



Mentor-Apprentice Program Application Guide

January 2025

K'áhshó got'jne xada k'é hederı ɔedjhtf'é yerınıwę nı dé dúle.
Dene Kádá

ʔerıhtf'ıs Dēne Sų́lné yatı t'a huts'elkēr xa beyáyatı theɔɔ ɔat'e, nuwe ts'ēn yóftı.
Dēne Sų́lné

Edı gondı dehgáh got'je zhaté k'éé edatf'éh enahddhę nıde naxets'é edahfı.
Dene Zhaté

Jii gwandak izhii ginjik vat'atr'ijáhch'uu zhit yinothtan jı', diits'át ginohkhii.
Dinjii Zhu' Ginjik

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqluta.
Inuvialuktun

Ć'đđ ɔɔŋ'ıbđđ ĄłłJđđ Ąđđŋđđłłłłłł, đđđđđđ đđđđđđđđđđđđ.
Inuktitut

Hapkua titiqqat pijumagupkit Inuinnaqtun, uvaptinnut hivajarlutit.
Inuinnaqtun

kıspin ki nitawihtın ē nıhıyawıhk ōma ācimōwin, tipwāsinān.
nēhiyawēwin

Tıjchq yatı k'èè. Dı wegodı newq dè, gots'o gonede.
Tıjchq

Indigenous Languages
request_indigenous_languages@gov.nt.ca

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Program overview

The goal of the Mentor-Apprentice Program (MAP) is to support the development of fluent Indigenous language speakers of the Northwest Territories.

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: www.aicls.org.

MAP in the Northwest Territories is a way of learning an Indigenous language where a fluent speaker of the language (a mentor) teaches a committed language learner (an apprentice) by doing everyday activities using only their Indigenous language. Apprentices are responsible for determining their language learning goals, as well as planning and organizing their language learning sessions.



The program aims to increase apprentices' ability to understand and speak their language by “living life in the language.” It is not recommended that the MAP hours be completed in a classroom setting, during school hours or within the daily activities of a pre-school or daycare. While these settings provide valuable language-learning opportunities, they may inhibit the MAP team from achieving the language learning that is otherwise possible in a one-on-one setting.

The pair must agree to spend dedicated time together, usually five to seven hours per week during the program. Mentor-apprentice pairs complete 200 hours of language immersion over approximately nine months starting in May and ending in February. Apprentices must submit regular reporting logs demonstrating their Indigenous language learning. This initiates the payment process.

Pairs are paid for their time in the program with funding from the Government of the Northwest Territories and their Indigenous Government (Inuvialuit Regional Corporation, Gwich'in Tribal Council, Sahtu Dene Council, Dehcho First Nations, Tłı̨chǫ Government, NWT Métis Nation and Akaitcho Territory Government). Up to 10 pairs from each Indigenous Government will be selected to participate.

Training is provided for:

- Dene Kəḁá
- Dēne Sų́íné
- Dene Zhatré
- Dinjii Zhu' Ginjik
- Inuinnaqtun
- Inuvialuktun
- nēhiyawēwin
- Tłı̨chǫ

Training will provide pairs with an understanding of the MAP approach to language learning, guidance on how to plan language learning sessions and ideas on activities and resources that can be used to support language learning.

Program time requirements

- Attendance at a two-day in-person training workshop for both apprentices and mentors, typically scheduled in the spring of each year.
- MAP apprentices and mentors are both expected to commit at least five to seven hours each week.
- Apprentices are expected to spend additional time preparing for language learning session and completing the required reporting on language learning. Typically, this can take about one hour per week.
- To make the most of their language learning, apprentices are encouraged to commit additional time to practicing their language outside of their MAP language learning sessions.

Program deliverables

- Over nine months, pairs complete 200 hours one-on-one.
- Eligible apprentices have the opportunity to complete 600 hours (over three years).
- Wellness check-ins are included as part of the monthly apprentice one-on-one check-ins.
- MAP Book Club for apprentices and mentors is supported by a print and audiobook.
- Monthly program webinars are available for apprentices and mentors.
- Monthly virtual networking lunches are available for apprentices and mentors.
- Wellness Sharing Circles are available for apprentices and mentors.
- Access to one-on-one counselling sessions with a Resolution Health Support Worker through the NT/NU Council of Friendship Centres and/or a Traditional Counsellor/Elder with the Arctic Indigenous Wellness Foundation for both apprentices and mentors.

Reporting requirements

The following reports and assessments are required:

- bi-monthly (50-hour, 100-hour, 150-hour and 200-hour) progress reports completed by the apprentice;
- apprentice oral proficiency assessments completed at the beginning of program and at the end of each year; and
- Apprentice Language Learning Assessment Tool completed at beginning of the program and at end of each year.

For more information about MAP, contact:

Mentor Apprentice Program

Phone:	(867) 767-9346 ext. 71037
Mailing Address:	Education, Culture and Employment Indigenous Languages Secretariat Box 1320 Yellowknife NT X1A 2L9
Email:	indigenous_languages@gov.nt.ca
Website	www.ece.gov.nt.ca/en/MAP

Who can apply

Eligibility

- Any adult 18 years of age or older.

Priority will be given to:

- Indigenous applicants who live in the Northwest Territories.
- Applicants who commit to sharing their language with others upon completing the program. This includes teachers, child care workers, parents or those actively engaged in language programming in their community.

Best suited for:

- Learners who are, or want to, become language instructors in schools or their community.
- Parents of young children or soon-to-be parents.
- Learners who have a plan to actively pass on the language to others.

Application process

Required supporting documents

The following documents must be included in the application package:

- a completed and signed [application form](#);
- a letter or video of intent from the apprentice; and
- resume of the apprentice.

Deadline

The deadline to apply is February 28.

Applications must be received electronically, post-marked by 12 am or hand delivered by 5 pm.

Late applications will not be accepted.

How to apply

If you have questions or need advice in preparing your application, contact us at indigenous_languages@gov.nt.ca or (867) 767-9346 ext. 71037.

1. Fill out the [application form](#) using the downloadable form from the Department of Education, Culture and Employment website.
2. Gather the required supporting documents.
3. Submit your completed application and supporting documents by:
 - emailing: indigenous_languages@gov.nt.ca
 - calling or emailing to create an in-person appointment in Yellowknife (Monday to Friday, 8:30 am to 5 pm)
 - mailing: Indigenous Languages Secretariat, Education, Culture and Employment, Government of the Northwest Territories, P.O. Box 1320, Yellowknife NT X1A 2L9

Application processing time and decisions

Applicants will be notified by email about the status of their application within eight weeks of the deadline.

- Application packages are reviewed in March.
- Interviews for new applicants are conducted in April.
- Applicants are notified of application status by the last day of April.

Applications are reviewed by the Department of Education, Culture and Employment and partner Indigenous Governments. Program selection decisions will be made based on the application, required supporting documents provided and the following factors:

Applicant suitability

- Does the apprentice understand the MAP approach to language learning?
- Has the apprentice demonstrated a commitment to learning?
- Do the mentor and apprentice live within the same community, or have they outlined clearly how they will meet virtually?

Language learning goals

- 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 the program?

Schedule

- Does the schedule meet the hours per week requirement (five to seven hours per week)?
- Does the schedule match the lifestyles of the mentor and the apprentice?
- Does the schedule match the activities they are planning?
- Have they carefully considered the time commitment required?

Continuation

- Does the apprentice demonstrate a specific plan for sharing language?
- Is the apprentice a teacher or early learning and child care worker?

Community involvement

- Has the apprentice demonstrated a commitment to contributing to language revitalization work in the community?

Ability to attend a two-day MAP in-person Training Workshop between May and June (depending on language group)

- Accommodation, travel and per diems will be provided (following [Government of the Northwest Territories Travel Guidelines](#)).
- Attendance by both the apprentice and mentor is mandatory for all new MAP pairs.

All decisions are final; there is no appeal process.

Program funding

Funding is distributed as reimbursement of work completed after apprentices have submitted their required reporting.

Payments will be based on approved language learning activities. Rates of pay are based on the cost of living in the region in which the mentor and apprentice reside.

Indigenous Government	Mentor Rate	Mentor Total	Apprentice Rate	Apprentice Total
<ul style="list-style-type: none"> Inuvialuit Regional Corporation Gwich'in Tribal Council Sahtu Dene Council 	\$30 per hour x 200 hours	6,000 \$	\$25 per hour x 200 hours	5,000 \$
<ul style="list-style-type: none"> Dehcho First Nation Tłı̨chǫ Government NWT Métis Nation Akaįtcho Territory Government 	\$25 per hour x 200 hours	5,000 \$	\$20 per hour x 200 hours	4,000 \$
<p><i>Mentors and apprentices in Yellowknife or communities outside of the Northwest Territories are paid \$25 per hour and \$20 per hour, respectively.</i></p>				

Reporting

Apprentices are required to track their language learning sessions with their mentor and submit bi-monthly reports.

Prior to start of program	
Apprentice Language Learning Assessment	Prior to training
Apprentice Oral Proficiency Assessment	At training
May 1 to August 31	Initiates first payment
Minimum of 50 hours	
Apprentice self-reflection	
September 1 to October 31	Initiates second payment
Approximately 50 hours	
Apprentice self-reflection	
November 1 to December 31	Initiates third payment
Approximately 50 hours	
Apprentice self-reflection	
January 1 to February 28	Initiates final payment
Approximately 50 hours up to the maximum of 200 hours	
Apprentice self-reflection	
Apprentice Language Learning Assessment	

Application package tips

- It is the apprentice's responsibility to identify their own mentor and apply together on one application form. If you have questions about finding a mentor, you can reach out to indigenous_languages@gov.nt.ca.
- Apprentice information is to be completed on page one of the application. Mentor information is to be completed on page four.
- When completing the Program Outline on page three, keep in mind that the MAP 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.
- The letter of intent should clearly outline the applicants' commitment to their language and interest in the program. The following additional information is particularly valuable:
 - *Why do you want to learn your language?* Each apprentice has distinct reasons for wanting to learn their language. As MAP is an intensive program that requires a significant time commitment, it is important to have a strong desire to make your language learning a priority. Explain what is currently motivating you to learn your language.
 - *Why do you think MAP will work for you?* The MAP approach to language learning is based on working one-on-one with a language holder while doing everyday activities in the language. Explain why this approach to language learning will work for you.
 - *How do you and your mentor plan to balance your work/life commitments with your MAP commitments?* MAP pairs must be prepared to commit five to seven hours per week to their language learning over the course of nine months. How will you integrate this into your current schedules?
 - *What specific intentions do you have to pass on the language?* Drawing on Indigenous values of sharing knowledge, an overarching goal of MAP is for apprentices to pass on their language learning within their family and community. How do you plan to share your language learning with others?
- Application packages must include a resume from the Apprentice. Applicants should include information on cultural knowledge or previous engagement with their language and outline any community-based, academic or professional experiences.