

## Heritage NL Mentor–Apprentice Program



Heritage NL

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Newfoundland and Labrador is known for its traditions and culture, heritage skills, arts, and crafts. But how many people do you know who can run a birch broom, weave a basket, or turn a wooden rolling pin? At one point, makers of these types of objects were commonplace in Newfoundland and Labrador.

Concerned about the loss of traditional know-how, Heritage NL is working to document crafts at risk and to develop ways to encourage the sharing of heritage skills.

## What are heritage crafts and skills?

Heritage crafts and skills represent those practices, knowledge, skills, and trades – as well as the instruments, objects, artifacts, and cultural spaces associated with them – that communities and individuals recognize as part of their own heritage. This can include: the design and small-scale production of quality goods from natural and human-made materials; costumes, regalia, and visual traditions; and occupational trades including heritage carpentry or heritage masonry skills. Heritage NL uses the definition developed by the UK-based Heritage Crafts Association, which defines a heritage craft as “a practice which employs manual dexterity and skill and an understanding of traditional materials, design and techniques, and which has been practised for two or more successive generations.”

## What is the Heritage NL Mentor–Apprentice Program?

The Heritage NL Mentor-Apprentice Program is a one-on-one immersion program that provides funding up to \$10,000 to support the teaching of endangered crafts and skills from an established mentor to an apprentice craftsperson or tradesperson. The craft or skill funded **must** be listed as **critically endangered** or **endangered** on [Heritage NL Craft at Risk List 2021](#). Priority will be given to living art forms with few remaining practitioners.

An apprenticeship is a face-to-face learning opportunity in which an experienced knowledge holder instructs a novice on skills and techniques, and their meanings and use within the communities in which they are practiced. During the study period, the mentor passes down her or his knowledge to a learner on a focussed project using traditional skills. This project could include: a master boatbuilder taking on an apprentice during the construction of a regionally-specific boat type, such as a Gander River boat; or an Indigenous elder working with a younger community member to teach them tea doll making.

Teams must consist of one mentor and one learner each. Mentors must be able to demonstrate knowledge of a particular living cultural tradition at risk. Apprentices must be able to demonstrate basic skills in the proposed course of study, and show a commitment to practicing those skills after the conclusion of the apprenticeship. In addition to funding, teams will receive support from the Heritage NL staff to define their final project, and to ensure the transmission process is well-documented and archived.

*This program is supported by the Labour Market Partnerships program, Department of Immigration, Skills and Labour, Government of Newfoundland and Labrador.*

## Eligibility

- Eligible grantees must reside in Newfoundland and Labrador;
- May submit only one application per project or program (*ie* may only have one open file at a time);
- Teams must consist of one mentor and one learner each;
- Mentors must be able to demonstrate a connection to a trade, skill, craft, or a particular living cultural tradition in Newfoundland and Labrador;
- Apprentices must demonstrate both basic skills in the proposed course of study and a commitment to practicing those skills or crafts being studied after the conclusion of the apprenticeship.

To apply, please type or print the answers to these questions which follow on a separate sheet. [Download a word doc version here](#). Submit electronically to [ich@heritagenl.ca](mailto:ich@heritagenl.ca) or by mail to:

**Heritage NL Mentor Apprentice Program**  
**PO Box 5171, St. John's, NL, A1C 5V5**

**Deadline: April 10th, 2022**

**Remaining funding for the Mentor/Apprentice program is extremely limited. Heritage NL will be funding no more than four projects as part of its final April deadline. Priority will be given to **critically endangered** forms with few remaining practitioners.**

## Application Part 1 – Mentor Questions

1. Describe the traditional craft or skill you wish to teach.
2. What is your background and experience in this traditional form? When did you start and how long have you been practicing your skills? Who are the people you observed or learned from?
3. Which specific skills or techniques do you propose to teach the apprentice?
4. Have you ever taught and/or helped someone learn this traditional skill or craft? If so, describe the circumstances.
5. Why do you wish to work with this particular apprentice in the apprenticeship program?

### **To be signed by Mentor**

I am willing to take on \_\_\_\_\_ as an apprentice as described in the work plan of this application. I will allow this apprenticeship to be documented by Heritage NL via audio/video recording and photographs for the purposes of encouraging and sustaining NL's living traditions. Recipients will be documented with a photo shoot and interview session during the granting period.

Name of Mentor:

Address:

Phone Number:

Email:

Signed \_\_\_\_\_

Date \_\_\_\_\_

## Application Part 2 – Apprentice Questions

1. What experience do you have participating in this skill or craft?
2. How much skill do you presently have in this tradition?
3. Why have you chosen to work with this mentor? What do you hope to accomplish?
4. What are your plans for working within this tradition after the apprenticeship is finished?  
How will this apprenticeship contribute to the longevity or survival of these skills in NL?
5. Provide a timeline of work for this apprenticeship from start and finish. Apprenticeships generally last between 3 and 12 months and must be completed by March 31, 2023.

### **To be signed by Apprentice**

I am willing to work as an apprentice with mentor \_\_\_\_\_ as described in this application. I will allow this apprenticeship to be documented by Heritage NL via audio/video recording and photographs for the purposes of encouraging and sustaining NL's living traditions. Recipients will be documented with a photo shoot and interview session during the granting period.

Name of Apprentice:

Address:

Phone Number:

Email:

Signed \_\_\_\_\_

Date \_\_\_\_\_

## Application Part 3 – Budget

The Heritage NL Mentor-Apprentice Support Program may provide funding of up to \$10,000 to help compensate the mentor and apprentice for their time and to cover the cost of travel and of materials used during the apprenticeship.

Mentor's honorarium (fixed amount)	\$4000
Apprentice's honorarium (fixed amount)	\$1000
Materials and miscellaneous expenses (be specific, list here)	
Milage: _____ trips for _____ km at 39.04 ¢/km*	
Total Request (up to \$10,000)	

\*Check accurate number for this figure by date at

<https://www.gov.nl.ca/exec/tbs/working-with-us/auto-reimbursement/>

## Application Part 4 – Support Documents

In addition to the above three sections, both master artist and apprentice must submit photographs or video showing work samples, or the application is incomplete. Include five to ten photographs or a five-minute video, whichever is most appropriate.

Photos or video included.

Skill/tradition is listed as **critically endangered (red)** or **endangered (yellow)** on the [Heritage NL Craft at Risk List 2021](#).