



Earlington awarded KYTC funding to repair 3 roads

EARLINGTON, Ky. (9/26/19) — Kentucky Transportation Cabinet Department of Rural and Municipal Aid Commissioner Gray Tomblyn II announced \$108,864 in discretionary funds for vital resurfacing work on South Robinson Street, East Farren Avenue, and Westside Avenue in Earlington.

Tomblyn visited Earlington city officials Wednesday to deliver the good news, saying the funds will address road surface repairs.

Earlington Mayor Phillip Hunt identified these roads as being among the most critical in the city, which provide access to school bus routes and more than 80 homes.

“The city of Earlington would like to say a special thank you to Gov. Bevin and the Transportation Cabinet for the opportunity to apply for the discretionary funds for some very much-needed paving to be done in the city,” Hunt said.

Projects submitted to the Department of Rural and Municipal Aid for discretionary fund consideration were evaluated by the KYTC district staff to assess the condition of roads and determine the most critical needs based on factors such as safety, economic impact and traffic volumes, Tomblyn explained.

“I am thrilled to see this investment in the roads in our

rural communities, and am grateful to see Gov. Bevin prioritize small towns like Earlington,” state Rep. Melinda Gibbons Prunty said. “I also want to thank the mayor’s office for their hard work in obtaining these funds. Improving our roads and bridges is a priority for me, as investing in infrastructure helps our economy and improves safety for our citizens.”

The Earlington City Council is responsible for administering the work, and KYTC will reimburse the city for the projects.

Resurfacing work will address:

- South Robinson Street (City Street 3008) — resurfacing 655 feet
- East Farren Avenue (City Street 3019) — resurfacing 1,170 feet
- Westside Avenue (City Street 3007) — resurfacing 3,100 feet

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About The KYTC

The goal of the DBE Supportive Services Program is to increase the number of DBEs participating on KYTC contracts and facilitate the opportunity for DBEs to obtain contracts. The services are designed to:

- Assist established construction firms to move them from bidding as a subcontractor to bidding as a Prime Contractor to produce sound bids.
- Provide access to training increases DBE expertise in handling of daily business operations.



About The Program

The Construction Estimating Institute (CEI) works with KYTC as the statewide provider of the federally funded Disadvantaged Business Enterprises (DBE) Supportive Services Program. We want to increase the number of certified DBEs participating in highway and bridge construction, as well as assist DBEs in growing and eventually becoming self-sufficient. Additionally, CEI provides supportive services by assisting prime contractors and consultants with identifying DBEs for subcontracting opportunities on priority projects.

Why Companies Need to Look Within

With unemployment rates near record lows, the current labor market is making the already challenging task of recruiting and retaining talent all the more difficult for HR professionals – so it's little surprise that a recent survey conducted by the Society for Human Resources Management (SHRM) finds that 68 percent of HR professionals are struggling to recruit candidates for full-time positions.

Add the \$4,425 average cost-per-hire and the 36 days it typically takes to fill a position, and the current state of recruiting can feel like a nightmare. How can organizations escape it? The way forward will draw on the successful model companies practiced in the past: filling roles not by devoting large resources to finding external job candidates, but by recruiting and promoting within the organization.

As the Harvard Business Review notes, about 90% of corporations' job openings were filled by internal candidates from the period immediately following World War II through the 1970s, but that figure has plunged to less than a third today. By recruiting existing internal talent for open roles within the organization, companies can cut down on the cost and time it takes to find a new hire while boosting morale, improving overall productivity, and preparing their workforces for the future of agile work.

The Case for Looking Within

Why recruit and promote from within? It's simple: Providing such opportunities for growth makes for a more satisfied workforce, which in turn makes for a more successful company.

In a recent survey of the empirical literature on employee satisfaction and productivity, scholars at the London School of Economics, MIT, and Oxford found that higher employee satisfaction is correlated with lower staff turnover. In turn, lower staff turnover is correlated with greater company profitability.

But what does internal recruitment have to do with employee satisfaction? Today's employees place a premium on professional growth, with 56 percent saying that growth is a higher priority than salary. The modern workforce craves opportunities for skill-building and diversification and understands full well that in an economy undergoing rapid technological change, stagnation is fatal. The nimble and the well-rounded will be best positioned to thrive.

Employers who don't give employees the tools and opportunities to become truly agile suffer high turnover – and that creates a vicious cycle.

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Supportive Services Offered:

- Estimating Training
- Building Capacity
- Mobilization Financing
- Bonding Assistance
- Marketing Plan Development
- Creating a Business Plan
- Building a Website
- Plan Reading



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CEI is an educational organization providing the highest quality construction training in the industry. Over 100,000 owners, estimators, project managers, field supervisors, office support staff, foremen, laborers, and key management personnel have attended courses that are offered nationwide. The courses provide students with construction skills training and the critical information needed to be effective within their companies and organizations.