



**FIRST PEOPLES'**  
CULTURAL COUNCIL

# Mentor-Apprentice Program: Connections (MAPC)

## 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 Program Information

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: Connections 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 100 hours per year together doing everyday activities while using the language. This program is especially valuable for languages 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 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 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:

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## Funding Details

### Program Overview and Eligibility

The Mentor-Apprentice Program is intended for B.C. First Nations individuals ages 16 years old and up. Those who are status or non-status, and identify as a B.C. First Nation's person, whether living on or off reserve in B.C., will be considered for MAPC. To prioritize Indigenous learners, non-Indigenous applicants are not eligible for funding through the Program, regardless of community affiliation. Priority may 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 MAPC 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.

The Mentor-Apprentice Program: Connections (MAPC) is intended for B.C. First Nations individuals. Those who are status or non-status, and identify as a B.C. First Nation's person, whether living on or off reserve in B.C., will be considered for MAPC.



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 than with FPCC's other adult immersion streams. MAPC participants complete 100 hours of one-on-one language immersion with a fluent speaker over approximately 7 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

**Funding Term**

The The Mentor-Apprentice Program term begins April 4<sup>th</sup>, 2025, and concludes November 15<sup>th</sup>, 2025.

Apprentices who have completed 100 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](#).

**MAPC 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: Connection 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. MACP Training provides examples of activities and best practices for completing these hours.

Mentor-Apprentice immersion 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 MAPC team from achieving the depth of language learning that is otherwise possible in a one-on-one setting.

**Program Training and Ongoing Support**

Training is offered online at one’s own pace and needs to be completed before starting the program. Apprentices and Mentors must arrange a time to take the training together.

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
- Online training and immersion activities

**Reporting**

Language Learning Assessment Tool	100-hour Reports	Final Report
All Due on or before November 15, 2025		
This is for apprentices to self-assess their language learning <ul style="list-style-type: none"> <li>• 1 completed before beginning hours</li> <li>• 1 after 100-hour report</li> </ul>	This is completed after 100 hours are completed. This is where you get to show off all the great activities and learning you’ve done.	This report is only completed after the program hours are complete.

**MAP Grant Total**

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

<b>After each 100 hours of immersion</b>	
100 apprentice hours \$25 x 100 hours	\$2,500
100 mentor hours \$40 x 100 hours	\$4,000
Total per 100 hours	\$6,500



## 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? If not spending time in-person, are the Mentor and Apprentice experienced in or very well equipped for online learning?
- Have they carefully considered the time commitment required?

#### 2. 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).
- Does the Apprentice have the motivation and time to complete the hours and to complete the reports?

#### 3. 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?

#### 4. 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?



## 5. Schedule

- Does the schedule meet the hours per month requirement (12-15 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.

## 6. 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. Complete the MAPC Online Training with your mentor, by due date (TBD)
2. Fill out the Language Learning Assessment, Tool by due date (TBD)
3. Complete Personal Information Forms, by due date (TBD)
4. Sign the Funding Agreement by January 8<sup>th</sup>, 2025

Detailed instructions will be sent to applicants who make the shortlist.

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.