

..Number

111124

..Version

Proposed Substitute B

..Reference

..Sponsor

Ald. Bauman

..Title

Substitute resolution relating to the establishment of a Milwaukee Management Training Program and appropriating funds for this purpose.

..Analysis

This resolution creates a 3-person committee to study how to create and administer a Management Training Program consisting of a pool of individuals who have earned degrees from 4-year, accredited colleges or universities within 2 years of placement into the Program. The program will focus on recruiting eligible candidates who are either graduates of Milwaukee Public School high schools, or of colleges or universities located in the City of Milwaukee. City departments can draw upon these individuals as needed to fill appropriate vacancies, and for temporary assistance on special projects or initiatives pending and anticipated vacancy.

The 3-person committee, one member each from the Department of Employee Relations, the Budget and Management Division and the Department of Public Works, is tasked by this resolution to submit to the Common Council for consideration by the Finance and Personnel Committee at its April , 2012, meeting its recommendations on how to create and administer this Management Training Program..

This resolution does not create a Management Training Program, and a follow-up resolution, either based on the Management Training Program Committee's recommendations or otherwise, will be necessary to create such a program.

The number of positions available for the Program will be based on available funding, and be consistent with relevant management and operating considerations.

The Committee must identify funding sources or a funding mechanism to make this a viable and sustainable initiative.

The creation of this Program is expected to:

1. Address Milwaukee's "brain drain" by encouraging local college graduates to remain in Milwaukee after graduation, and apply their professional skills locally to meet the City's future challenges.
2. Address Milwaukee's "brain drain" by encouraging local residents graduating from colleges and universities outside of Milwaukee to return to their hometown after graduation to pursue their professional careers.

3. Attract college-trained professionals to careers in public service.
4. Provide a pool of high-caliber, college-trained professionals to be part of the next generation managing City operations in the future.
5. Expand available opportunities for college-trained professionals, including minorities and women to enter public service.
6. Improve the City's operating effectiveness and service commitment by attracting college-trained professionals who know and appreciate the amenities of living in Milwaukee.

..Body

Whereas, A 2010 Wisconsin Policy Research Institute survey indicated that 68% of Milwaukeeans believe the best and brightest college graduates from Wisconsin's colleges and universities choose not to pursue their professional careers in Wisconsin, creating a "brain drain" in the City; and

Whereas, Many believe this same "brain drain" of professional talent exists with young Milwaukeeans who graduate from out-of-state colleges and universities and then fail to return to their hometown to pursue their professional careers; and

Whereas, This perceived "brain drain" particularly affects minority college graduates as well and deprives the minority community – 58% of Milwaukee's 2010 population – of valuable community resources and role models for its youth; and

Whereas, The creation of a Management Training Program with qualified employees who have earned degrees from 4-year, accredited colleges or universities within 2 years of placement that City departments can draw upon to fill vacated professional positions in the future, and to assist with temporary projects or initiatives may:

1. Address Milwaukee's "brain drain."
2. Provide an opportunity for college-trained professionals, including minorities and women to enter public service.
3. Attract college-trained professionals to careers in public service.

; and

Whereas, Creating such a Program may further benefit the City by:

1. Providing high-caliber, college-trained professionals to be part of the next generation managing City operations in the future.
2. Improving the City's operating effectiveness and service commitment by attracting college-trained professionals who know and appreciate the amenities of living in Milwaukee.

; and

Whereas, Such a program must be funded in a way that is financially viable and sustainable given the City's fiscal challenges; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that a 3-person Management Training Program Committee, chaired and staffed by Department of Employee Relations, is established with membership as follows:

1. Employee Relations Director, or designee.
2. Budget and Management Division Director, or designee.
3. Commissioner of Public Works, or designee.

; and, be it

Further Resolved, The Management Training Program Committee shall meet as needed to study how to best create and administer a Management Training Program consisting of individuals who have earned degrees from 4-year, accredited colleges or universities within 2 years of placement that City departments can draw upon as needed to fill appropriate vacancies , and for assistance on temporary projects or initiatives; and, be it

Further Resolved, The Management Training Program Committee shall make its recommendations to the Common Council for consideration by the Finance and Personnel Committee at its April 5, 2012, meeting; and, be it

Further Resolved, The Management Training Program Committee's recommendations shall include how to fund such a Management Training Program in a way that is financially viable and sustainable given the City's fiscal challenges; and, be it

Further Resolved, The Management Training Program Committee's recommendations shall also include how to administer the program to be consistent with applicable legal and employment, including civil service, requirements; and, be it

Further Resolved, The Budget and Management Division shall identify the most viable ways to secure funding for this Program; and, be it

Further Resolved, the program will focus on recruiting eligible pool candidates who are either graduates of Milwaukee Public School high schools, or of a colleges or universities located in the City of Milwaukee; and, be it

Further Resolved, The Management Training Program Committee shall include in its recommendations that the Management Training Program created shall make all reasonable efforts to attract a diverse pool of candidates to be considered for participation consistent with all applicable federal and state employment laws and civil service rules and statutes.  
; and, be it

Further Resolved, Any recommendations by the Management Training Program Committee to establish a Management Training Program shall commence the program on July 1, 2012, if practical; and, be it

Further Resolved, The Management Training Program Committee shall be dissolved upon making its recommendations to the Common Council.

..Requestor

..Drafter  
Budget and Management Division  
1-31-12