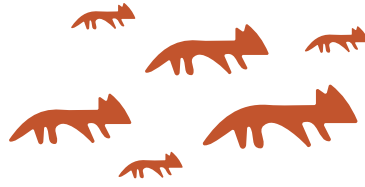




FIRST PEOPLES'
CULTURAL COUNCIL



Youth Empowered Speakers (YES) Program

2025 - 2026 Funding Guide

Application Deadline:
January 31st, 2025

Q & A Session
January 9th, 2025
12:00 - 1:00 p.m.

REGISTER HERE

FPCC Language Programs are funded by the Indigenous Languages Component of the Indigenous Languages and Cultures Program, Department of Canadian Heritage.

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of Canada

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Table of Contents

Wellness/COVID-19 Program Information	3
Contact	3
Introduction	4
YES Program Streams	5
Stream 1: Early Childhood Immersion Educator	5
Stream 2: Language Immersion Teacher	5
Stream 3: Community Language Revitalizationist	6
Funding Overview	7
Eligibility	8
Program Timeline	8
Applying on the Grant Portal	8
Application Review	9
Shortlisted Applicant Requirements	9
Program Orientation and Skills Workshop	9
Program Term	9
How to Complete the Application	10
Application Assessment Criteria	10
Application Review Process	11

Wellness/COVID-19 Program Information

Updated October 2024

Tcwemstwallhkálap (“you folks take care of one another” in Ucwalmícwts)

The health and safety of everyone involved in FPCC programs, especially Elders and those with health concerns, is of the utmost importance to us. As you plan your project, please take extra care during cold and flu season to minimize the spread of illness.

Following this guideline will help us take care of one another and keep each other safe.

Please note:

- 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.
- If you have any questions, please [contact program staff](#).

Contact

Please contact us with any questions you may have about your application. We aim to support applicants with feedback on their applications right up to the January 31st, 2025, deadline. However, for a detailed one-on-one review please reach out to program staff before January 13th, 2025. FPCC Language Program staff will do our best to provide you with feedback on your application so that you may revise and submit the application before the final deadline.

Direct your inquiries to:

Contact Name: Beckie Wesley, Language Program Associate
Address: 1A Boat Ramp Road Brentwood Bay, B.C. V8M 1N9
Telephone: (250) 883-1793
Email: yes@fpcc.ca
Website: www.fpcc.ca



Introduction

Learn your language while working towards a rewarding career in language revitalization!

The goal of the Youth Empowered Speakers (YES) program is for Youth to learn their language while preparing for a career in language revitalization in one of three streams:

1. **Stream 1: Early Childhood Immersion Educator** for ECE students.
2. **Stream 2: Language Immersion Teacher** for BEd students.
3. **Stream 3: Community Language Revitalizationist** For students in a post-secondary program which can be linked to a career in language.

The program provides paid work internship opportunities along with Mentor-Apprentice language learning (Hinton, 2002). The aim of Mentor-Apprentice learning is to facilitate the development of fluent speakers where a “mentor” (a fluent speaker of a language) is paired with an “apprentice” (learner). It is a one-on-one immersion method where mentor and apprentice spend time together doing everyday activities using the language at all times.

Applicants can choose to apply to do either 100 hours, 200 hours, or 300 hours of Mentor-Apprentice language learning per year in this 10-month program.

Before you start filling out your application, please review the *Mentor -Apprentice Program Handbook* and other resources on the FPCC website at:

<https://fpcc.ca/resource/b-c-s-master-apprentice-language-program-handbook/>

Program Funders:

Funding for the YES program is provided by the Department of Canadian Heritage as a result of the Government of Canada’s Indigenous Languages Act.

Funding Availability:

Funding for the YES program in 2025-2026 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 2025-2026 year as early as possible to support all approved applicants, but please be prepared for delays in the funding confirmation and delivery process.

We recognize that language revitalization requires long-term, sustainable funding. FPCC continues to advocate for guaranteed, ongoing funding from all levels of government and we are looking forward to that becoming a reality in the near future. At this time, the YES program can only offer funding for one program year, but we invite applicants to reapply for additional years of the program.



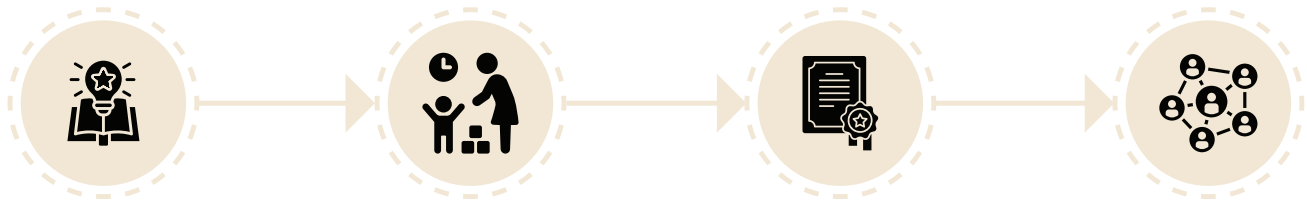
YES Program Streams

The YES program is for B.C. First Nations post-secondary students ages 18-35 and provides training and paid work internships to pursue your career in addition to mentor-apprentice language learning. The goal of the program is for Youth to learn their language while preparing for a career in language revitalization in one of three streams:

Stream 1: Early Childhood Immersion Educator

For students in ECE programs

In this stream, Youth develop their language proficiency while studying to be Early Childhood Immersion Educators (ECEs). Youth will complete a minimum of 100 hours (maximum 300 hours) in Mentor-Apprentice Program (MAP) learning over the year. When not in school youth will spend 10 hours/week in Mentor-Apprentice (MAP) learning and 20 hours/week employed by their community working in preschool facilities and preparing for a preschool immersion language nest.



Learn your Language

Up to 300 hours of immersion with mentor

Internship

Gain experience in daycare centre

Study

Early Childhood Educator (ECE) Certification

Language Career

- Work in community language nest
- 100% immersion for pre-schoolers

Stream 2: Language Immersion Teacher

For students in BEd. Programs

In this stream, Youth develop their language proficiency while studying to be language immersion teachers (Bachelor of Education). Youth will complete a minimum of 100 hours (maximum 300 hours) in Mentor-Apprentice (MAP) learning over the year. During the summers, Youth will spend 10 hours/week in MAP learning and 20 hours/week employed by their community preparing resources which will assist with current and future teaching needs.

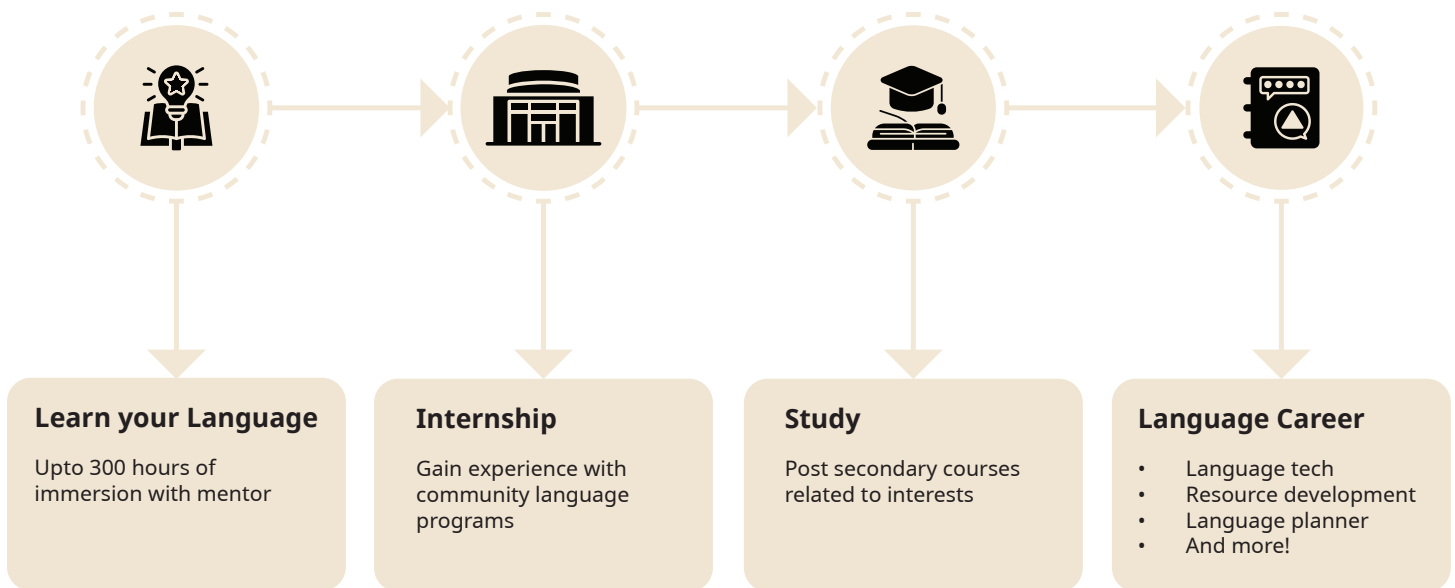
Stream 3: Community Language Revitalizationist

For students in a post-secondary program which can be linked to a career in language

In this stream, Youth develop their language proficiency while gaining skills for a variety of community-based career options in language revitalization. Youth will complete a minimum of 100 hours (maximum 300 hours) in Mentor-Apprentice (MAP) learning over the year. When not in full-time school, there is an optional internship of 20 hours/week for 4 months employment working in their area of study in their community (typically this takes place May through August when the Youth is on a break from school). The Community Internships give the Youth the opportunity to have hands on experiences. Community organizations that are paired with Youth, must be committed to exposing the Youth to valuable work experiences in the youth's field of interest.

Examples of supported fields of study for Stream 3:

- Project Management
- Technology & Web development
- Visual Arts, Graphic Design, & Music
- Administration and/or Bookkeeping
- Indigenous Planning Programs
- Tourism
- Teachers Aid/Education Assistant
- Child and Youth Care
- Wellness/Health/Healing programs
- Adult Immersion Programs
- Fluency/Immersion in partnerships with Universities



Funding Overview

For each stream, funding covers both the Mentor-Apprentice Hours and the Work Term Funding.

Mentor-Apprentice Funding Paid directly to the Youth and their mentor	Work Term Funding Paid to the employer (community organization)
<ul style="list-style-type: none"> • Mentor stipend: \$40/hr • Apprentice stipend: \$25/hr • Related program costs (panel evaluation honoraria, travel to orientation, tech grant) 	<ul style="list-style-type: none"> • Internship wage: \$25/hr + 15% benefits • Administration: 10% administration fee to the employer
Outcome: Increased language proficiency	Outcome: Relevant work experience

The total amount per team is up to \$32,320, 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, upon submission of required reporting by YES participants. Payments will be based on approved budget expenses only.

***Note:** All grant recipients, Mentors and Youth, will be issued their payments as **grants**. As grants are considered taxable income, all grant recipients, will receive a T4A form at the end of the calendar year.

Description	Details of Cost	Maximum Amount Payable
Youth Apprentice Honorarium	\$25.00 per hour Up to 300 hours depending on if the Youth chooses to do 100, 200, or 300 hours a year	Up to \$7,500.00
Mentor Honorarium	\$40.00 per hour Up to 300 hours depending on if Youth chooses to do 100, 200, or 300 hours a year Teams with more than one mentor will split their hours between their mentors.	Up to \$12,000.00
Evaluation Sessions	\$150.00 per panel member (up to x3) \$50.00 for refreshments Maximum total per evaluation \$500 Evaluations are completed after every 100 immersion hours. (Max 3x per year)	Up to \$1,500.00



Community Internship	\$25.00 per hour + 15% benefits* Up to 320 hours Administration 10% of youth Internship *Paid through community organization	Up to \$10,120.00
Additional* Technology Stipend	A one-time stipend may be granted as needed for recording devices, microphone, laptop, etc. Receipts must be for the current school year and must be submitted for approval before being reimbursed. *Must be applied for in addition to other funding	Up to \$1,200.00
	Maximum Total Grant Amount	\$32,320

Travel Grant

Program participants will be provided with an orientation workshop June 5th – 8th 2025. Necessary travel expenses will be covered in a travel grant. Travel details must be submitted on the form provided before the grant is sent.

Eligibility

The YES program is open to B.C. First Nations Youth aged 18-35. You do not need to be living in your community (on reserve) to be eligible; urban applicants are also eligible. Status cards are not required to be funded by FPCC. Proof of program acceptance must be provided by June 27, 2025, in order to be eligible for program funding.

Program Timeline

Applying on the Grant Portal

FPCC is currently transitioning to a new improved grant portal. All new applications for YES must be made on the new [Grant Portal 2.0](#). Please visit this [info page](#) for more information, resources and videos on the new grant portal for creating or updating your profile and starting an application.

Once logged in, find the YES program application, and follow the steps there. Please refer to the criteria below:

Application Review

Applications will be reviewed in February 2025. Applications will be reviewed by FPCC staff and may be reviewed by an external review committee with experience in language revitalization. The review process includes pre-screening for eligibility as well as an in-depth review for program fit and suitability.

Shortlisted Applicant Requirements

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. Applicants will be notified about the status of their application by early March 2025.
2. Fill out the Language Learning Assessment Tool, by February 28th, 2025
3. Complete Personal Information Forms, by February 28th, 2025
4. Sign the Funding Agreement by April 1st, 2025
5. 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.

Program Orientation and Skills Workshop

The program orientation and skills workshop is planned for June 5 – 8 2025. Attendance is mandatory, for both the Youth and their language Mentor. A travel grant will be provided to cover travel and accommodation costs for the workshop.

Program Term

This program runs from May 1, 2025 – March 1, 2026. During the program interim reports will be required to be submitted on the FPCC Grant Portal. Report due dates will be determined based on the individual youth's plan for completing language immersion hours. All final reporting for all program participants is due March 1, 2026

Each grant is provided for one year (10-month program) at a time. The program year ends March 1, 2026. **Only one year of funding can be guaranteed at a time.** However, participants may be eligible to apply for additional years of funding.



How to Complete the Application

To apply, you must create or use an account on the [FPCC Grant Portal](#). Once logged in, find the YES Application, and follow the steps there. Please refer to the criteria below:

Application Assessment Criteria

The following information is needed for the application along with 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 Youth demonstrated a commitment to learning?
- Do the Mentor and Youth live within a reasonable distance of each other, or will significant travel time (45 minutes+) be required for them to meet in person?
- Have they carefully considered the time commitment required?

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 Youth (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 Youth or probable success of the team in meeting their goals.

3. Resumes & Biographies

Applications must include one **resume and biography** from the Youth. **A biography** from the Mentor(s) 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 Youth 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 Youth have the motivation and time to complete the hours and to complete the reports?

4. Language Learning Goals

- Does the Youth demonstrate an understanding of the Mentor-Apprentice method and purpose?
- What are the Youth's short- and long-term goals for language?
- Do the proposed activities align with the Youth's long-term goals for language?
- Has the Youth 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. For example:



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

6. Schedule

- Does the schedule meet the hours 100 hours over 10-months requirement?
- Is the schedule balanced (sessions should not be too short or too long)?
- Does the schedule match the lifestyles of the Mentor and the Youth, 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 method 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 Youth had prior language-learning experience?
- Has the Youth demonstrated a commitment to contributing to the language revitalization work in the community?
- Has the Youth demonstrated a commitment to their community?

8. Internship Contact

Applicants must provide contact information on the application for a potential supervisor(s) from a community organization, daycare or school who agrees to support the applicant's internship work term.

9. Proof of Enrollment

Documentation, usually a letter you can download from your post-secondary institution's website, is required as part of the application. Proof of enrollment is due June 27th, 2025.

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 February 2025.
2. **Applicants are notified** of conditional acceptance status in March 2025. Applicants must meet the Shortlisted Applicant Requirements before being offered acceptance to the program.