



**FIRST PEOPLES'**  
CULTURAL COUNCIL

# Mentor-Apprentice Program (MAP)

## 2025-2026 Funding Guide



### Information Webinar

 Tuesday, September 9, 2024

 12:00-1:00 p.m.

[REGISTER HERE](#)

### Application Deadline

Tuesday, October 15, 2024



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## COVID-19 Guidelines for Programs

Updated September 26, 2023

**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. It is important 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.

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.

### **Tcwemstwallhká 'lap ("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:**

- Please ensure your project proposal meets the requirements listed in this document.
- 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](#)

## Introduction

The goal of the Mentor-Apprentice Program Handbook 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 any language, especially where only a couple of fluent speakers are left. The apprentice will learn and share their teachings with family and community members. In this program, learners become more fluent.

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

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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 Department of Canadian Heritage.

Funded by the Government of Canada



For useful information on the program, including the [Mentor-Apprentice Program Handbook](#) and other resources, please visit the FPCC website at: <https://fpcc.ca/program/mentor-apprentice-program/>

Direct your inquiries to:

<b>Aurora Skala</b> , Language Programs Coordinator	
Mailing Address	1A Boat Ramp Road Brentwood Bay, B.C. V8M 1N9
Telephone	(250) 652-5952
Email	<a href="mailto:map@fpcc.ca">map@fpcc.ca</a>

## Funding Details

### 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 or non-status, and identify as a B.C. First Nation person, whether living on or off reserve in B.C., will be considered for MAP. To prioritize Indigenous learners, non-Indigenous applicants are not eligible for funding through the Program, regardless of community affiliation. Priority will be given to apprentices with a demonstrated commitment to share the language with others beyond the program.

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



MAP is for:

- B.C. First Nations individuals aged 16 – 50. Applicants over 50 years old may apply to MAP: Connections.
- Learners who have a plan for actively passing on the language to others. This may include:
  - Learners who are or want to become language teachers in schools or community; or,
  - Parents of young children or soon-to-be parents.

## Funding Term

The Mentor-Apprentice Program term begins April 2025, and concludes in March 2026. Mentor-Apprentice teams are invited to begin their MAP hours after completing the mandatory MAP training held in May or June 2025.

Apprentices who have completed 300 hours and meet all program requirements will be invited to re-apply for another year, up to three years, subject to available funding.

## Deadline

The application must be submitted by **October 15, 2024**.  
Please submit your application online via the [FPCC Grant Portal](#).

### MAP Application Support

If you wish to receive feedback on your application, please submit your application two weeks prior to the closing deadline (October 15, 2024) and reach out requesting feedback. FPCC Language Program staff will provide feedback on your application so that you may revise and resubmit before the final deadline.

Submit requests for feedback to: [map@fpcc.ca](mailto:map@fpcc.ca)

## Program Details

### Immersion Hours

The Mentor-Apprentice Program hours are to 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. MAP Training provides examples of activities and best practices for completing these hours. As MAP hours are completed regularly, it works best if the mentor lives no more than 30-60 minutes from the apprentice.

MAP hours can not be completed in a classroom setting, during school hours, or within the daily activities of a language nest. These activities are not eligible for funding through the Mentor-Apprentice Program. While these settings provide valuable language-learning opportunities, they may inhibit the MAP team from achieving the depth of language learning that is otherwise possible in a one-on-one setting.



## Program Training and Ongoing Support

### MAP in-person regional Orientation Workshops 2025:

*Teams will be invited to register in January 2025 in the training nearest to them.*

- Friday April 11th – Sunday April 13th 2025
- Friday May 2nd – Sunday May 4th 2025
- Friday May 2nd – Sunday May 25th 2025

Accommodation, travel and food grants will be provided (following FPCC Travel Guidelines).

**Attendance is required for all teams.**

To create a strong ability to learn language and succeed in the program, we offer these supports:

- One-on-one coaching throughout the year with a MAP coach who is a graduate of the program
- Monthly optional drop-in online webinars and peer support
- Mandatory in-person orientation workshop
- Workshop materials

## Reporting

Language Learning Assessment Tool	100-hour Reports	Final Report
<p>This is for apprentices to self-assess their language learning</p> <ul style="list-style-type: none"> <li>• 1 completed before beginning hours</li> <li>• 1 after 300-hour report</li> </ul>	<p>These are completed after every 100 hours completed, up to 300 hours.</p> <ul style="list-style-type: none"> <li>• 100-hour Report Due September 1</li> <li>• 200-hour Report Due December 1</li> <li>• 300-hour Report Due March 1</li> </ul> <p>Panel Evaluations are hosted after every 100 hours &amp; included in each 100-hr report</p>	<p>This report is only completed after the program hours are complete.</p>

## MAP Grant Total

The total amount per team is **\$21,000**, plus an additional travel grant to cover travel and accommodation expenses for the Mentor-Apprentice team to attend the mandatory workshop.

- \$7,500 for the apprentice hours
- \$12,000 for mentor hours
- \$1,500 for panel evaluations

Teams with more than one mentor will split their hours with their mentors; the total grant amount will not exceed \$21,000.

The Grant is paid in installments after each 100 hours of immersion are completed.

After each 100 hours of immersion	
100 apprentice hours \$25 x 100 hours	\$2,500
100 mentor hours \$40 x 100 hours	\$4,000
3 panel evaluation members \$150 x 3, plus \$50 for refreshments	\$500
Total per 100 hours	\$7,000
Total per year (300 hours max.)	\$21,000



## How to Complete the Application

FPCC is currently transitioning to a new improved grant portal. All new applications for MAP and MAPC must be made on the new [Grant Portal 2.0](#). Please visit this [info page](#) for more information.

Once logged in, find the Mentor-Apprentice Program Application, and follow the steps there. Please refer to the criteria below:

### Application Assessment Criteria

The following are the criteria used by the Peer Review Committee in prioritizing applications for this program.

#### 1. Letter of Intent

Strong applicants demonstrate a commitment to their language that extends beyond this program.

- 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 (16-35 years-old)?
- Have they carefully considered the time commitment required?
- Does the Apprentice have the motivation and time to complete the hours and to complete the reports?

#### 2. Community Letter of Support

Applications 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.
- Letter should speak to the strength of the relationship between the mentor and the apprentice or probable success of the team in meeting their goals.

#### 3. Resumes & Biographies

Applications 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.

- Is the Mentor a fluent speaker? If not, please explain what their language proficiency is, and why the apprentice is choosing them as a Mentor (for example, there are no fluent speakers living near them, so they are applying with an intermediate speaker as their Mentor).
- Include your involvement with the language, and any learning or work experience you have.

#### 4. 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?



## 5. Specific intentions to pass on the language

This program aims to renew the intergenerational transmission of the language. Strong applicants demonstrate a clear commitment to pass the language on to family members, children, and/or other community members.

- Does the Apprentice demonstrate a specific plan for sharing language?
- Is the Apprentice a teacher or ECE (Early Childhood Education) worker?
- Are there young children in the home who will benefit from increased language exposure?

## 6. Schedule

- Does the schedule meet the hours per month requirement (35-40 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, is it realistic?
- Does the schedule match the activities they are planning (e.g., land-based activities need to occur during daylight hours, not in the evenings)?
- Does their current work schedule allow for their learning schedule? 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.

## 7. Past and current community involvement

Strong applicants demonstrate involvement in their community, through language projects, cultural events, or other initiatives.

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

# Application Review Process

1. **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 during October/November 2024.
2. **Applicants are notified** of *conditional acceptance* status in November 2024. Applicants must complete the Language Learning Assessment Tool (see step 4) before being offered acceptance to the program.





## Shortlisted Applicants

Applicants with strong applications are shortlisted. This is a conditional acceptance. Shortlisted applicants will be accepted into the program once they complete the following:

1. Fill out the Language Learning Assessment Tool, by due date (TBD)
2. Complete Personal Information Forms, by due date (TBD)
3. Sign the Funding Agreement by January 8th, 2025
4. Register for and attend MAP Training with your mentor, by due date (TBD)

Detailed instructions will be sent to applicants who make the shortlist. Applicants whose applications are not accepted, will be sent an explanation of why, and recommendations if they wish to apply in the future.

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](mailto:map@fpcc.ca) or via the main office phone at 250-652-5952.