# Mentor-Apprentice Program (MAP) and Mentor-Apprentice Program: Connections (MAPC)

# 2022 – 2023 Funding Guide

**Application Deadline:**
**Wednesday November 17, 2021**

# COVID-19 Guidelines for Programs
*Created January 18, 2021*
*Updated June 17, 2021*

## COVID-19 Program Information

**The health and safety of everyone involved in FPCC programs, communities, and especially Elders, is of the utmost importance to us.** We are taking action to maintain safe operations while supporting our communities and participants. While actions to provide vaccines are currently underway there is no cure or treatment for COVID-19. We want to be very careful that our programs do not put anyone at risk and ensure that they follow the current orders of the Provincial Health Officer. FPCC supports each First Nation's self-determined right to protect their community and we respect any additional guidelines set by Chief and Council or local governments to help keep their communities safe. Following these guidelines will help us take care of one another and keep each other safe.

**Please note:**

- All programs must be aware of and follow current guidelines from the Provincial Health Officer
- Applicants must consider how the program will proceed under strict COVID-19 restrictions
- Please ensure that your project proposal meets the requirements listed in this document.
- It is critical that we take care of and protect our Elders and Knowledge Keepers, and those at a higher risk of illness. We need to work together to find safe ways to involve Elders.
- FPCC staff are here to assist program participants with unexpected and unplanned changes as a result of COVID-19 impacts on programs.
- We will do our best to share information and respond to changes together. If you have any questions, please contact program staff.

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# 1. Introduction

The goal of the Mentor-Apprentice Program is to facilitate the development of fluent speakers of B.C. First Nations languages. Committed learners are partnered with fluent speakers in an immersion environment in the home and on the land.

This is a one-on-one language immersion program. A "mentor" (a fluent speaker of a language) is paired with an "apprentice" (learner). The mentor and apprentice spend 300 hours per year together doing everyday activities using the language at all times. In this program, learners become more fluent, which is especially valuable for languages where only a couple of fluent speakers are left.

The Mentor-Apprentice Program (MAP) was first developed in California specifically for Native American languages, but the program can be used to learn any language. It was developed on a suggestion by Julian Lang, a Karuk speaker, and initially created by Leanne Hinton, Nancy Richardson, Mary Bates Abbott and others (Hinton 2001). For more information on the program in California, see the website for the Advocates for Indigenous California Language Survival: https://aicls.org/

Funding for the Mentor-Apprentice Program is provided by the First Peoples' Cultural Foundation, the Ministry of Indigenous Relations and Reconciliation, and Aboriginal Neighbours.

**For more information about the Mentor-Apprentice Program:**
For useful information on the program, including the *Master-Apprentice Program Handbook* and other resources, please visit the FPCC website at:
http://www.fpcc.ca/language/Programs/Master-Apprentice.aspx

**Direct your inquiries to:**
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Email:                    map@fpcc.ca
Website:                www.fpcc.ca

## 2. Eligibility

The Mentor-Apprentice Program is intended for B.C. First Nations individuals ages 16 or older. You do not need to be living in your community (on reserve) to be eligible; urban applicants will be considered. Priority will be given to apprentices with a demonstrated commitment to share the language with others upon completion of the program. This includes teachers, childcare workers, parents, or those actively engaged in language programming in their community. The Mentor Apprentice approach to language learning is **most successful** in a one-on-one format. At the present time, teams with more than one apprentice will not be considered. An apprentice may apply with more than one mentor. Please note the funding total will remain the same regardless of the number of team members.

**The Mentor-Apprentice Program (MAP) is now offering two program types to better suit different types of learners.** *Please review the descriptions below and select your preferred program type. Applications to both types will not be accepted.*

Mentor-Apprentice Program (INTENSIVE!) for language learners who want to actively pass on the language to others, most often through a career as a language educator. MAP participants complete 300 hours of language immersion with a fluent speaker over approximately 9 months.

Best suited for:
- Learners who are or want to become language teachers in the school or community
- Parents of young children or soon-to-be parents
- Learners aged 16 – 50 who have a plan for actively passing on the language to others

**Mentor-Apprentice Program: Connections (FLEXIBLE!)** for language learners who want to strengthen their connection to their language and who want greater flexibility and minimal reporting requirements. MAPC participants complete 100 hours of language immersion with a fluent speaker over approximately 6 months.

Best suited for:
- Learners who want to strengthen their connection to their language
- Learners with some language knowledge or silent speakers who want to gain confidence in speaking
- Learners who want to complete their Mentor-Apprentice hours at a relaxed pace.

| Program Description | MAP | MAP Connections |
|---|---|---|
| # hours | 300 | 100 |
| Renewable | Up to 3 years | Up to 3 years |
| Training workshop | In person | Online |
| Workshop materials provided | Yes | Yes |
| One-on-one coaching | Yes | No |
| Drop-in coaching | Yes | Yes |
| Pre- and post- assessments | Yes | Yes |
| Panel evaluations | Yes | No |
| Reporting deadlines | Yes | No |
| Final report | Yes | Yes |

## 3. Program Timeline

**Stage 1: Application Submissions, Deadline: Wednesday, November 17th, 2021**

**Stage 2: Application Review by FPCC, February 2022**

**Stage 3: Applicants are notified of the status of their application, March 2022.**

**Stage 4 (MAP Stream):** Mentor-Apprentice Program Workshop. Workshop will be held as regional sessions, tentatively planned for April and May 2022. **Attendance is mandatory for teams in the intensive program** but is not required for teams in the flexible (Connections) stream.

- MAP Stream: A travel grant will be provided to cover travel and accommodation costs for training if applicable; teams will complete a workshop registration form describing travel methods and expenses.

**Stage 4 (MAPC Stream):**
- Required online training will be completed by the applicants, tentatively planned for May or June 2022.

**Stage 5 (MAP Stream):** Mentor-Apprentice Program implementation, April 2022 – March 2023
- Mentor and apprentice begin their language immersion sessions.
- Funding is distributed as reimbursement of work completed, upon submission of required reporting by Mentor-Apprentice team. Payments will be based on approved budget expenses only.

Program must be completed by March 1, 2023.

**Stage 5 (MAPC Stream):** Mentor-Apprentice Program implementation, May 2022 – December 2022
- Mentor and apprentice begin their language immersion sessions.
- Funding is distributed as reimbursement of work completed, upon submission of required reporting by Mentor-Apprentice team. Payments will be based on approved budget expenses only.
- Program must be completed by December 15, 2022.

## 4. 1 MAP Stream Budget and Grant Total

The total amount is for **$16,100**, plus an additional travel grant to cover travel and accommodation expenses for the Mentor-Apprentice team to the mandatory workshop.

| | |
|---|---|
| Mentor stipends (300 hours at $30/hr) | $ 9,000 |
| Apprentice stipends (300 hours at $20/hr) | $ 6,000 |
| Evaluation panel honoraria (3 panel members x $100 per evaluation) | $ 900 |
| Materials, supplies and expenses (e.g. recording equipment, books, bank fees, other supplies) | $ 200 |
| **TOTAL GRANT** | **$16,100** |

## 4.2 MAP CONNECTIONS Stream Budget and Grant Total

The total amount is for **$5000**.

| | |
|---|---|
| Mentor stipends (100 hours at $30/hr) | $ 3,000 |
| Apprentice stipends (100 hours at $20/hr) | $ 2,000 |
| **TOTAL GRANT** | **$5,000** |

## 5. Application Tips

- Applications to the MAP must include a **letter of intent** from both the mentor and the apprentice. These letters should clearly outline the applicants' commitment to their language and interest in the program. The following additional information is particularly valuable:
  - Past experience with the language, language revitalization efforts and reasons for wanting to learn the language. *Strong applicants demonstrate a commitment to their language that extends beyond this program.*

  - Past and current community involvement. *Strong applicants demonstrate involvement in their community, through language projects, cultural events, or other initiatives.*

  - Specific intentions to pass on the language to family members, children, or community members upon completion of the program. *The ultimate goal of this program is to renew the intergenerational transmission of the language, from one generation to the next. Strong applicants demonstrate a clear commitment to pass the language on to family members, children, and/or other community members.*

  - Current work situations for the mentor and the apprentice, and plan for completing the required hours. *The intensive stream of the Mentor-Apprentice Program requires a significant commitment of time. In many cases, it is best if the applicants plan to take some time off from their work in order to complete the hours.*

- Applications to the MAP must include one **letter of support** from the community for the team. This letter is ideally written by a respected community member. It is better to ask someone who is not closely related to the mentor and apprentice (i.e. not a spouse or immediate family member) to write this letter.

- Applications to the MAP must include one **resume or biography** from both the mentor and the apprentice. Applicants could include information on cultural knowledge or previous engagement with their language and outline any community-based, academic or professional experiences.

- The Mentor-Apprentice Program is typically most successful as a **one-on-one** project, with a team of one mentor and one apprentice. Applicants who wish to apply as a team with more than one mentor or apprentice must contact FPCC staff to request special permission for this case and should demonstrate how they intend to reallocate the available funding to support additional team members.

- The Mentor-Apprentice Program hours should be completed in a one-on-one language immersion setting that allows the apprentice to work at his or her own pace and gives the mentor the opportunity to provide context-specific instruction and feedback. It is not recommended for

the MAP hours to be completed in a classroom setting, during school hours, or within the daily activities of a language nest. While these settings provide valuable language-learning opportunities, they may inhibit the MAP team from achieving the depth and breadth of language learning that is otherwise possible in a one-on-one setting.

- If you would like support in completing a Language Program application, please contact the FPCC Language Program staff. **If you wish to receive feedback on your application prior to submitting a final copy, please let FPCC staff know you have an online application draft saved <u>at least</u> two weeks prior to the closing deadline, with an attached request for feedback (Contact us by November 2, 2021 [map@fpcc.ca](map@fpcc.ca) .** FPCC Language Program staff will provide you with feedback on your application so that you may revise and submit the application before the final deadline.

- If submitting a paper application, all sections of the application form should be completed **clearly and legibly**. It is a good idea to answer the longer questions on additional (typewritten) pages, in order to include as much relevant detail as possible.

## 6. Application Assessment Criteria

All applications to the Mentor-Apprentice Program are reviewed by an impartial Peer Review Committee made up of First Nations' community members with experience in the Mentor-Apprentice method of language learning. The Peer Review Committee rates the applications based on demonstrated strengths and recommends the strongest applications to FPCC to receive funding. The following are the criteria used by the Peer Review Committee in rating applications to this program.

**Mentor-Apprentice Program Application Assessment Criteria:**

1. Applicant Suitability (5 points)
   - Is the Mentor a fluent speaker?
   - Has the Apprentice demonstrated a commitment to learning?
   - Do the Mentor and Apprentice live within a reasonable distance of each other, or will significant travel time (45 minutes+) be required for them to meet in person?
   - [for MAP stream only] Is the Apprentice in the Youth Category?

2. Language Learning Goals (7 points)
   - Does the Apprentice demonstrate an understanding of the MAP method and purpose?
   - What are the Apprentice's short- and long-term goals for language?
   - Do the proposed activities align with the Apprentice's long-term goals for language?
   - Has the Apprentice identified specific language outcomes to be achieved through this grant?

3. Schedule (6 points)
   - Does the schedule meet the hours per month requirement (50 hours per month for MAP/17 hours per month for MAPC)?
   - Is the schedule balanced? (sessions should not be too short or too long)
   - Does the schedule match the lifestyles of the Mentor and the Apprentice?
   - Does the schedule match the activities they are planning? (i.e. land-based activities need to occur during daylight hours, not in the evenings)
   - Have they carefully considered the time commitment required?

4. Continuation (5 points)
- Does the Apprentice demonstrate a specific plan for sharing language?
- [for MAP stream only] Is the Apprentice a teacher or ECE worker?

5. Community Involvement (4 points)
- Has the Apprentice had prior language-learning experience?
- Has the Apprentice demonstrated a commitment to contributing to the language revitalization work in the community?