

Point Allocation Rules for Mentorship Sessions

To effectively allocate points to mentors based on the provided dataset, the following rules and criteria should be applied:

1. Sign-Up Points:

- Each mentor earns 250 points for signing up to become a mentor. This is a one-time allocation.

2. Multiple Mentees Points:

- Mentors earn 1000 points if they have conducted mentorship sessions with at least two different mentees.

3. Mentorship Relationship Points:

- Mentors receive 500 points per mentee for each successful mentorship relationship, subject to the following conditions:
- Session Requirement: The mentor must conduct at least two sessions with the same mentee.
- Session Duration: Each session must be a minimum of 30 minutes in length.
- Job Information Completion: At least one session with the mentee must include the completion of job information.

Points Allocation Calculation Explanation

1. Sign-Up Points:

- For each unique mentor in the dataset, allocate 250 points directly.

2. Multiple Mentees Points:

- Count the number of unique mentees each mentor has mentored.
- If a mentor has mentored at least two unique mentees, allocate ****1000 points****.

3. Mentorship Relationship Points:

- Filter the dataset to ensure each session meets the criteria:
- Session Count: At least two sessions with the same mentee.
- Session Duration: Each session must be at least 30 minutes long.
- Job Information: At least one session must have job information completed (`Job_Info_Completed` = 'Yes').
- Calculate 500 points per mentee for each mentor who meets these criteria.

Brief Report on Point Allocation Results

The point allocation process was conducted using the provided dataset of mentorship sessions. Here are the summarized results and reasons for the allocation:

- Sign-Up Points: All mentors who appeared in the dataset received 250 points each for signing up as mentors.
- Multiple Mentees Points: Mentors who had conducted sessions with at least two different mentees were awarded 1000 points each, acknowledging their broader engagement within the mentorship program.
- Mentorship Relationship Points: Points were allocated based on the number of mentorship relationships meeting the criteria:
 - Sessions with the same mentee were validated for a minimum of two sessions.
 - Each session lasted at least 30 minutes, ensuring substantive engagement.
 - At least one session per mentee included the completion of job information, enhancing the quality of mentorship interactions.

Step-by-Step Outline for Points Allocation

1. Data Preparation:

- Load the mentorship dataset into a Pandas DataFrame.
- Clean the data to ensure accuracy, including handling missing values and standardizing formats if necessary.

2. Allocate Sign-Up Points:

- Create a new column to assign 250 points to each mentor who appears in the dataset.

3. Identify Mentors with Multiple Mentees:

- Group the data by `Mentor_ID` and count the unique mentees for each mentor.
- Assign 1000 points to mentors who have mentored at least two different mentees.

4. Calculate Mentorship Relationship Points:

- Filter the dataset to include only sessions meeting the session count, duration, and job information criteria.
- For each qualified mentorship relationship, allocate 500 points per mentee.

5. Verification and Testing:

- Manually review a sample of mentor records to ensure points are correctly allocated based on the criteria provided.
- Cross-check calculations for mentors who are on the threshold (e.g., exactly two sessions with a mentee) to ensure accuracy.

6. Finalize and Report:

- Summarize the total points awarded to each mentor based on sign-up, multiple mentees, and mentorship relationships.
- Provide a detailed report outlining the allocation process, results, and reasons for the points awarded.

This structured approach ensures that mentors are recognized and incentivized appropriately for their contributions to the mentorship program, fostering continued engagement and support within the community.