



FIRST PEOPLES'
CULTURAL COUNCIL

**Mentor-Apprentice Program:
Connections (MAPC)
2024-2025 Funding Guide**

[Information Webinar](#)

Tuesday, September 12, 2023

Application Deadline

Monday, October 23, 2023



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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.

Tcwemstwallhkálap ("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: Connections 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 100 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: Connections is provided by the Province of British Columbia and The Department of Canadian Heritage.

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: Aurora Skala, Language Programs Coordinator

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V8M 1N9

Telephone: (250) 652-5952
or toll free through Enquiry BC 1-800-663-7867

Email: map@fpcc.ca



2. Program Overview and Eligibility

The Mentor-Apprentice Program: Connections (MAPC) is intended for B.C. First Nations individuals. Those who are status, non-status, and/or identify as BC First Nation, whether living on or off reserve in BC, will be considered for MAPC. In order to prioritize spaces for Indigenous learners, non-Indigenous applicants are not eligible for funding through the Mentor-Apprentice Program: Connections, regardless of community affiliation.

MAP: Connections is a flexible program 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 one-on-one 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
- Learners who are balancing language learning with other commitments

Program Deliverables:

- 100 one-on-one hours; completed over 6 months (June – December 2024)
- Eligible apprentices can complete 300 hours (over 3 program years ***subject to available funding*)
- Reporting includes:
 - 100-hour progress report
 - Final report
 - Language Learning Assessment Tool before starting immersion hours
 - Language Learning Assessment Tool upon completion of immersion hours
- Monthly drop-in online peer support
- Online training workshop
- Workshop materials provided



3. Program Timeline

Step 1: Submit application digitally on FPCC Grant Portal, deadline October 23, 2023. 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 reviews the applications based on demonstrated strengths and recommends the strongest applications to FPCC to receive funding. Applications are reviewed between December 2023 – January 2024.

Step 3: Applicants are notified of *conditional acceptance* status in January 2024.

Step 4: MAPC online orientation workshop dates to be announced. Dates and times will be scheduled in March and April 2024.

Several dates will be available for a Zoom training session with First Peoples' staff upon completion of Moodle. This is to confirm their understanding of the training content.

Step 5: Apprentices register and complete Moodle training. The Moodle link and how-to video with instructions and completion deadline will be available.

Step 6: Final Acceptance and Funding Agreements: Upon completion of Zoom workshops and online Moodle self-paced training, the applicant receives final acceptance and their funding agreement.

Step 7: Complete Language Learning Assessment Tool prior to starting hours.

Step 8: Mentors and Apprentices begin their language immersion sessions; meeting in person or online to complete activities on lands, waters, and at home. June 2024 – December 2024

Step 9: Program must be completed by December 15, 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 grant amount per team is **\$6,500**.

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.

*** Teams with more than one mentor will split their hours with their mentors; the total grant amount will not exceed \$6,500.**

June 1 st – December 15 th 2024	
100 apprentice hours \$25 x 100 hours	\$2,500
100 mentor hours \$40 x \$100 hours	\$4,000
Total Grant Amount	\$6,500

PLEASE NOTE: Funding for MAPC in 2024-2025 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 2024-2025 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 MAPC must include a letter of intent from the mentor and apprentice. These letters should clearly outline the applicants' commitment to their language and interest in the program. The following additional information is particularly valuable:
 - 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 a plan for completing the required hours. *The team demonstrates how they will fit their 100 hours into their schedule.*
- Applications to the MAPC must include one **resume and biography** from the apprentice. A **biography** from the mentor must also be included. 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: Connection 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 MAPC 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 MAPC 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: Connections 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 assesses 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?



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 (15-20 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?

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?

We look forward to supporting you with your language journey! If you have any questions about your application, we are here to help. Please reach out to us via email at map@fpcc.ca or via the main office phone at 250-652-5952.