

AREAS OF FOCUS POLICY STATEMENTS

The Rotary Foundation strives to process grants efficiently and ensure the quality of grant-funded projects. In each policy statement, you'll find lists of eligible and ineligible activities, including examples of the types of projects that Rotary clubs and districts have successfully implemented. All grant requests must comply with the policy statement related to their intended area of focus. Project planning is the responsibility of the host club or district.

Environmental Projects 🔊

Most areas of focus include projects designed to protect the environment. Look for the *I* to find projects with an environmental focus.

PEACEBUILDING AND CONFLICT PREVENTION

Rotary supports training, education, and practices related to peacebuilding and conflict prevention through initiatives that help transform¹ conflict in our communities and around the world.

Area of Focus Statement of Purpose and Goals

TRF enables Rotarians to advance peacebuilding and prevent conflict by:

- 1. Enhancing the capacity of individuals and communities to transform conflict and build peace
- 2. Training community members in peace education, peace leadership, and conflict prevention and resolution
- 3. Providing services that help integrate vulnerable populations into society
- 4. Improving dialogue and community relations to determine how best to manage natural resources
- 5. Funding graduate scholarships for career-minded professionals related to peacebuilding and conflict prevention

¹ Conflict transformation involves identifying and working with the underlying conditions, relationships, and social structures that give rise to conflict. Through this process, one moves beyond conflict resolution or management to change the environment that has led to conflict. This focus on transformation helps ensure sustainable peace.

Parameters for Eligibility

TRF considers the following activities to be within the scope of the peacebuilding and conflict prevention area of focus:

- 1. Group activities including workshops, trainings, and other programs that support peace leadership and education, Positive Peace,² community integration of vulnerable populations, facilitated dialogue, communication, and conflict prevention and transformation
- 2. Education for youth on constructive ways to prevent, manage, and transform conflict, including after-school or community-based programming with robust peacebuilding and conflict-diversion activities
- 3. Training programs or campaigns to address conflict, or the risk of conflict, related to the use and management of natural resources *s*
- 4. Legal, psychological, social, and rehabilitative services that help integrate vulnerable populations into society, including at-risk youth, refugees, trafficked people, and others affected by conflict or violence

TRF considers the following activities to be outside the scope of the peacebuilding and conflict prevention area of focus and not eligible for global grant funding:

- 1. Peace conferences in which Rotarians are the primary participants
- 2. Programs with a sole focus on music, sports, or extracurricular activities. Programs must have robust peacebuilding and conflict-diversion aspects to receive global grant funding.
- 3. Enrollment at a Rotary Peace Center partner university in the same, or similar, academic program as those pursued by Rotary Peace Fellows

Elements of Successful Humanitarian Projects and Vocational Training Teams

Peacebuilding and conflict prevention global grants are:

- 1. Sustainable Communities can continue to make progress in peacebuilding and conflict prevention after the Rotary clubs or districts complete their work.
- Measurable Sponsors need to set targets and identify measurements to track project outcomes. Standard measures for peacebuilding and conflict prevention are listed in the <u>Global Grant</u> <u>Monitoring and Evaluation Plan Supplement</u>.
- 3. Community driven Projects meet the needs identified by the host community.

Elements of Successful Scholarships

Global grants support graduate-level scholarships for professionals interested in pursuing careers in

² Rotary has a strategic partnership with the Institute for Economics and Peace to help address the underlying causes of conflict and create conditions that foster peace. <u>Learn more</u> about our work in Positive Peace.

peacebuilding and conflict prevention. TRF considers the following when evaluating global grant scholarship applications:

- 1. The applicant's previous professional experience in peacebuilding and conflict prevention, including work or research with nongovernmental organizations, governmental agencies, or international associations
- 2. The academic program's alignment with peacebuilding and conflict prevention
 - a. Preferred academic programs include conflict prevention and resolution, peace and justice studies, social entrepreneurship related to peace, security studies, international relations, and other degrees with a specialization in peace and conflict, such as human rights law.
 - b. Programs that focus directly on peace and conflict issues and outcomes will be considered favorably.
 - c. Programs that will not be considered favorably include those related to general international relations with no emphasis on peacebuilding, conflict transformation, or conflict prevention and resolution, as well as other general social development degrees.
- 3. The applicant's career plans as they relate to peace and conflict transformation, prevention, and resolution

DISEASE PREVENTION AND TREATMENT

Rotary supports activities that reduce the causes and effects of disease. Projects strengthen the health care system³ by improving access to and expanding medical services, providing medical equipment, or training health care personnel.

Area of Focus Statement of Purpose and Goals

TRF enables Rotarians to prevent and treat disease and support health by:

- 1. Improving the capacity of local health care professionals
- 2. Promoting disease prevention and treatment programs that limit the spread of communicable diseases and reduce the incidence and effect of noncommunicable diseases
- 3. Strengthening health care systems
- 4. Providing clinical treatment and rehabilitation for physical disabilities
- 5. Funding graduate scholarships for career-minded professionals related to disease prevention and treatment

Parameters for Eligibility

TRF considers the following activities to be within the scope of the disease prevention and treatment area of focus:

Prevention and Control of Communicable Diseases

- 1. Disease testing through projects such as health fairs, provided they include counseling and referrals or help admit patients for treatment
- 2. Educating community members and health care professionals about intervention strategies for preventing disease transmission
- 3. Providing equipment specifically to offer health care services to remote populations that lack access to the local primary care system
- 4. Supplying medical equipment to health care facilities. Equipment must meet current technology standards and satisfy environmental criteria for power, water, and air quality. Grant sponsors must provide proof of ownership and operational and maintenance plans, including documentation showing that personnel have received training on equipment operation and maintenance, or a training plan that ensures compliance with these requirements.
- 5. Providing surveillance systems, along with training, to track and monitor the diagnosis and treatment of disease
- 6. Treating communicable diseases through an approach that also helps prevent disease, improve the training of medical professionals, or enhance public health education to promote a community's long-term well-being

³ A health care system includes both the public and private sectors engaged in the delivery of health services.

- 7. Preventing and controlling illnesses transmitted by mosquitoes and other vectors. High-priority projects will include identifying environmental hazards specific to vector-borne diseases and remedial strategies.
- 8. Addressing environmental hazards related to infection and disease containment, such as disposal of medical waste in health care facilities *9*

Prevention and Control of Noncommunicable Diseases

- 1. Offering prevention and treatment services for physical and mental illnesses and related disabilities
- 2. Developing community education and early screening and treatment programs designed to reduce the incidence and prevalence of chronic diseases
- 3. Providing equipment specifically to offer health care services to remote populations that lack access to the local primary care system
- 4. Supplying medical equipment to health care facilities. Equipment must meet current technology standards and satisfy environmental criteria for power, water, and air quality. Grant sponsors must provide proof of ownership and operational and maintenance plans, including documentation showing that personnel received training on equipment operation and maintenance, or a training plan that ensures compliance with these requirements.
- 5. Providing lifesaving surgeries and surgeries to address congenital problems, provided they include assessing the beneficiary and ensuring follow-up care
- 6. Treating noncommunicable diseases, including mental illness, through an approach that also helps prevent disease, train health service professionals, or enhance public health education with measurable outcomes to promote a community's long-term well-being
- 7. Preventing traffic- or vehicle-related injuries, provided these projects can demonstrate measurable reductions in such injuries
- 8. Supplying vehicles, personnel, and equipment to provide emergency medical services. Ambulances must be new and purchased locally and include documentation of ownership, operation, maintenance, repair, and security systems by the appropriate health care facility.

TRF considers the following activities to be outside the scope of the disease prevention and treatment area of focus and not eligible for global grant funding:

- 1. Projects that consist exclusively of purchasing furniture, supplies, consumables, or nonmedical equipment, such as solar panels
- 2. Medical missions or surgical team trips that do not provide educational outreach programs or significant capacity-building in the project country, with the exception of lifesaving surgeries and surgeries to address congenital problems
- 3. Eco-stove or indoor stove-top projects

- 4. Nonconventional or alternative therapies for treating physical and mental disabilities, unless they include clinical protocols supervised by health care professionals
- 5. Treatment of pervasive developmental disorders and other spectral disorders, including autism, unless there are measurable clinical interventions that demonstrate an improvement of the disorder's long-term impact
- 6. Nutrition programs, unless they target clinical malnutrition or interventions in the first 1,000 days between a woman's pregnancy and her child's second birthday
- 7. Introduction of new technology without documentation of its prior successful use in the project area and appropriate operations, maintenance, replacement, and repair systems in place
- 8. General health education and public safety programs

Elements of Successful Humanitarian Projects and Vocational Training Teams

Disease prevention and treatment global grants are:

- 1. Sustainable Communities can address their disease prevention and treatment needs after the Rotary club or district completes its work.
- Measurable Sponsors need to set targets and identify measurements to track project outcomes. Standard measures for disease prevention and treatment are listed in the <u>Global Grant</u> <u>Monitoring and Evaluation Plan Supplement</u>.
- 3. Community-driven Projects meet the needs identified by the host community.

Elements of Successful Scholarships

Global grants support graduate-level scholarships for professionals interested in pursuing careers related to disease prevention and treatment. TRF considers the following when evaluating global grant scholarship applications:

- 1. The applicant's previous work experience in the field of disease prevention and treatment
- 2. The academic program's alignment with disease prevention and treatment, such as public health and advanced degrees in nursing and medicine
- 3. The applicant's career plans as they relate to disease prevention and treatment

WATER, SANITATION, AND HYGIENE

Rotary supports activities that encourage the management and protection of freshwater resources and provide universal and equitable access to safe drinking water, sanitation, and hygiene. TRF seeks to empower governments, institutions, and communities to manage their water, sanitation, and hygiene services through environmentally sound, measurable, and sustainable interventions.

Area of Focus Statement of Purpose and Goals

TRF enables Rotarians to ensure communities' sustainable access to water, sanitation, and hygiene by:

- 1. Facilitating universal and equitable access to safe and affordable drinking water
- 2. Improving water quality by protecting and maintaining surface- and groundwater resources, reducing pollution and contaminants, and promoting wastewater reuse *f*
- 3. Facilitating universal and equitable access to improved sanitation and waste management services in order to achieve open defecation-free communities *9*
- 4. Improving community hygiene knowledge, behaviors, and practices that help prevent the spread of disease
- 5. Strengthening the capacity of governments, institutions, and communities to develop, finance, manage, and maintain sustainable water and sanitation services
- 6. Funding graduate scholarships for career-minded professionals related to water, sanitation, and hygiene

Parameters for Eligibility

TRF considers the following activities to be within the scope of the water, sanitation, and hygiene area of focus:

- 1. Ensuring access to safe drinking water, including projects focused on water supply, storage, purification, treatment, and source water protection *f*
- 2. Ensuring access to improved sanitation, defined as the collection, treatment, and disposal of human excreta or urine through sanitation infrastructure and fecal-sludge management, treatment, and disposal
- 3. Providing hygiene education that promotes healthy behaviors such as hand washing, safe disposal of human waste, safe water storage, and proper menstrual hygiene. The program must identify the factors that prevent or encourage positive behaviors and describe how to address barriers.
- 4. Providing solid waste management systems, defined as the process of collecting, treating and disposing of solid waste materials *9*
- 5. Using watershed management practices to protect source water and recharge surface and groundwater resources *s*
- 6. Supplying water for crop, livestock, and fisheries production
- 7. Developing sustainable management practices to support water and sanitation services, including

community governance, financing and planning, system maintenance, and delivery

8. Organizing strategic advocacy initiatives to encourage regional, national, and local authorities to implement policies that support sustainable access to water, sanitation, and hygiene. These include allocating funding for related services, establishing standards and guidelines, and developing processes for certifying communities as open defectation-free.

TRF considers the following activities to be outside the scope of the water, sanitation, and hygiene area of focus and not eligible for global grant funding:

- 1. Hygiene programming that focuses on increasing knowledge and providing standardized information rather than changing behavior. One-time education sessions are not eligible.
- 2. Single-event river or beach clean-ups that are not part of a watershed management project
- 3. Projects that solely construct water and sanitation systems

Elements of Successful Humanitarian Projects and Vocational Training Teams

Water, sanitation, and hygiene global grants are:

- 1. Sustainable Communities and governments can better address their water, sanitation, and hygiene needs after the Rotary club or district completes its work.
- 2. Measurable Sponsors need to set targets and identify measurements to track project outcomes in water, sanitation, and hygiene and water resource management. Standard measures are listed in the <u>Global Grant Monitoring and Evaluation Plan Supplement</u>.
- 3. Community driven Projects meet the needs identified by the host community. Governments, communities, and businesses work together to build, own, and operate sustainable water and sanitation systems.

Elements of Successful Scholarships

Global grants support graduate-level scholarships for professionals interested in pursuing careers in water, sanitation, and hygiene. TRF considers the following when evaluating global grant scholarship applications:

- 1. The applicant's previous work experience in the field of water, sanitation, and hygiene or water resource management
- 2. The academic program's alignment with water, sanitation, and hygiene or water resource management. Examples include water and sanitation engineering, environmental engineering, integrated water resource and systems management, hydrology, and public health.
- 3. The applicant's career plans as they relate to water and sanitation

MATERNAL AND CHILD HEALTH

Rotary supports activities and training to improve maternal health and reduce mortality for children under five. Projects strengthen the health care system⁴ by improving access to and expanding medical services, providing medical equipment, and training health care personnel.

Area of Focus Statement of Purpose and Goals

TRF enables Rotarians to improve the health of mothers and their children by:

- 1. Reducing the neonatal and newborn mortality rate
- 2. Reducing the mortality and morbidity rate of children under five
- 3. Reducing the maternal mortality and morbidity rate
- 4. Improving access to essential medical services, trained community health workers, and health care providers
- 5. Funding graduate scholarships for career-minded professionals related to maternal and child health

Parameters for Eligibility

TRF considers the following activities to be within the scope of the maternal and child health area of focus:

- 1. Maternal prenatal, delivery, and antenatal care
- 2. Training or "train the trainer" initiatives for maternal and child community health care workers and medical professionals
- 3. Projects that provide medical equipment to health care facilities. Equipment must meet current technology standards and satisfy environmental criteria for power, water, and air quality. Grant sponsors must provide proof of ownership and operational and maintenance plans, including documentation showing that personnel received training on equipment operation and maintenance, or a training plan that ensures compliance. Equipment projects must include educational activities for women related to healthy pregnancy, delivery, or neonatal care.
- 4. Education about and enhanced access to family planning and other sexual and reproductive health interventions and services available through the health care system
- 5. Immunizations for women, adolescent girls, and children under five
- 6. Interventions to combat pneumonia, diarrhea, malaria, measles, and other major causes of disease in women and children under five
- 7. Interventions to reduce the transmission and impact of sexually transmitted disease in adolescents and women

⁴ A health care system includes both the public and private sectors engaged in the delivery of health care services.

- 8. Prevention of mother-to-child transmission of HIV
- 9. Projects that promote breastfeeding and other actions that prevent, reduce, and treat the effects of malnutrition
- 10. Lifesaving surgeries and surgeries to address congenital problems, provided they include assessing the beneficiaries and ensuring follow-up care
- 11. Projects that address environmental hazards related to the containment of infection and transmission of disease, such as the disposal of medical waste in health care facilities \oint

TRF considers the following activities to be outside the scope of the maternal and child health area of focus and not eligible for global grant funding:

- 1. Medical missions and surgical team trips that do not provide significant capacity-building in the project country, except for lifesaving surgeries and surgeries to address congenital problems
- 2. Garden projects, food supplements, and school-based nutrition programs
- 3. Eco-stove or indoor stove-top projects
- 4. Playgrounds and general childhood exercise and wellness projects
- 5. Nonconventional or alternative therapies for treatment of physical and mental disabilities, unless they include clinical protocols supervised by health care professionals
- 6. Sexual and reproductive health projects for adolescents, unless they are carried out within the health care system under the supervision of licensed medical professionals
- 7. Furniture, supplies, and consumables, unless they are part of a larger maternal and child health project that meets the eligibility parameters for global grants
- 8. General health education and public safety programs

Elements of Successful Humanitarian Projects and Vocational Training Teams

Maternal and child health global grants are:

- 1. Sustainable Communities can address their maternal and child health needs after the Rotary club or district completes its work.
- 2. Measurable Sponsors need to set targets and identify measurements to track project outcomes. Standard measures are listed in the <u>Global Grant Monitoring and Evaluation Plan Supplement</u>.
- 3. Community-driven Projects meet the needs identified by the host community.

Elements of Successful Scholarships

Global grants support graduate-level scholarships for professionals interested in pursuing careers related to maternal and child health. TRF considers the following when evaluating global grant scholarship applications:

- 1. The applicant's previous work experience in the field of maternal and child health
- 2. The academic program's alignment with maternal and child health. Examples include epidemiology, nutrition, global health, public health, and health promotion, as well as advanced degrees in nursing and medicine.
- 3. The applicant's career plans as they relate to maternal and child health

BASIC EDUCATION AND LITERACY

Rotary supports activities and training to improve education for all children, and literacy for children and adults.

Area of Focus Statement of Purpose and Goals

TRF enables Rotarians to ensure that all people have sustainable access to basic education and literacy by:

- 1. Supporting programs that strengthen a community's ability to provide basic education and literacy to all
- 2. Increasing adult literacy
- 3. Working to reduce gender disparity in education
- 4. Funding graduate scholarships for career-minded professionals related to basic education and literacy

Parameters for Eligibility

TRF considers the following activities to be within the scope of the basic education and literacy area of focus:

- 1. Improving academic outcomes at the early childhood, primary, and secondary levels, in collaboration with local school officials
- 2. Educating adults in reading, writing, and numeracy skills
- 3. Providing professional development opportunities for teachers with a qualified trainer in curriculum implementation, effective instructional methods, or student assessments
- 4. Strengthening basic educational outcomes by providing improved learning materials and facilities supported by enhanced curricula and new professional development for teachers
- 5. Improving academic support for before- and after-school programs by training tutors and teachers, conducting student assessments, and providing equipment if needed
- 6. Supporting educators' ability to help students with physical or developmental disabilities achieve greater academic outcomes by providing professional development opportunities for teachers and staff, as well as basic educational materials and enhanced facilities if needed

TRF considers the following activities to be outside the scope of the basic education and literacy area of focus and not eligible for global grant funding:

- 1. Projects that consist exclusively of infrastructure, vehicles, or equipment purchases, and training on their use
- 2. Projects that provide salaries, tuition, or school supplies without the means for the community or non-Rotary entity to maintain these in the future
- 3. Projects that purchase only extracurricular or play materials or playgrounds

- 4. Projects that focus on school feeding or providing infrastructure and equipment for school feeding programs
- 5. Projects the community is not able to sustain after grant funding ends
- 6. Projects that benefit only one cohort of students, such as tutoring or after-school programs that will function only during the life of the grant

Elements of Successful Humanitarian Projects and Vocational Training Teams

Basic education and literacy global grants are:

- 1. Sustainable Communities can address their basic education and literacy needs after the Rotary club or district completes its work.
- 2. Measurable Sponsors need to set targets and identify measurements to track project outcomes. Standard measures are listed in the <u>Global Grant Monitoring and Evaluation Plan Supplement</u>.
- 3. Community driven Projects meet the needs identified by the host community.

Elements of Successful Scholarships

Global grants support graduate-level scholarships for professionals interested in pursuing careers in basic education and literacy. TRF considers the following when evaluating global grant scholarship applications:

- 1. The applicant's previous work experience in the field of basic education and literacy
- 2. The academic program's alignment with basic education and literacy. Examples include education, literacy, curriculum development, special education, and school administration.
- 3. The applicant's future career plans as they relate to basic education and literacy

COMMUNITY ECONOMIC DEVELOPMENT

Rotary supports investments in people and communities to alleviate poverty, creating measurable and enduring economic improvements in poor and underserved areas.

Area of Focus Statement of Purpose and Goals

TRF enables Rotarians to alleviate poverty by:

- 1. Building the capacity of local leaders, organizations, and networks to support economic development in poor communities
- 2. Developing opportunities for productive work and improving access to sustainable livelihoods
- 3. Empowering marginalized communities by providing access to economic opportunities and services
- 4. Building the capacity of entrepreneurs, social businesses, and locally supported business innovators
- 5. Addressing gender or class disparities that prevent populations from obtaining productive work and accessing markets and financial services
- 6. Increasing access to renewable energy and energy-efficiency measures to create more sustainable and economically resilient communities *9*
- 7. Empowering communities to develop environmental and natural resource conservation skills for economic gain *9*
- 8. Strengthening communities' economic resilience and adaptive capacity⁵ in response to environmental and climate-related hazards and natural disasters *9*
- 9. Developing and supporting community-based basic emergency preparedness services to improve economic resilience
- 10. Funding graduate scholarships for career-minded professionals related to community economic development

Parameters for Eligibility

TRF considers the following activities to be within the scope of the community economic development area of focus:

- 1. Providing poor communities with access to financial services, including microcredit, mobile banking, savings, and insurance
- 2. Offering training related to community economic development, including entrepreneurship, community leadership, vocational skills, and financial literacy

⁵ Adaptive capacities refer to the social and technical skills of individuals and groups that allow them to respond effectively to environmental and socioeconomic changes.

- 3. Developing community members' economic and employment potential through leadership training and empowerment tools, especially through initiatives for women, refugees, and young adults
- 4. Supporting small-business, cooperative, or social-enterprise development and income-generating activities for the poor, including organizing area-wide businesses that provide employment
- 5. Furthering agricultural development for subsistence and small farmers, including building capacity and facilitating access to financial markets and capital
- 6. Organizing community-led and -coordinated adopt-a-village initiatives, or comprehensive community development activities
- 7. Supporting equal and effective economic opportunities for women, refugees, and other marginalized populations
- Providing access to renewable, clean, and efficient energy through sustainable, locally purchased, and innovative technology, as well as substantial training directly connected to economic outcomes
- 9. Training communities in conservation and resource management to help them preserve, protect, and sustainably use natural resources for their economic benefit and growth *9*
- 10. Improving communities' ability to adapt to environmental and climatic changes through capacitybuilding, and developing sustainable economic activities *9*
- 11. Providing training and basic resources to support basic emergency preparedness initiatives and enhance communities' economic resilience, including fire prevention and natural disaster preparedness

TRF considers the following activities to be outside the scope of the community economic development area of focus and not eligible for global grant funding:

- 1. Community infrastructure or equipment projects without direct economic results, or without operational and maintenance plans
- 2. Community beautification projects such as parks and playgrounds
- 3. Projects to rehabilitate community centers

Elements of Successful Humanitarian Projects and Vocational Training Teams

Community economic development global grants are:

- 1. Sustainable Communities can address their economic development needs after the Rotary club or district completes its work.
- 2. Measurable Sponsors need to set targets and identify measurements to track project outcomes. Standard measures are listed in the <u>Global Grant Monitoring and Evaluation Plan Supplement</u>.
- 3. Community driven Projects meet the needs identified by the host community.

Elements of Successful Scholarships

Global grants support graduate-level scholarships for professionals interested in pursuing careers in community economic development. TRF considers the following when evaluating global grant scholarship applications:

- The applicant's previous work experience in the field of community economic development. Applicants are expected to demonstrate how their work contributed to the economic well-being of poor, low-income, or underserved communities at the local, regional, or national level.
- 2. The academic program's alignment with community economic development
 - a. Examples include social science degrees with a focus on community economic development and business degrees tailored to social business, micro-entrepreneurship, or microcredit
 - b. Programs that will be favorably considered include those that:
 - i. Emphasize local, regional, or national economic development strategies
 - ii. Focus on addressing economic issues of poor, low-income, and underserved communities
 - iii. Support social business development, such as a specialized track within a master of business administration program
 - iv. Provide a business degree to teach entrepreneurial skills or support startups at the local, regional, or national level
 - v. Include "community development" in the name of the program or specialized track
 - vi. Improve the coaching or advising capability of an individual working with small businesses or entrepreneurs
 - vii. Focus on strategies to address environmental issues that affect poor, low-income, and underserved communities, such as resource management, environmental and conservation studies, resilience planning, and preparedness *9*
 - viii. Use urban planning principles to guide economic development strategies
 - c. Programs that will not be favorably considered include those that:
 - i. Focus on purely theoretical, macro-level economics, politics, or finance
 - ii. Support general private business development, such as a master of business administration for professions unrelated to social enterprise
- 3. The applicant's career plans as they relate to community economic development
 - a. Careers that will be considered favorably include those that:
 - i. Improve the economic and social well-being of poor, low- income, and underserved communities at the local, regional, and national level
 - ii. Are in a nonprofit or social enterprise environment
 - iii. Support advocacy for economic and social well-being (e.g. for poor communities, youth, women, indigenous peoples, refugees, and other underserved populations)

- iv. Address environmental issues that affect poor, low-income, and underserved communities through strategies including resource management, environmental and conservation studies, resilience planning, and preparedness
- b. Careers that will not be considered favorably include general roles in business, engineering, or social work, or general administration in a private or corporate environment