

MILTON KEYNES COUNCIL

21 JUNE 2017

AMENDMENTS

Item 5(b) – Council Calls for More Apprentices

Amendment from Councillor Middleton

Councillor Middleton to move:

- “1. That in Clause 2 the word ‘Place’ be replaced by the word ‘People’; the word ‘currently’ be added between the words ‘is’ and ‘so’ in line 4; the words ‘Council funds’ be added after the words ‘funded by’; the words ‘Milton Keynes residents’ and all of the words, after the words ‘training purposes’ be deleted.
2. That in Clause 3(b) the words ‘investigate if it is feasible to’ replace the word ‘and’ after the word ‘Cabinet’; and the words ‘, acknowledging that apprenticeships are training placements and cannot, and should not, replace a skilled workforce’ be added after the word ‘levy’.
3. That in Clause 3(c) the words ‘continue to’, be added at the beginning; the words ‘and look’ replaced with the words ‘in looking’ and the words ‘such as continuing the work undertaken in securing apprenticeships in new tenders and procurements’ be added at the end.
4. That a new Clause 3(e) be added as follows:

‘note the work being undertaken by the Cabinet Member for Resources and Innovation with the Head of Human Resources on a new Workforce Strategy, which will include development of the Council’s apprenticeship offer, and requests the Cabinet Member to bring forward the report as quickly as possible.’”.

The motion if amended would read:

- “1. That this Council notes:
 - (a) the opportunities presented through the new Apprenticeship levy;
 - (b) the benefits apprenticeship schemes provide for the life prospects of young people; and
 - (c) the contribution apprentices make to the creation of a loyal and diverse workforce.
2. That the Council also notes that in the 2017/18 budget only one team, in the ~~Place~~ **People** Directorate, planned for new apprentices (13 in total); Council therefore registers its disappointment that this number is **currently** so small, given that the £330k pa levy, funded by **Council funds** ~~Milton Keynes residents~~, is available to draw down for training purposes ~~and that the Council has had plenty of time to plan for this as the levy was announced in Autumn 2015.~~

3. That this Council therefore resolves to:
 - (a) endorse the creation of new and / or expand current apprenticeships schemes within the Council;
 - (b) urge Cabinet to **investigate if it is feasible to** ~~and~~ bring forward plans to bring the number of apprentices up to 2.3% of the workforce using the training funding from the apprenticeship levy, **acknowledging that apprenticeships are training placements and cannot, and should not, replace a skilled workforce**;
 - (c) **continue to** lead the way in the public sector in Milton Keynes **in looking** ~~and look~~ at opportunities to work with and encourage other bodies to launch new schemes, **such as continuing the work undertaken in securing apprenticeships in new tenders and procurements**;
 - (d) focus recruitment marketing at young people living in the borough of Milton Keynes; and
 - (e) **note the work being undertaken by the Cabinet Member for Resources and Innovation with the Head of Human Resources on a new Workforce Strategy, which will include development of the Council's apprenticeship offer, and requests the Cabinet Member to bring forward the report as quickly as possible."**

Amendment from Councillor Ferrans

Councillor Ferrans to move:

- "1. That the following new Clauses be added to Clause 1:
 - (d) that although many Council staff are already highly qualified, there is some scope for apprentices at both the basic and higher levels
 - (e) that the shortage of qualified construction workers is reducing the rate of house-building nationally, and that this is a field which can offer a long term career to people in the Milton Keynes area.
2. That in Clause 2 the word 'Place' be replaced by the word 'People'; the word 'currently' be added between the words 'is' and 'so' and the words 'taxes from' be added after the words 'funded by'.
3. That in Clause 3(b) the words 'investigate if it is feasible to' be added after the words 'Cabinet to'; and the words ', acknowledging that apprenticeships are training placements and cannot, and should not, replace a skilled workforce' be added after the word 'levy'.
4. That in Clause 3(c) the words 'and continue to', be added at the beginning; the words 'and look' replaced with the words 'in looking' and the words 'such as continuing the work undertaken in securing apprenticeships in new tenders and procurements including development work by MKDP and YourMK' be added at the end.

5. That a new Clause 3(e) be added as follows:

‘note the work being undertaken by the Cabinet Member for Resources and Innovation with the Head of Human Resources on a new Workforce Strategy, which will include development of the Council’s apprenticeship offer, and requests the Cabinet Member to bring forward the report as quickly as possible.’.

The motion if amended and the amendment from Councillor Middleton not agreed would read:

- “1. That this Council notes:

- (a) the opportunities presented through the new Apprenticeship levy;
- (b) the benefits apprenticeship schemes provide for the life prospects of young people;
- (c) the contribution apprentices make to the creation of a loyal and diverse workforce; and
- (d) that although many Council staff are already highly qualified, there is some scope for apprentices at both the basic and higher levels**
- (e) that the shortage of qualified construction workers is reducing the rate of house-building nationally, and that this is a field which can offer a long term career to people in the Milton Keynes area.**

2. That the Council also notes that in the 2017/18 budget only one team, in the **People Place** Directorate, planned for new apprentices (13 in total); Council therefore registers its disappointment that this number is **currently** so small, given that the £330k pa levy, funded by **taxes from** Milton Keynes residents, is available to draw down for training purposes and that the Council has had plenty of time to plan for this as the levy was announced in Autumn 2015.

3. That this Council therefore resolves to:

- (a) endorse the creation of new and / or expand current apprenticeships schemes within the Council;
- (b) urge Cabinet to **investigate if it is feasible to** bring forward plans to bring the number of apprentices up to 2.3% of the workforce using the training funding from the apprenticeship levy, **acknowledging that apprenticeships acknowledging that apprenticeships are training placements and cannot, and should not, replace a skilled workforce;**
- (c) **continue to** lead the way in the public sector in Milton Keynes ~~and look~~ **in looking** at opportunities to work with and encourage other bodies to launch new schemes **such as continuing the work undertaken in securing apprenticeships in new tenders and procurements including development work by MKDP and YourMK;** and
- (d) focus recruitment marketing at young people living in the borough of Milton Keynes.

- (e) **note the work being undertaken by the Cabinet Member for Resources and Innovation with the Head of Human Resources on a new Workforce Strategy, which will include development of the Council's apprenticeship offer, and requests the Cabinet Member to bring forward the report as quickly as possible."**

The motion if amended and the amendment from Councillor Middleton is agreed would read:

- “1. That this Council notes:
 - (a) the opportunities presented through the new Apprenticeship levy;
 - (b) the benefits apprenticeship schemes provide for the life prospects of young people;
 - (c) the contribution apprentices make to the creation of a loyal and diverse workforce;
 - (d) **that although many Council staff are already highly qualified, there is some scope for apprentices at both the basic and higher levels**
 - (e) **that the shortage of qualified construction workers is reducing the rate of house-building nationally, and that this is a field which can offer a long term career to people in the Milton Keynes area.**
2. That the Council also notes that in the 2017/18 budget only one team, in the People Directorate, planned for new apprentices (13 in total); Council therefore registers its disappointment that this number is currently so small, given that the £330k pa levy, funded by Council funds, is available to draw down for training purposes.
3. That this Council therefore resolves to:
 - (a) endorse the creation of new and / or expand current apprenticeships schemes within the Council;
 - (b) urge Cabinet to investigate if it is feasible to bring forward plans to bring the number of apprentices up to 2.3% of the workforce using the training funding from the apprenticeship levy, acknowledging that apprenticeships are training placements and cannot, and should not, replace a skilled workforce;
 - (c) continue to lead the way in the public sector in Milton Keynes in looking at opportunities to work with and encourage other bodies to launch new schemes, such as continuing the work undertaken in securing apprenticeships in new tenders and procurements **including development work by MKDP and YourMK;**
 - (d) focus recruitment marketing at young people living in the borough of Milton Keynes; and

- (e) note the work being undertaken by the Cabinet Member for Resources and Innovation with the Head of Human Resources on a new Workforce Strategy, which will include development of the Council's apprenticeship offer, and requests the Cabinet Member to bring forward the report as quickly as possible."