
SEAHAWK MENTORING PROGRAM

Your Opportunity to Soar to New Heights

Resource Guide

Los Angeles Harbor College
1111 Figueroa Place, Wilmington CA 90744
Workplace Learning Coordinator: 310-233-4042
careerpathways@lahc.edu

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Overview

All students have an opportunity to be mentored by professionals in their field of study provided they have prepared themselves to receive mentoring, and commit to serving as a mentor if asked.

The mentorship relationship is unique for each combination of individuals; however the following components are required:

- Meetings, in-person or over the phone, at least once every 2 weeks for a total of 3 months or a minimum of Six (6) Sessions. Both parties should plan on being available for at least One (1) hour for these sessions.
- Identification of the areas for development
- A development plan for the mentee
- Check-in on progress
- Coaching on how to make further progress
- Discussion about readiness of the mentee for internship, job placement, or other professional opportunities as appropriate

In addition to required activities, other optional activities include, but not limited to the following:

- The mentee assist mentor in a professional activity
- The mentor providing additional resources and/ or professional recommendations for further development – books, trainings, activities, industry association membership, etc.
- Other things as co-created out of the mentor and mentee relationship and approved by the mentorship advisor

Mentee Responsibilities:

- Identify your own development areas
- Initiate the process to schedule sessions
- Be available for one (1) hour-long sessions at least every two (2) weeks for a minimum of (3) months
- Incur personal expenses, if any

Mentor Responsibilities:

- Provide feedback on the mentee's development areas, plans, and progress
- Be available for one (1) hour-long sessions at least every two (2) weeks for a minimum of (3) months

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- Provide recommendation to make the mentee a mentor when appropriate (and not before)

Expectations:

- The mentoring relationship is self-managed; if a problem should occur contact the mentor program advisor
- The mentee is committed to professional development
- The mentorship relationship will be mutually beneficial
- The mentorship relationship will last no more than 1 month, unless otherwise negotiated. At that point the mentee's development needs will be reassessed to determine whether or not a mentor change would support the development or if the current relationship is satisfactory
- Either the mentee or the mentor may request to terminate the relationship at any point. This mid-course change request is allowed one time per member. If you should choose this course it is your responsibility to inform the other member in your relationship and the Mentorship Program Advisor
- Mentee and mentor show continuous desire and commitment to the betterment of the relationship for both individuals

Boundaries:

- The purpose of this mentoring relationship is professional development only. It is not intended for other sorts of development such as therapy or training
- Both parties will keep expected appointment times
- Parties will agree on the appropriate level and method of communication between sessions (e-mail, phone, etc.)

Termination:

- When the mentee is eligible to become a mentor
- When the mentee or mentor drops out of the program
- When either the mentee or mentor request to terminate – this is only allowed once per member.
- After 3 months at which time the mentee's development needs and additional mentor-pairing will be reconsidered

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