

## **Anam Cara Mentor Counselling Pilot Project Key Performance Indicators**

This pilot project comprises 10 activities, described above where a successful outcome is required to ensure success of the whole project. Each of these activities will be monitored in order to ensure that it is successful and according to a completion target date and success criterion.

These 10 Key Performance Indicator activities are as follows:

### *1. Confirm Youth partners and establish Core implementations in Dehradun and Delhi*

The Youth Partner organisations provide support and sponsorship for this pilot project because thereby their organisation is able to offer effective mentoring services to young people for whom it has career development responsibilities. These sponsoring organisations may be local or national government Education Departments, regional, or community Development Departments and/or local schools/colleges who want to offer this initiative as a career development service to the students

*Target date: end of month 3*

*Success criteria:*

Two Organisations formally confirmed as Sponsoring Youth Partners in each location (Delhi and Dehradun)

### *2. Establish and test multimedia production and distribution support facilities at Happiness is Love.*

Happiness is love will maintain a central facility providing support tools and use by the the accredited Anam Cara Mentors and mentees participating this pilot project. These include:

- (i) Multi -user tools and shared facilities for creation and editing of audio-visual stories about new Anam Cara contexts, and for uploading to a repository at Happiness is Loves (Anam Cara Context story archive), from where they can be accessed and distributed via the internet.
- (ii) Maintenance and enhancements of the Anam Cara Provenance Creator and Anam Cara Provenance Explorer Apps.

*Target date: end of month 6*

*Success criteria:*

- i) Completion of implementation of Multi -user tools and shared facilities for creation and editing of audio-visual stories about new Anam Cara contexts, and for uploading to a repository at Happiness is Loves (Anam Cara Context story archive), from where they can be accessed and distributed via the internet.
- (ii) completion of installation and validation of source material needed for the distribution system for the Anam Cara Provenance Creator and Anam Cara Provenance Explorer Apps.

### *3. Mentee sponsorship and local support procures implemented in Delhi and Dehradun.*

Mentees will need to be sponsored by the Youth Partners participating in this project and provide a local venue where mentees located in Delhi and Dehradun can meet together physically for discussions with one another and with members of the local "Happiness is Love" Community of practice.

*Target Date; end of month 6*

*Success criteria:*

Communities of Practice initiated and operational in liaison with Youth Partners in two Indian Cities in which Happiness Is Love already has a physical presence; i.e., Delhi and Dehradun.

*4. Recruit and train Happiness is Love accredited Anam Cara mentors via Anam Cara Mentor Counselling Voyage one Course.*

Mentors who sign up with Happiness is Love to become an Anam Cara Mentor benefit from a comprehensive Anam Cara mentor training package, which starts with a short online training classes (5 weekly sessions) leading to Certification as an Anam Cara Counsellor accredited at Happiness is love. Mentors who complete the Anam Cara Counselling Course Voyage One successfully will be accredited as Anam Cara counsellors. They will receive support from Happiness is Love facilities including their personal copy of the Anam Cara Provenance Creator App.

*Target date: end of month 6*

*Success criterion*

25 Anam Cara mentors recruited, trained via Voyage ONE Course and accredited at Happiness is Love.

*5. Recruit Anam Cara Mentee cohorts in Delhi and Dehradun: match mentees to mentors*

Young people can become mentees with Happiness is love if their age is between 14 and 25 years. Each potential Aman Cara Mentees will receive sponsorship from the local Youth Partner and support from the local Happiness is Love Community of Practice. They will have opportunities to discuss scenarios that are likely to occur during their mentoring experience.

If the mentee is accepted, the next step will be to match be to match and pair the mentee with a mentor that Happiness is love will propose to the mentee. This mentor will inspire, encourage, and support the mentee. He or she will contribute to the mentee's personal and professional development and help them achieve their goals.

*Target date: end of month 12*

*Success criterion*

50 Aman Cara mentees signed up and individually matched with their anam cara mentors

*6. Paired Mentor and mentee interactions (12 monthly meeting)*

In the inter-personal relationships involved in these meetings, both people involved play reciprocal Aman Cara roles: these reciprocal roles are ""seeker" and "provider". They may alternate the reciprocal roles at any time when they discuss together, seeking and providing positive affirmation and developing a feeling of safety with each other.

*Target date: end of month 21*

*Success criterion*

*25 pairs of mentors/mentees complete the 12 months Anam Cara pilot interaction period*

*7. Proof of Concept + Proof of value Case Study interviews with mentors and mentees*

In liaison with the Youth Partners participating on this project, Happiness is Love Communities of Practice will conduct interviews with Anam Cara mentees participating in this pilot project in order to investigate the Outcomes and Success Criteria that provide the data corpus a Proof of Concept + Proof of Value case study; using methodology similar to that employed in Bedi and Humphreys, 2026 and Luk (2026)

*Target date: end of month 24*

*Success criterion*

*Case study interviews accomplished with 25 mentors and 25 mentees  
(case study report published by end of Month 30)*

*8. Mentors make and distribute audio-visual context stories for distribution via the Provenance Creator App*

The Accredited Anam Cara Mentors will make, archive and publish audio-visual stories as incorporated in archive and these will be available to all users of the Provenance Creator and Provenance Explorer Apps, Multi-user tools and shared facilities for creation and editing of audio-visual stories about new Anam Cara contexts where they have gained positive experience

*Target date: end of month 24*

*Success criterion (See section 4 above)*

25 audio visual context stories incorporated in archive and recorded in the Provenance Creator app database and made available for distribution on the internet.

*9. Run Anam Cara Voyage Two course for mentors who wish to become Anam Cara Voyagers*

An accredited Anam Cara Counsellor is entitled at any time to attend an Anam Cara Counselling (Voyage Two) training course (5 classes) and thus gain Certification as a Anam Cara Counselling Voyager registered at Happiness is love. This course is also optionally available to mentees participating in this initiative who wish to gain Certification as a Anam Cara Counselling Voyager registered at Happiness is love once they have been matched with an Anam Cara Mentor and have experience of being paired successfully with a a registered Anam Cara Mentor counsellor for a period of 6 months or more.

*Target date: end of month 24*

*Success criterion*

Completion of Anam Cara Voyage two course by 20 Accredited Anam Cara Counsellors, who then become Anam Cara Voyagers

*10. Anam Cara Voyager Mentors join Communities of Practice Bottom-up*

Successful completion of Voyage Two enables a Registered Anam Cara Counselling Voyager to take a major role in the initiation of the Anam Cara Community of Practice in his or her locality. Anam Cara Counselling Voyagers in each implementation locality for this pilot project (Delhi and Dehradun) will collectively initiate the Community of Practice that henceforth will manage the implementation and development of Anam Cara counselling projects

*Target date: end of month 30*

*Success criterion (see section 2.1, above)*

Ten Anam Cara Voyager Mentors join the Anam Cara Counselling Community of Practice in each locality. (Delhi and Dehradun)