. I know I'm one of many volunteers who feel this way, and while I've already battled the storm, of course I'd love to see recruitment stats increasing because others are having an infinitely better experience with medical clearance. I love being a PCV and have had a generally very positive experience. If you'd like to talk about this further, I'd be happy to connect. My email is tori.budreau@gmail.com.	8/21/2025 2:02 AM
170	Aim at neatly retired individuals	8/21/2025 2:01 AM
171	Improve benefits for post service. The peace corps benefits are not the most competitive comparatively to other options. One thing people heavily consider is how is this experience going to benefit them beyond service. It's hard to sign up for two years across the sea, if you know that the minute you come back to the US, you will be struggling. And how can you make sure current volunteers are happy and will rave about their experiences when they get back? As you mention, the most effective people at gaining the attention of PC's target audience are PCVs. From our POV people can see the softer parts of PC experience that are harder to put into words or capture with a single flyer sent to an email. We can balance honesty about the tough parts with the unexpected joys and rewards you find along the way.	8/21/2025 1:55 AM
172	Start in elementary schools & high schools...find ways to start the dialog EARLY and build motivation to serve...focus on the BENEFITS of service to the volunteer (things you just cannot get any other way)...	8/21/2025 1:50 AM
173	PCV, RPCV and PCRV stories	8/21/2025 1:37 AM
174	Increase awareness through TikTok. Less ads saying catchphrases like "serve boldly" and more realistic portrayals of what service is like. Attract people that want the peace corps lifestyle	8/21/2025 1:36 AM

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175	Information booths at teacher conferences.	8/21/2025 1:35 AM
176	Increase the readjustment allowance	8/21/2025 1:31 AM
177	The medical clearance process is WAY too strict. Almost all volunteers in my cohort agree that this is the biggest barrier to recruitment. If PC is struggling to recruit volunteers, then it is not in a position to enforce overly strict standards and dismiss the few applicants who are interested. A second issue, particularly for younger volunteers, is the question of student loan forgiveness since this demographic faces particular financial challenges. Financial incentives should be stronger, whether that includes more generous post-service scholarships or a higher readjustment allowance to offset debts and opportunity costs.	8/21/2025 1:29 AM
178	From RPCVs to new trainees, they have spoken at length about the disappointment of so few travel days. If current members are unhappy, they will never highlight a positive image. Even for us who don't care about travel. Morale is down and if it's not addressed, the numbers may not revive quickly	8/21/2025 1:22 AM
179	Anything that involves the stories and experiences of RPCVs is most helpful for inspiring youth to apply	8/21/2025 1:14 AM
180	Honestly, I think just doing more. I know Peace Corps is at a lot of colleges already but not as many as it could be. Even just making career counselors and such aware of Peace Corps would be huge so that they can advise more people. Or focus in on the degree programs that most often do peace corps (education, IR, history, etc.) and reach out to those departments within universities rather than just having a booth at the general job fair.	8/21/2025 1:06 AM
181	Brand awareness. I think starting with high school and university language classes, social studies, economics, business courses, teacher education classes, as well as all the different subjects that align with the different sectors. Many students graduate from universities and have no idea what to do next. Peace corps opens up the whole world to them. As an older volunteer, I have a lot of respect for these young volunteers, the life skills they learn are invaluable, getting around in a foreign country in a foreign language, navigating the bus systems and solving the problems of daily living is the best experience anyone could ever have. let me know what else I can do for recruitment, I can talk all day about it.. I'm here to serve. Gary Hehemann Costa Rica...garyh1201@gmail.com	8/21/2025 12:47 AM
182	Actually explain what service will look like in a certain country! Service is kind of shrouded in mystery for a lot of potential Volunteers and shedding some light on what it is like would help greatly.	8/21/2025 12:46 AM
183	Increase social media presence as well as presenting at high schools, universities, and community colleges.	8/21/2025 12:34 AM
184	Increased presence on social media and college campuses	8/21/2025 12:12 AM
185	Showcasing the style of life you can live in other nations	8/21/2025 12:09 AM
186	Volunteers want to see more "Day-In-the-Life" videos of real situations volunteers encounter. Not only with media, but also with "instagram takeovers" and tik toks of volunteers who have been able to share their experiences. People learn more from these posts because they feel more real and less staged.	8/21/2025 12:04 AM
187	Build its credibility as a data-driven agency (currently its reputation is that of lacking hard data)	8/20/2025 11:59 PM
188	More tabling at colleges and advertisements	8/20/2025 11:57 PM
189	Do more fun videos with PCVs (like the gen z do) on social media like instagram reels and youtube shorts	8/20/2025 11:30 PM



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and tiktok. use trending audio and themes to increased views

190	Get out onto college campuses more. I went to Indiana University, which has an on-campus recruiter. I had more than a dozen classes in the building they work in, but never once saw anything about Peace Corps while I was there. College students are our key demographic, gotta advertise to them more	8/20/2025 11:19 PM
191	Social media is the new means of attracting younger/recently graduated individuals, this we should target, but we should also consider how to market to older audiences. Take PC Response recruitment into work places and bring these voices into the conversation when figuring out how to best target this demographic. I think bringing in RPCVs and giving them full range for where they can take recruitment efforts would go a long way. Love that this conversation is happening because the PC we market isn't the same as what we experience on the ground.	8/20/2025 11:14 PM
192	Helping people understand what peace corps actually is through showing real life situations and the self development that happens from it. Most people don't know what I actually do when I say I'm in the PC	8/20/2025 11:14 PM
193	Change social media requirements to allow more influencer type advertising in the side of volunteers. As of now, there are many restrictions and we must have CD approval for each video. I believe having more representatives do job fair like things at Universities would also be beneficial. I only had one come to my school and they only spoke to about 20 or so students in my one class.	8/20/2025 11:09 PM
194	Advertising on all social media platforms. Celebrity and/or professional athlete endorsement.	8/20/2025 11:04 PM
195	Focus on 1st Gen immigrants, grad and PhD / law and med school population. Also teachers lawyers librarians, engineers, and entrepreneurs. Stop focusing on just college students. Additional increase the benefits for PCVs especially when it comes to student loan forgiveness. Have one year count as two, as an example.	8/20/2025 11:04 PM
196	I don't see Peace Corps ads anymore, but only us old people watch TV anymore, and we aren't the target audience.	8/20/2025 10:36 PM
197	Partner with more universities - it seemed like the scope was surprisingly narrow for how long the organization has been around.	8/20/2025 10:33 PM
198	Instead of focusing on high school and college audiences only, maybe PC should consider reaching out to organizations such as Lions, Rotary Club, etc., for presentations. It may be helpful to reach a slightly more mature audience who already have volunteer and life experience. In addition, maybe add more mature recruiting staff.	8/20/2025 10:32 PM
199	The return benefits like the readjustment allowance. The US got crazy expensive over the last few years and unfortunately 10 grand just doesn't go very far. I know moneys always an issue and tight but taking 2 years off your career and making nothing in this economy is just not something most people can do right now.	8/20/2025 10:15 PM
200	I don't know what PC is currently doing. Talking to ethnic-based clubs on campuses may be useful.	8/20/2025 10:06 PM
201	Allow volunteers to add PC tagline or info in email. Incentivize RPCVs to give talks- have a portal where we can add info or where we did speak to give others information ideas and motivation	8/20/2025 10:02 PM
202	increase connection with RPCVs (2)Highlight the opportunity for cultural exchange and personal growth (3)More TV advertising, it shhould become a household name in the minds of younger generation.	8/20/2025 10:02 PM
203		8/20/2025 9:52 PM

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Focus more on introducing Peace Corps to high school students. This way, they can set a goal to join Peace Corps later on and know what the agency is/does.

204	It would be helpful to increase the readjustment allowance as a big concern for people when they end service is having enough money to re-settle and visit people they haven't seen in awhile.	8/20/2025 9:50 PM
205	I think the power of social media is #1 right now. PC needs to make its content appealing and sneak it in to people's algorithms.	8/20/2025 9:36 PM
206	Paying RPCVs to act as "influencers" within their communities and even online is a good idea	8/20/2025 9:31 PM
207	More varied social media strategies, promote blogs and articles from PCV's	8/20/2025 9:22 PM
208	Each post should have specific social media requirements. Ex. How often to post, format options to post in, what sites to post to etc. Many posts official social medias are severely lacking, I say this as someone who has worked in social media outreach before. Social media is the key way to reach people today, and many Peace corps posts are back in the 90s with how they're utilizing them. I specify peace corps posts and not the dc office because the most convincing thing to get people to volunteer will be authentic stories from people currently serving in the countries the potential applicant may be interested in.	8/20/2025 9:06 PM
209	Student loan forgiveness for national service, stronger recruitment/awareness campaigns at he's and other minority serving institutions	8/20/2025 9:00 PM
210	I think the prerequisite to have a Bachelors degree is likely closing the door on many excellent candidates for volunteers and, potentially, skewing the demographic of volunteers we are recruiting. It would be straightforward to offer (and screen) volunteer placements to people with vocational skills and jobs in a similar way that used to be done before degrees became more widespread and an easy (although not efficient) filter for organizations to use. By opening up acceptance criteria to include vocational experience, the Peace Corps would recruit a much wider demographic (including age demographic) and also people with needed skills in the countries we serve in. From what I know and see here in Timor-Leste, I think the JICA (Japan Overseas Cooperation Volunteers (JOCV)) volunteers have such a recruitment path where candidates with vocational skills, as apposed to degrees, are able to serve and contribute.	8/20/2025 8:59 PM
211	Teachers need to know about the one year response option. I'd say most don't. Also, to recruit teachers you need to pay attention to the dates. School schedules vary in the US but everyone is off by the 4th of July- so early July departure is best for response cohorts. If people can't make it work during a year off, nothing else matters.	8/20/2025 8:30 PM
212	It's a hard situation right now because post-covid there are many remote jobs that pay well and allow you to live anywhere you want. I would try to emphasize the benefits to choosing PC (i.e. health care coverage, access to scholarships and grants after service, higher chances of getting federal jobs, etc.)	8/20/2025 8:18 PM
213	My university (University of Washington) had Peace Corps desks at activity fairs at the beginning of the school year but that was the only place I heard about Peace Corps (officially). I'm not sure what else could be done to promote it on college campuses, but maybe if there had been more promotion outside of just the beginning of year activity fair.	8/20/2025 8:14 PM
214	Maybe more high-school presentations/ college booths (I saw nothing for PC in highschool/ college, yet plenty of millitary recruits	8/20/2025 7:57 PM
215	Peace Corps is one of the most unique experiences American citizens can have, in my opinion. I think it should be mandatory for all American citizens at a certain age to do some sort of service, whether domestic or international. It is a unique program in the world (even compared with similar	8/20/2025 7:43 PM



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programs from other countries) and it has the history and RPCVs to attest to that. I would talk to high schools.

216	Provide better post-service incentives, such as increasing the re-adjustment allowance to a more reasonable sum	8/20/2025 7:40 PM
217	Emphasize the personal growth aspect	8/20/2025 7:34 PM
218	This is a great start! Engaging RPCVs, especially who just completed their service is, in my opinion, is an excellent way to reach out to potential volunteers. Also, putting more effort into the Brand Ambassador program. I haven't seen any updates on this program lately, but think it's a great resource that's being underutilized. I'd be happy to speak more on these ideas if you're interested. Kayla.kawalec17@gmail.com. Thank you again for reaching out 😊	8/20/2025 7:23 PM
219	There is no recruitment in my area of Michigan - people don't even know it still exists. The local colleges would be perfect.	8/20/2025 7:23 PM
220	Just my situation. I felt like I had gone as far as I could go in my career by 45. I was desperate for growth and challenge. Also, cultural immersion was something I always loved. And service to others is part of my core. But the opportunities for growth and immense challenge is what really sold me on the Peace Corps. I'm not sure if there are others like me. FYI - I got both - challenge and growth! And extended. When I COS, I will start a new career for my next chapter!	8/20/2025 7:17 PM
221	I think increasing social media engagement is a great idea. Especially with a direct link to more information on serving. I also think recruitment strategies at universities is always a good option. Had I been more aware of it at my college, I may have joined sooner. At the end of the day though, I think a comprehensive approach to attract volunteers of all walks of life and experiences is best.	8/20/2025 7:17 PM
222	Focusing more on broadening horizons, learning a new language, experience cultures. Service and work is important, but the lessons learned and adventures taken are a better focus	8/20/2025 6:59 PM
223	It is doing what it can do	8/20/2025 6:55 PM
224	It seems recruitment is much higher in western/northern states so maybe increase presence in the south especially colleges with huge ag programs.	8/20/2025 6:41 PM
225	👤	8/20/2025 6:40 PM
226	Make an official TikTok and stay up to date with current trends. Look into some of the more successful marketing strategies. A lot of Gen Z/Gen Alpha haven't ever heard of PC and TikTok is a great way to reach them.	8/20/2025 6:05 PM
227	TikTok or just more engaging marketing in general would be huge. Not on a specific country page but on PC nations page for a broader reach. People wanna hear from those that have done service or are currently doing it. And you can market each platform differently. TikTok would be the biggest impact I think because all young people are on there and if you post something entertaining enough to get a watch they will then be curious what the organization is and want to learn more.	8/20/2025 6:03 PM
228	I think Peace Corps is missing a huge opportunity by focusing the majority of recruiting efforts on recent college graduates and 20 somethings. Many people are retiring early, or they are in a transition period in their life, and they want an adventure and the opportunity to make a difference. They have skills and maturity, but the Peace Corps is not recruiting these people, and the current policies are not geared towards mature adults. If you want diversity, and you want to increase recruitment, this is an untapped	8/20/2025 5:44 PM

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demographic, but major changes to the program would need to occur for the Peace Corps to successfully recruit from this population.

229	more retirees	Recruit	8/20/2025 5:41 PM
230	the way to go.	I think TikTok is	8/20/2025 5:35 PM
231	within different backgrounds, cultures. Recruit in disadvantaged, underprivileged, Communities	Reach out for people	8/20/2025 5:25 PM
232	I know small liberal arts schools are dying but connecting with them will connect with the right personality for Peace Corps. The guidance counselors also have a more personal relationship with the students.		8/20/2025 5:19 PM
233	With the uncertainty of the world right now I think a lot of people are looking for a sense of direction/stability. Maybe focusing on the more personal/self-focused benefits would be helpful. Influencers is a big opportunity as people continue to turn to individuals for their worldly information and opinions		8/20/2025 5:15 PM
234	The first order of action should be to improve/update the benefits RPCVs receive- better student loan support/forgiveness, and increase the coverage of Coverdell to more relevant graduate programs.		8/20/2025 5:11 PM
235	Actively work to connect RPCVs with potential Third Goal presentation opportunities in their communities.		8/20/2025 5:10 PM
236	Focus on service as a professional development activity just like any other job, post it on job boards like a Job as well		8/20/2025 5:01 PM
237	Better organic social advertising. PCHQ ad materials are so sterile.		8/20/2025 4:53 PM
238	Promote PCs origins and traditional heritage. Don't go glitzy.		8/20/2025 4:53 PM
239	Promote the benefits of service both during service and after		8/20/2025 4:45 PM
240	Be responsive to applicants.		8/20/2025 4:40 PM
241	Interview RPCVs or even famous RPVCs to share about their experience		8/20/2025 4:39 PM
242	I think presenting more fun, volunteer stories through social media is a great way to start. I remember during the application process, I was scouring YouTube for content about the day in the life of a PCV and imagining my own service. I think being able to see that takes some of the fear/hesitation out of applying.		8/20/2025 4:37 PM
243	It should try to become more culturally relevant by depicting Peace Corps service in movies, shows, and podcasts.		8/20/2025 4:35 PM
244	Vetting and/or replacement of current recruiters with newer RPCV's		8/20/2025 4:29 PM
245	The best way to get someone to join is if someone you trust and want to emulate recommends the experience or themselves participated. There is a lot of connection to influencers and aesthetics among youth. I think advertising Peace Corps as an aspirational lifestyle or even using something like the "girlboss" narrative could be beneficial as well		8/20/2025 4:19 PM
246	Less stringent on mental health requirements, PC is leaving a lot of interested people on the table. Gen Z/ Gen Alpha have more diagnosed mental health issues than any other generation, PC needs to reevaluate if 1/4 or a 1/3 of an entire generation are disqualified		8/20/2025 4:16 PM
247			8/20/2025 4:15 PM

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I think targeted approaches with customized messaging. To rural kids, it's their chance to explore the world, learn another language, have this amazing experience. For public health students, it's a chance to get field experience that you can take to further jobs and grad school. Get on school newsletters, get the word out about Response as a chance to maximize impact with your expertise or as a chance to do Peace Corps which many people had always wanted to do.

248	Emphasize aspects of Peace Corps service that involve cultural immersion. The new generation is very interested in traveling and love experiencing the world. I think a lot more people would be interested in service if they knew more about the cultural aspects that are involved in service. Also taking time to draw on the adventure of a lifetime aspect would be a good draw to new audiences because this new generation is very interested in having new experiences and seeing the world. Making Peace Corps have a fun, fresh relevant face would absolutely help boost interest.	8/20/2025 4:15 PM
249	I am a Peace Corps Response volunteer. 12 years ago I was accepted to work in Cameroon as a 2-year volunteer. I decided against this, due to the rigid Peace Corps rules, questionable living situations (uncertain at the time and nobody could provide me with any clarity on what my living arrangements would be like), and extremely minimal reimbursement. 12 years later, I was working in a corporate environment yearning for something different. I stumbled upon the Peace Corps Response. Better pay, specific assignments, known living arrangements, higher salary, and REAL vacation time. If the 2-year program can include some aspects of the Response track, I think you could attract more people. For one, the 2-year program needs to get rid of the ridiculous rule about days out of community (OOC) counting toward vacation time. This feels like indentured servitude. People are VOLUNTEERING their time, with little pay. I understand there are safety concerns with people traveling, etc., but let's also recognize - these are adults. As long as they are following the rules, and reporting their whereabouts, the rigidity of the program can be lessened. Also, to attract more diverse candidates the Coverdells program should be more robust. For example, I don't see many online programs. There should be more full scholarships offered. There should be more options for people to pursue degrees in other much needed fields such as Mental Health Counseling. The medical and legal clearance process is a mess. I was unable to go on my first Peace Corps Response assignment because my recruiter failed to tell me I was missing a KEY document needed for my legal clearance. I have many other issues that occurred during my recruitment. Happy to elaborate upon these. Definitely deterred me from wanting to join, but ultimately glad I decided to go for it. People put their lives on hold for the opportunity to give THEIR time to serve. Peace Corps acts like they're doing us a favor, but we are the ones doing them the favor. They need to start acting like it and treating potential volunteers with more decency and respect.	8/20/2025 4:12 PM
250	Hire more Gen Zers to run your social medias (ideally, Gen Zers who are RPCVs). They'll create content that feels more digestible and relatable to fellow Gen Zers. I like the PC Instagram, but I think if it had a more modern, Gen Z style, ending with what you mentioned, "Interested? Visit <a href="https://peacecorps.gov">peacecorps.gov</a> " the Gen Z recruitment numbers would go up	8/20/2025 4:11 PM
251	Promote with PCV influencers	8/20/2025 4:11 PM
252	A return to a more basic concept of the Peace Corps: "One village, one volunteer". Reaching out especially to the numerous available potential older volunteers. Revising the current medical screening process to a more friendly and less adversarial process.	8/20/2025 4:07 PM
253	Update the image	8/20/2025 3:58 PM
254	the recruitment process is verrrrry lengthy and consuming. I am an organized person who WANTED it yet it still felt exhausting.	8/20/2025 3:52 PM
255	Anything honestly. I thing many people today are not familiar with the PC. I don't think I ever came across any promotion of PC, it was me who initiated finding more information because I had it in the back of my mind for 35 years after having read a few books by a PCV in college.	8/20/2025 3:51 PM
256	Continue advertisement,	8/20/2025 3:46 PM

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there has been lots of worry about Peace Corps getting shut down under the current administration and less interest due to all of those who were turned away during COVID as well as after when many evacuees were sent back. The way I see it, the younger generation that wanted to serve shortly after COVID began are now established in their careers and it is difficult to leave, and those of the current younger generation may not know Peace Corps is an option still, or had anxiety in applying due to uncertainty about the organizations continuation while being investigated by DOGE

257	People in Gen Z feel increasingly technology dependent and anxious. Marketing Peace Corps as a means for returning back to us our humanity could be powerfully motivating.	8/20/2025 3:45 PM
258	More online advertisement through social media that isn't dated	8/20/2025 3:44 PM
259	I think in person presentations at high schools and colleges is most important. The more personal, in-person talks make all the difference!	8/20/2025 3:43 PM
260	Let people know we're still here	8/20/2025 3:38 PM
261	(1) Provide a supplemental stipend to current PCVs who are posting content on social media with PC recruitment tags, etc. (2) Give every PCV more branded items (shirts, hats, toe bags, etc.) when they leave for country and they come home. They will 100% wear it in public proudly. Not giving PCVs more branded gear free or at a discount has been a huge oversight, considering PCVs rarely have the means to purchase multiple items themselves during or after their service. PCVs in the Gambia are making our own shirts with our own stipend money because volunteers want something to wear during service and when they come home. (3) Make an annual design competition that incentivizes PCVs with artistic talent to design branded items both within the traditional brand and with more flare/uniqueness. The brand will only go so far with the younger generation, who are constantly seeking items that feel exciting and not so formal. (4) Given the job market, would it be possible to advertise PC in search engines when people search for things like "how to apply for unemployment"? A lot of very qualified and motivated people are looking for purpose and a new direction, which Peace Corps can capitalize on.	8/20/2025 3:36 PM
262	I think there is much wasted potential on emphasizing the adventurous aspects of Peace Corps. I think going back to giving Peace Corps a harder, tougher image would increase recruitment.	8/20/2025 3:33 PM
263	Fun youtube videos by volunteers. The current media is very basic and not always very engaging.	8/20/2025 3:33 PM
264	Emphasize that the re-adjustment allowance makes PC service a sound financial move. Compared to an out-of-college youngster who takes a job for \$40k and spends \$36k on costs of living (and saves \$8k in two years), PC is a better investment. Thinking more about recruiting mid- and late-career applicants, I think you might find a way to peddle Peace Corps as the perfect way to slide into retirement. In my cohort were two couples in their 60s, and both of us agreed that PC was a bridge to retirement. But note this: both couples were two-time PCVs, and we all joined already knowing about it. So the message makes sense, and you just need to find the most effective medium for getting it out to more people. (Not, I hope, AARP.) You're asking here about recruitment, which I assume means getting more people to apply. You're aware (I'm sure) about the attrition that follows. But that isn't your issue here. I'd say to tweak or even drop Response. Six, or 9 months isn't time enough to accomplish serious work, and the way PCRVs are promoted as better than regular PCVs is discouraging and annoying. I'd suggest that the short-term service option be offered to marginally qualified applicants. They can do Goals #2 and #3. But serious development work (Goal #1) requires serious people and lots of time.	8/20/2025 3:33 PM
265	It needs to have a bigger presence in popular culture. I think there has only ever been one movie with Peace Corps volunteers in it.	8/20/2025 3:32 PM
266	Advocate for better benefits for RPCVs, \$10,000 for two years of service feels like an insult.	8/20/2025 3:27 PM

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267	lower the amount of time it takes to be in the peace corps or probably accept non-college grads	8/20/2025 3:27 PM
268	Provide more post service benefits- the Coverdell fellowship, is still not guaranteed. In many cases you have to apply and only 1-2 slots are available per year for all RPCV who has ever served. (Can be a 10% acceptance rate) Or maybe help with trade school, any kind of post service benefits that can help prospective volunteers feel more enticed to volunteer for 2 years if they feel more secure about post service options.	8/20/2025 3:25 PM
269	Higher budget for volunteer pay. Emphasize that volunteers will get the chance to travel and see the world without paying for it themselves. Emphasize that they will be taught a language and valuable skills for free. Showcase the most interesting parts of the culture and cuisine in the more desirable PC countries.	8/20/2025 3:24 PM
270	Peace Corpse needs to continue looking at ways to increase financial incentives for volunteers. Some of the increase trials in countries with low numbers is a great start but there is more still to be done. Also having just one year of NCE during a time where there is a national federal hiring freeze means that incentive means nothing right now and not even extending it at that. Again this coincidences with my earlier point about not taking care of RPCVs. RPCVs will be the biggest recruiting tool Peace Corps can tap in with going forward into this next generation. Continue to be innovative and think outside the box. But at the end of the day word of mouth still will always means more.	8/20/2025 3:24 PM
271	Emphasize the importance of international experience. Partner with private companies, show the tangible benefits for employment.	8/20/2025 3:22 PM
272	Visit and recruit at more colleges, I never saw any information about Peace Corps at my university and there were probably more that would be interested but don't know about it.	8/20/2025 3:20 PM
273	Have a credible program that RPCVs will be proud to talk about with folks at home. Do not ignore the responsibility to address problems including (but not limited to) misleading or inaccurate project descriptions, dysfunction around clearance, inadequate training, poor vetting of sites and/or host families, high early termination rates. Many PCVs (including this one!) want to be effective brand ambassadors for Peace Corps. Does Peace Corps do what it should to deserve our endorsement??	8/20/2025 3:20 PM
274	More recruitment strategies in secondary education.	8/20/2025 3:17 PM
275	Advocate and promote PC services in college majors that are within or adjacent to PC programs. Hype up the career and higher degree boots that come with serving in PC. Capitalize on the fact that many PCVs use PC service as a gap in education and promote it as a good choice for gap years	8/20/2025 3:15 PM
276	Increase social media presence	8/20/2025 3:15 PM
277	When peace corps was first recommended to me, I had no idea what peace core was. Additionally, almost all of my family and friends also had never heard of peace corps before. Recruitment needs to be more present in college campuses.	8/20/2025 3:13 PM
278	People need an actual incentive to give up two years of their lives to move to another country, be separated from loved ones, AND have zero income. The current benefits are simply not persuasive enough, especially given the current economic situation. This makes volunteering only really available to a certain socioeconomic class, because no one else can afford it. Volunteers oftentimes feel like there is not actually any purpose to their service outside of personal growth and cultural exchange, which are well and good, but some	8/20/2025 3:13 PM

## PCV Survey

people are looking to do real work. Peace Corps has the potential to be a waste of time for those who maybe want more tangible professional development. Finally, it's not the 1960s. Given the criminal record of the United States government over the past century (especially our ongoing support and facilitation of a genocide), I'm not personally in the mood to be the posterchild for America. I just want to do a job where I'm actually helping people.

279	College career fairs	8/20/2025 3:12 PM
280	The Peace Corps should maybe collaborate more with language and linguistics professors across universities in the U.S. because I think a lot of prospective volunteers would be ones who take language classes.	8/20/2025 3:11 PM
281	Getting involved in high schools (rather than only colleges alone). It helps to plant the seed a bit earlier in life as well, and comes at a time that may open up high schoolers worlds from just the "bubble" that is their home town. A pay off that would take a few years to see (once they've graduated college). But it would be worth it. For many people, peace corps isn't just a quick decision, having years in advance of knowing about it could help more people take that final step to apply	8/20/2025 3:11 PM
282	Recruit outside of just universities	8/20/2025 3:10 PM
283	I think having more stories of real volunteer experiences or content that interested applicants can see to be able to visualize what life is like abroad serving as a Peace Corps Volunteer. Before applying I really had no idea what to expect from service even after searching on Youtube and on TikTok.	8/20/2025 3:08 PM
284	I'm a peace corps response volunteer, so I don't think my experience is common or relatable to entry level fresh out of undergrad volunteers. As more and more single, child free millennial and zillennial age people take mini retirements to pivot or a break from their careers, I think PCR can be more of interest to those groups. Yall are very active on LinkedIn I like that.	8/20/2025 3:04 PM
285	More videos of current PCVs showing a realistic view of applying, PST, first few months at site, actual projects, actual struggles, actual impacts, and returning home. Better acknowledgement about the changing times in politics and addressing fear that the program will be canceled by the current administration. Offering more substantial benefits after serving, similar to military benefits like health care, options for specific jobs only RPCVs can apply for, have the current administration stop cutting potential job opportunities, etc.	8/20/2025 3:04 PM
286	The Australian volunteers (AVI) and New Zealand (VSA) volunteers that I associate with seem to have much more of a mix of age ranges among their volunteers. Peace Corps has positioned itself as a recent graduates of a university you can go out and change the world (especially if you can't find a real job). Both of the organizations that I mentioned have positioned themselves as "use your life experiences to volunteer and support local development and make a difference." This messaging is what got me first interested in Peace Corps and also led me to apply in my mid-50s.	8/20/2025 3:03 PM
287	Peace Corps should market to mid-career, job transition populations. In addition, we should increase the readjustment allowance.	8/20/2025 3:03 PM
288	I think a lot of people who join PC are looking to test out what living abroad is like. PC could market to people who want to move abroad.	8/20/2025 3:02 PM
289	It should advertise on instagram and tiktok	8/20/2025 2:58 PM
290	More high school / college presentations	8/20/2025 2:57 PM
291	Try to increase its presence. Most Americans dont know it anymore	8/20/2025 2:54 PM



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292	Authentic PCV experiences from the current PCV itself. Elaborate more on post service benefits/opportunities... many pcv's are out of college and have not formally entered the workforce until after service is over. Make clear the real mission of the peace corps abroad.		8/20/2025 2:52 PM
293		Promotional campaign using social media.	8/20/2025 2:52 PM
294	Peace Corps needs to be transparent about key aspects of service—especially housing conditions, the true value of the monthly stipend, and what safety and security actually look like on the ground. These are the top three concerns that ultimately discouraged several friends of mine from completing their applications.	The	8/20/2025 2:51 PM
295		Pair with more celebrities to spread the word and share their experience on service.	8/20/2025 2:49 PM
296		Go to smaller, liberal arts colleges. No one ever came to my school (Washington and Lee) while I was a student	8/20/2025 2:49 PM
297		I think it would be helpful to show more realistic "day in the life" videos or house tours, not just with people that live in the nicest sites/homes closest to the capital city.	8/20/2025 2:48 PM
298		Improve the application process and specifically the medical clearance. The medical clearance process is well known to be unreasonable, convoluted, and slow. The medical staff seems to focus in on minor and often unimportant concerns which are unlikely to have any bearing on service (I'm happy to give you examples (personal and also a friends). This process often excludes potential volunteers and probably lowers recruitment.	8/20/2025 2:47 PM
299		Reaching out to currently serving PCVs is a great start. Communicate in the manner of social media. Recruit charismatic, engaging PCVs whose job is not just to serve but to also create engaging content with local counterparts that is not "savior" oriented and is marketed towards an American and local audience. The vlogs should feel like the popular content on YouTube. You should not expect that any PCV is capable of producing quality vlogs so be very strategic in choosing PCVs who are social media savvy and DIVERSE.	8/20/2025 2:46 PM
300		Increase presence on community college campuses to broaden the potential volunteer pool. Also, arrange for a more professional documentation of a volunteer's service to give a more accurate sense of what service entails. Get a documentary-style video following a successful volunteer back to their village and subtitle it in English and the local language. Follow them for a week and boil it down to maybe 30 minutes. Interview people in the village. Go see what projects the volunteer has worked on. Interview the volunteer candidly about their struggles but how they overcame to integrate and enjoy being a part of the host community. It should be a piece of media that people would enjoy consuming regardless of weather or not it is trying to pitch the idea of service to others (which it is, just not as the primary concern of making the video). Yes, it is a lot of effort, but the result will bring a lot of benefits to people thinking about joining. Before serving in The Gambia, I watched Cambell Martin's YouTube channel and it helped show me what life could be like. Especially in West Africa, there is very little online on what life looks like in rural communities there, and it is hard to commit two years of service to such an unknown for a lot of people.	8/20/2025 2:45 PM
301		Make the medical process easier and more efficient, have "PCV pen pals" for trainees to help guide them through the process of applying/packing/doubts, etc.	8/20/2025 2:45 PM
302		Engage in person with potential candidates (e.g. college fairs, service clubs). I may be a little more old school, but I feel like in person events, compared to online engagement, creates a more lasting impact. It is important to consider people may be over two years away from applying. I learned about PC in college from someone in person, then applied 10 years later!	8/20/2025 2:44 PM
303		Giving older volunteers practical advice on how to arrange their lives do they can leave for two years	8/20/2025 2:44 PM

# PCV Survey

304	Focus more on older volunteers. Increase awareness of PC and it's mission with younger volunteers	8/20/2025 2:43 PM
305	Give more incentives during and post service. The 10,000 readjustment allowance does not keep up the current inflation and prices in the US. With NCE being effectively useless in the us now it would be nice for there to be an alternative or similar program. Many pcvs I know joined pc in lieu of grad school to further their job opportunities.	8/20/2025 2:41 PM
306	I think more of a social media presence. I personally don't use social media but I do believe it is very applicable when promoting to my generation.	8/20/2025 2:41 PM
307	I really think social media is huge especially these day-making tik toks. I also feel like the social media is too focused on the volunteer and should be more focused on community members, the actually work they are doing and how it is impacting the communitiy members. Would be great to here from people that work with Peace Corps Volunteers on their take on everything. Talking about it in universities, and other schools are also really huge and impactful. I think the peace corps prep programs are a great way to get people involved and excited. Also even promoting the benefits of joining peace corps.	8/20/2025 2:41 PM
308	definitely market to people who want to a gap year or something akin but don't want to stagnate.... people who want to move onto the next chapter but not just stick it through academia or their job cycling because thats what they know. People who want to take the leap.	8/20/2025 2:39 PM
309	Gen Z is wary of white saviorism and uninformed voluntourism. I would shift marketing content away from "making a difference" and toward the unique opportunity Peace Corps service presents to fully immerse yourself in a new culture, build authentic cross-cultural friendships, and be a part of a movement that strengthens authentic relationships between everyday Americans (PCVs) and everyday HCNs.	8/20/2025 2:39 PM
310	Make the medical clearance process more transparent and easier overall. So, so many potential volunteers are lost because of that process.	8/20/2025 2:35 PM
311	making it an elite job again -- lowering standards is not the way to increase numbers. there were wide spread ad campaigns in the past that made everyone want to do it, but only the committed actually did it. it was and still is a very well-respected job but peace corps isn't advertising it properly. also could make better partnerships with coverdell	8/20/2025 2:34 PM
312	Peace Corps should highlight how much of a resume builder this is for volunteers and also, emphasize just how important it is that members who join Peace Corps do not get to leave. It is not a vacation.	8/20/2025 2:33 PM
313	Increase presence at colleges	8/20/2025 2:28 PM
314	Why should numbers be the same as they were pre-COVID?	8/20/2025 2:27 PM
315	You know what college majors you're looking for, present to these majors in their junior year so they can have this as a plan before they have to start applying for grad school and what not. My major only had a recruiter present to us because my RPCV professor wanted him to present, it was rushed but it worked on me. Environmental science, biology, climate studies these are the people you need to target when they're still making life choices and don't want to jump straight to a 9-5. There were maybe 5 people total in the 5 months leading up to leaving for service that actually knew what peace corps was, maybe heavier on advertising that's not boring or just words, more videos that are not edited by volunteers, edited by a professional that make you WANT to join. Not a grainy low quality video of a day in the life.	8/20/2025 2:26 PM
316	Increase stipend in each country to allow for enjoyment as well as service.	8/20/2025 2:24 PM
317	Go	8/20/2025 2:24 PM



## PCV Survey

to engineering jobs fairs. Have more in person presentations at colleges and high schools. I did not even know the Peace Corps existed until Junior year of college. Go to Boulder City High School if you can.

318	Emphasize post	8/20/2025 2:23 PM
	service benefits: Cover Dell, NCE, NPCA career fairs, etc.	
319		8/20/2025 2:22 PM
	Give a realistic picture for each post. Offer a picture of the housing, day in the life videos, opportunities for potential recruits to interact with current volunteers.	
320	The application process is too cumbersome. For PCR crafting stories for college alumni quarterly magazines, create more couple assignments.	8/20/2025 2:21 PM
321		8/20/2025 2:21 PM
	Offering better benefits to PCVs, such as student loan forgiveness, increasing the readjustment allowance to keep up with inflation, and expanding the Coverdell Fellowship program. In my experience there are many young people who would like to join the Peace Corps but cannot for financial reasons. Offering these kinds of benefits would make it a more feasible option.	
322		8/20/2025 2:21 PM
	Be more present on college campuses, contextualize the benefits (nce and coverdell don't mean anything outside of peace corps), advertise the readjustment allowance but also increase it, clarify how you can apply to serve (serving where you are needed most is not the same as the peace corps sending you a country with no choice in the matter), get rid of the stigma that you won't get in, especially because of medical clearance (and please do this by actually addressing the problems in that), offer more support VIDEOS on the website (ie volunteers talking about each step of the process from recruitment to RPCV support, make them short and informative), provide more through packing lists for each country, offer more resources on the website to learn about the country they could be going to (great way to involve PCVs and hype up true countries). They don't want to see volunteers sweating in a field, they want to see volunteers eating pupusas on a mountain, more stories about how 2 years really doesn't feel like that long, more testimonial how peace corps has changed their career outlook for the better.	
323	Everyone I talked to before I left said "I always wanted to do that but never did". I think that answering that dilemma or at least posing the question to potential recruits about why they wouldn't do it could increase applicants.	8/20/2025 2:18 PM
324	Increase the readjustment allowance Make sure people know about student loan deferments- that was a big reason I heard of why people were not interested in joining	8/20/2025 2:18 PM
325	Easier medical clearance. I believe a lot of people know how difficult the medical clearance process is and decide to not apply at all.	8/20/2025 2:16 PM
326		8/20/2025 2:14 PM
	Just be honest. Things were told to me during training that just wasn't true (i found out later in mybsevice) or things did not happen. And please encourage people talking to PCMO if they feel like they need some mental help. It's a very scary thing to bring up to PC because it isn't accepted very well.	
327	If I'd have known about Peace Corps in high school or college I would not have waited until age 63 to give it a try. Plant the seeds early.	8/20/2025 2:13 PM
328	Change service to one year.	8/20/2025 2:12 PM
329	Improve efficiencies in the medical and legal clearance process. Invitees need to know at least 90 days before Staging so that they can adjust their plans if they don't pass clearance. Unrrlated to recruitment, but importsnt for overall success in the prpgram which affects PCV's during service is thst sites need to know if they are likely to get a volunteer before obtaining housing and other resources only to learn that they may not get a volunteer. The same goes for potential host families who must make renovations and other arrangements for housing trainees during PST.	8/20/2025 2:12 PM

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330	The incentives to serve are low financially. There's a lot of issues surrounding the current administration that makes things feel unstable. Peace corps reputations has waned. Gen Z is very self centered so maybe messaging around that.	8/20/2025 2:11 PM
331	Billboards, TV ads, radio ads, etc.	8/20/2025 2:11 PM
332	Make it seem more accessible. The job descriptions posted in the website seem like the ability to be a volunteer in very limited. Also release and advertise the movie "A Towering Task"	8/20/2025 2:10 PM
333	Increased responsiveness	8/20/2025 2:09 PM
334	Make medical clearance process less miserable and find ways to reach out to older people who may not know they can do peace corps. CERT (FEMA associated community emergency response teams) groups might be one potential place to present.	8/20/2025 2:09 PM
335	Utilize social media more, talk to more high school students, YouTube advertisements, and job fairs are always good	8/20/2025 2:09 PM
336	Hi Tim, First, I think it may be worth reconsidering how Peace Corps presents volunteer life on social media. Highlighting only those with exceptional housing or ideal placements can create unrealistic expectations. When incoming volunteers arrive and find their circumstances very different, it can lead to disappointment and sometimes early termination. A more balanced representation might better prepare people for the realities of service. Second, I believe the clearance process could be made more efficient. It can be challenging for trainees to put their lives on hold in the U.S. when medical and legal clearances are finalized so close to departure. Having these determinations at least a month before service would give prospective volunteers more certainty and allow them to plan accordingly. Lastly, we as volunteers are taking time away from our American lives because we want to help people/countries who are in need. We have that perspective, while sometimes staff does not have the same passion as us and it gets frustrating. So, when we get home and talk on reddit or social media we talk about how these countries (local partners) and PC staff are not as passionate as us and sometimes see us as a burden. It makes it very difficult to recruit. We are going to believe former volunteers way more than any website or social media. Thank you for considering this feedback, and I wish you continued success in your role. Best regards, Bradley	8/20/2025 2:08 PM
337	Market specifically to the over 50 crowd. Right now it feels somewhat like "you can come too."	8/20/2025 2:08 PM
338	Short form videos, demystifying the process, PCHQ sponsored peace corps cribs. The application process dissuades so many people so make the end product of service seem very desirable. Highlight prominent RPCVs who aren't politicians	8/20/2025 2:08 PM
339	People don't know what it is. If they knew more about it maybe more people would apply	8/20/2025 2:07 PM
340	I think it is super important to have more of a presence at colleges. My campus had a recruiter and events but they weren't very well known.	8/20/2025 2:07 PM
341	Recruit youth involved in high school/college/community organizations (4-H, FFA, Scouts, etc.). These individuals already have a proven interest in their communities and volunteer work and have already developed skills that PCVs need.	8/20/2025 2:06 PM
342	More assurance that the Peace Corps is safe from whatever wild decisions the current administration is making. I know a handful of people who are interested in serving, but don't want to go through the application process / move across the world only to be sent home after a few weeks if Peace Corps gets cut like AmeriCorps and USAID	8/20/2025 2:06 PM

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343	allowances for all posts to make the economic risk of joining Peace Corps worth it, and to recruit people from lower-income backgrounds as well. And, end the genocide in Gaza that the US government is supporting!	Increase readjustment	8/20/2025 2:05 PM
344	More volunteer content!! This authentic content is to compelling!		8/20/2025 2:05 PM
345	Possibly more presence at college career fairs.		8/20/2025 2:04 PM
346	Marketing the organization as a whole. I never saw anything about it and didn't know it existed a few years ago		8/20/2025 2:04 PM
347	to be a focused on encouraging and supporting PCVs abroad to share their story and in creative ways. Very few PCVs are sharing on social. Create a social toolkit and ways that help train and encourage people to post. There also needs to be a greater focus on the cultural experience. Most people understand you're volunteering but a big selling point is living the culture where you're serving.	There needs	8/20/2025 2:03 PM
348	a real fear that Peace Corps will not survive intact due to the policies of the current administration. I know of many who are unwilling to risk their current life trajectories, because of the instability introduced this year.	I think there is	8/20/2025 2:03 PM
349	Not sure		8/20/2025 2:02 PM
350	readjustment allowance/better benefits	Increased	8/20/2025 2:02 PM
351	Job fair presence at colleges, higher visibility in media/advertising that targets teenagers.		8/20/2025 2:01 PM
352	universities	Working more closely with colleges and	8/20/2025 2:01 PM
353	have volunteers come away with 20,000\$ instead of 10,000\$ for all posts.	Increase return allowance. Once two years are complete	8/20/2025 2:01 PM
354	Everything they can		8/20/2025 2:01 PM
355	readjustment allowance & helping more with career transition (especially to public sector!)	Increasing the	8/20/2025 2:00 PM
356	volunteers hail	Target the target audience — schools from which many	8/20/2025 1:59 PM