NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT
CYPRESS COLLEGE | FULLERTON COLLEGE
NORTH ORANGE CONTINUING EDUCATION

NOCCCD Mentorship Program

"We rise by lifting others."
– Robert Ingersoll







"Leadership is not about being in charge. It is about taking care of those in your charge."

–Simon Sinek

At NOCCCD, this leadership principle reflects our commitment to the Destination District— a place where growth of our people is intentional, leadership capacity is cultivated at every level, and employees are empowered to realize their full potential.

The Mentorship program is a strategic investment in our people—designed to strengthen our talent pipeline, foster meaningful cross-functional collaboration, and build a culture where growth, belonging, and excellence are not only encouraged—but expected.

Together, we are building a community where people thrive, leaders emerge, and our collective future is strengthened.

The Destination District

Investing in People. Elevating Potential. Strengthening our Future.

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 personalized 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

"The Mentorship Program at NOCCCD enhanced my journey as a new manager. My mentor consistently offered invaluable insights, provided learning opportunities, and delivered feedback when needed. I was happy to have been able to participate, and I am confident in my ability to seek guidance and support from my mentor even beyond the program's conclusion."

– Rosanna Islas, Mentee

Benefits to Mentors:

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

"I like that we get 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 the program, participants will:

- Develop a clearer path toward their career and professional goals
- Strengthen leadership capacity and confidence
- Build meaningful, cross-functional relationships
- Gain deeper understanding of District opportunities and pathways

Strategic Alignment

This program supports Goals 1, 2, and 4 within Strategic Direction 2: Employee Experience, as outlined in the NOCCCD Educational and Facilities Master Plan Refresh, by advancing employee growth, connection, and professional advancement across the District.

It also supports key elements of professional learning outlined in the District's EEO Plan, strengthening equitable access to growth and development opportunities.

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.

Program Timeline*

Participants may choose three sessions from sessions one – five.

September 24, 2026
9:00 am – 1:00 pm
Meet & Greet Session
(lunch provided)

October 22, 2026
9:00 am – 12:00 pm
Session One

November 12, 2026
9:00 am – 12:00 pm
Session Two

February 4, 2027
9:00 am – 12:00 pm
Session Three

March 11, 2027
9:00 am – 12:00 pm
Session Four

April 8, 2027
9:00 am – 12:00 pm
Session Five

May 6, 2027
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.

"Rewarding program to foster a positive relationship with another colleague and help support, challenge, and provide feedback in their professional growth."

– Phil Lau, Mentor

"The Mentorship Program provided me with a trusted thought partner who helped me navigate leadership challenges, organizational dynamics, and professional growth opportunities. My mentor encouraged me to step outside my comfort zone and pursue leadership opportunities that I initially felt hesitant about. Their guidance and support gave me the confidence to apply for a higher-level position, and I now serve as an Associate Dean. I am grateful for the insight, encouragement, and perspective I gained through this experience."

–Kim Tang, Mentee

2026-27 Application

Application timelines are intentionally structured to support participation across employee groups.

Application Deadlines:

- **Classified, Confidential, Managers: July 31, 2026**
- **Full-Time Faculty: September 1, 2026** (to align with academic year schedules)

Applications and additional program details will be available through the District Professional Development Office and via the program website: https://www.nocccd.edu/employees-departments/departments/professional-development/mentorship-program

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District Professional Development Office
profdev@nocccd.edu
714-808-4807

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
The Destination District

NOCCCD Professional Development
Cypress College • Fullerton College • School of Continuing Education

Cypress College

Fullerton College

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



