



FIRST PEOPLES'
CULTURAL COUNCIL

Mentor-Apprentice Program (MAP) 2023 – 2024 Funding Guide

**Application Deadline:
Monday, November 28, 2022**



Table of Contents

COVID-19 Program Information.....	3
1. Introduction	4
2. Program Overview and Eligibility.....	5
3. Program Timeline	7
4. MAP Budget and Grant Total.....	8
5. Application Tips	9
6. Application Assessment Criteria	10



COVID-19 Program Information

Updated August 29, 2022

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 many have been vaccinated, COVID-19 still poses a risk to our communities, staff and those most vulnerable to the serious effects of this illness. We want to be very careful that our programs do not put anyone at risk and ensure that they follow any current Provincial health orders (PHO) guidelines.

Although funding for FPCC programs does not require proof of vaccination, 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.

Tcwemstwalhkaálap ("you folks take care of one another" in Ucwalmícwts)
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 PHO.
- Applicants must consider how the program will proceed under possible 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](#).

Please review the full FPCC [COVID-19 Guidelines for Programs](#)



1. Introduction

The goal of the Mentor-Apprentice Program is to support the development of fluent speakers of B.C. First Nations languages.

This is a one-on-one language immersion program in the home and on the land and waters. 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 while using the language. This program is valuable for languages as the apprentice will learn and share their teachings with family and community members. 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 Province of British Columbia, The Department of Canadian Heritage, The United Church Healing Fund 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: <https://fpcc.ca/program/mentor-apprentice-program/> and <https://fpcc.ca/resource/b-c-s-master-apprentice-language-program-handbook/>

Direct your inquiries to:

Contact Name: Hannah Green, Language Programs Coordinator
Mailing/Courier Address: 1A Boat Ramp Road, Brentwood Bay, B.C.
V8M1N9
Telephone: (250) 652-5952 or toll free through Enquiry BC
1-800-663-7867
Email: map@fpcc.ca
Website: www.fpcc.ca



2. Program Overview and Eligibility

The Mentor-Apprentice Program is intended for B.C. First Nations individuals ages 16 – 50 years old. Those who are status, non-status, and/or identify as BC First Nation, whether living on or off reserve, will be considered for MAP. 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.

An apprentice may apply with **more than one** mentor, with the hours being split between mentors. Mentors can have **one** apprentice within the MAP Program. This ensures our Elders and language champions have the time and energy to support the apprentice, alongside their many other commitments. Please note the funding total will remain the same regardless of the number of mentors.

Best suited for:

- Learners who are or want to become language teachers in schools or community
- Parents of young children or soon-to-be parents
- Learners who have a plan for actively passing on the language to others

Program Deliverables:

- 300 one-on-one hours; completed over 9 months
- Eligible apprentices have the opportunity to complete 900 hours (over 3 years)
- Eligible apprentices can apply for MAP:Connections once three years in MAP is completed, with the potential to receive MAPC for up to three years (resulting in an additional 300 hours over three years).
- Reporting includes:
 - 100-hour, 200-hour, and 300-hour progress reports
 - Panel evaluations to be completed every 100 hours
 - Language Learning Assessment Tool: 1 at beginning and 1 after 300-hour report
 - Final report completed at the end of the 300 hours
- One-on-one coaching throughout the year with a MAP Graduate
- Monthly drop-in online peer support
- Mandatory In-Person Regional Orientation Workshop (subject to COVID-19 Safety Guidelines)
- Workshop materials provided

Mentor Apprentice: Community Option

The Mentor-Apprentice Program is a one-on-one immersion program whereby a language learner (apprentice) spends time with a fluent language speaker (mentor) doing everyday activities to support the apprentice in learning their language. While this is a one-on-one program, we encourage multiple pairs of apprentices and mentors from the same community or urban area to apply to the Mentor-Apprentice Program. This is a great way to increase the momentum of language revitalization in the community! It also allows a



network of support to develop, as the apprentices can work in a cohort style, sharing ideas for their immersion hours and supporting each other going through the program as each apprentice completes one-on-one language learning with their mentor.

For communities or urban First Nations organizations with three or more teams registered in the Mentor-Apprentice Program, FPCC staff will contact the apprentices with an invitation to join the “Mentor-Apprentice: Community” stream of the program. This includes teams who are newly accepted to the program for 2023-24, as well as teams who are already in the program who will be entering their second or third year. In addition to connecting the teams, the Mentor Apprentice: Community stream also provides an additional grant to support a group coordinator who will support the cohort. This coordinator can support with scheduling logistics, supporting cohort meetings, and reporting. The coordinator can be one of the apprentices, or a member of the community who is actively involved in language work.



3. Program Timeline

Step 1: Submit application digitally on FPCC Grant Portal, deadline November 28, 2022. If you require assistance with your application or would like to request a review of your application with feedback from staff, please email map@fpcc.ca at least two weeks before the deadline.

Step 2: Application Review by FPCC Staff and Peer Review Committee. All applications are reviewed by an impartial Peer Review Committee made up of First Nations community members with experience in language revitalization. The Peer Review Committee rates the applications based on demonstrated strengths and recommends the strongest applications to FPCC to receive funding. Applications are reviewed between December 2022 – January 2023.

Step 3: Applicants are notified of application status in March 2023.

Step 4: MAP in-person regional Orientation Workshop, April – June depending on location. Accommodation, travel and food grants will be provided (following FPCC Travel Guidelines). **Attendance is mandatory for all teams.**

Step 5: Mentors and Apprentices begin their language immersion sessions; meeting in person to complete activities on lands, waters, and at home. May 2023 – March 2024.

Step 6: Program must be completed by March 1, 2024. Apprentices who met all program requirements will be invited to apply for additional years, subject to available funding.



4. MAP Budget and Grant Total

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

Funding is distributed as reimbursement of work completed, upon submission of required reporting by Mentor-Apprentice teams. Payments will be based on approved budget expenses only.

***Note:** All grant recipients, both mentor and apprentice, will receive a T4A form at the end of the calendar year, as these are taxable amounts.

Each Mentor-Apprentice team will be paid:

May 1 st – September 1 st , 2023	
1 st Language Learning Assessment Tool	\$0
100 apprentice hours \$20 x 100 hours	\$2000
100 mentor hours \$30 x 100 hours	\$3000
3 panel evaluation members \$100 x 3	\$300
Material Fee (e.g., headphones)	\$200
September 2 nd – December 1 st , 2023	
200 apprentice hours \$20 x 100 hours	\$2000
200 mentor hours \$30 x 100	\$3000
3 panel evaluation members \$100 x 3	\$300
December 2 nd – March 31, 2024	
300 apprentice hours \$20 x 100	\$2000
300 mentor hours \$30 x 100	\$3000
3 panel evaluation members \$100 x 3	\$300
Final Report	\$0
Final Language Learning Assessment Tool	\$0
Total Grant Amount	\$16,100

PLEASE NOTE: Funding for MAP in 2023-2024 is dependent on confirmation of funding from FPCC's funders. Submission and acceptance of a grant application does not guarantee funding in this program. FPCC will make every effort to confirm funding for the 2023-2024 year as early as possible to support all approved applicants, but please be prepared for delays in the funding confirmation and delivery process.



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 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 or other commitments 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 hours should be completed in a one-on-one language immersion setting that allows the apprentice to work at their own pace and gives the mentor the opportunity to provide context-specific instruction and feedback. It is not recommended that the MAP hours 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.

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.

1. Applicant Suitability

- 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?
- Is the Apprentice in the Youth Category?

2. Language Learning Goals

- 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

- Does the schedule meet the hours per month requirement (50 hours per month)?
- 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 (e.g., land-based activities need to occur during daylight hours, not in the evenings)?
- Have they carefully considered the time commitment required?

4. Continuation

- Does the Apprentice demonstrate a specific plan for sharing language?
- Is the Apprentice a teacher or ECE worker?

5. Community Involvement

- Has the Apprentice had prior language-learning experience?
- Has the Apprentice demonstrated a commitment to contributing to the language revitalization work in the community?