



NORTH ORANGE COUNTY  
COMMUNITY COLLEGE DISTRICT

# NOCCCD Mentorship Program



*"We rise by lifting others."*

— Robert Ingersoll





# Mentorship

## About the Program

NOCCCD values its employees and is committed to providing opportunities for professional growth and advancement. Recognizing that each individual has unique development needs, the District's Professional Development department has

established a year-long structured yet flexible learner-centered Mentorship Program. The purpose of this program is to provide participants with learning experiences that support their professional and career goals.

## Program Benefits

Mentorship fosters an environment of support and collaboration that strengthens and empowers participants who are passionate about their professional growth. Both the mentees and mentors will benefit from this program. Mentors are expected to share their knowledge with their mentee, keeping in mind that the mentee may also offer information of value to the mentor. A mentorship relationship allows for the opportunity

to ask questions, learn about different roles in the District, strengthen current work, and/or prepare for transition within the District. It also allows for a broader understanding of the connections across departments, the three institutions, and District Services. The success of the program and what one gets out of it depends largely on the commitment, interest, and active participation of the mentor and the mentee.

### Benefits to Mentees:

- A personalized development opportunity to address individual learning needs
- An opportunity to develop new skills and expertise
- Access to independent and objective perspectives
- Enhanced confidence in dealing with challenges and issues
- Networking opportunities
- An increased understanding of organizational structure and needs
- Increased support for professional growth

*“Each story and ensuing dialog provided a special time to reflect and learn from a peer.”*

– David Soto, Mentee

### Benefits to Mentors:

- Satisfaction in helping others grow professionally
- Strengthened leadership, communication, and interpersonal skills
- An expanded professional network
- An opportunity to reflect on their personal practices
- An opportunity to contribute to the future of NOCCCD
- An opportunity to develop diverse leadership

*“I liked that we got to work with mentees from another campus. This helped both mentor and mentee to see things from different perspectives. I believe this also helped the mentee/mentor relationship in that the mentee felt more open to express their feelings when discussing their current struggles.”*

– Albert Abutin, Mentor

# Program

## Program Outcomes

By the end of this year-long program, mentees will have an opportunity to:

- Develop professional/career goals and work towards achieving these goals.
- Understand the roles and responsibilities of their mentor and their mentor's department as well as the high-level perspective of how they support the institution and student success.
- Cultivate relationships and network across the District.

## Program Requirements

Individuals who are interested in participating in the NOCCCD Mentorship Program will complete and submit the program application which includes Immediate Management Supervisor's support. All full-time employees are eligible to apply for the program. Mentors are required to have at least one year of work experience within the District.

Mentors and mentees will be matched based on their individual interests and areas of desired growth. Mentees will create a Learning and Professional Growth Contract outlining their professional development goals. Mentors will serve as a guide to help mentees in the development and completion of their Learning and Professional Growth Contract, and inspire them to achieve their professional development goals.

## Tentative Program Timeline\*

**September 2, 2022**

11:00 am – 1:00 pm

**Mentors Meeting**

(lunch provided)

**September 9, 2022**

3:00 pm – 5:00 pm

**Meet & Greet Session**

**October 21, 2022**

3:00 pm – 5:00 pm

**Networking Session One**

**December 2, 2022**

3:00 pm – 5:00 pm

**Networking Session Two**

**March 3, 2023**

3:00 pm – 5:00 pm

**Networking Session Three**

**May 5, 2023**

11:00 am – 1:00 pm

**Graduation**

(lunch provided)

In addition to the organized group meetings, mentors and mentees will be required to meet monthly. They can agree to meet more frequently if desired. Mentees are responsible for arranging the meetings with their mentors.

\*Session dates and topics are subject to change. Participants will be notified of date change in advance. (Sessions may be in person if determined safe by the District.)





*“While the mentors provide support and development opportunities to the mentees, one valuable element of the program is that it is mutually beneficial to the parties, as we learn about our colleagues and other job functions.”*

– Lisa Gaetje, Mentor

## 2022-23 Application

To be considered for the Mentorship Program, individuals must submit a completed application by **May 13, 2022**.

For Application Information, please contact:

Amita Suhrid

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714-808-4805



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CONTINUING EDUCATION

Note: This program is adapted from the Association of California Community College Administrators (ACCCA) Mentor Program and customized for NOCCCD.

