



FDOT and UF I-MAP Help Seniors through FindaRideFlorida



The Florida Department of Transportation’s Safe Mobility for Life Coalition, in partnership with the University of Florida Institute for Mobility, Activity and Participation, has

launched a new website to connect senior citizens who need transportation to community transportation providers.

FindaRideFlorida.org is available in all 67 counties. FindaRideFlorida.org provides an alphabetical listing of service providers based on specific information entered, such as where you are traveling to or from or the purpose of the trip. Results can be narrowed by type of route, schedule or time of day.

A search using the key words “Ocala,” “medical” and “over 60” yielded a search result of 38 providers. From the results page, the user can print a summary or see more information about the provider, including service area, eligible riders, approximate cost and scheduling. FindaRideFlorida.org contains more than 800 resources and is maintained and updated by UF I-MAP when new transportation providers become available.

“FindaRideFlorida.org will help older adults and their families access safe and convenient travel solutions and gain a better understanding of available transportation options that meet their individual mobility needs,” said FDOT Secretary Mike Dew in an FDOT news release announcing the online resource.

“Find a Ride data enables FDOT to respond to transportation gaps more effectively, leading to better, more equitable public transportation service planning and delivery to ultimately benefit older adults in Florida,” Sherrilene Classen, Director of UF I-MAP, stated in the release.

In a release from UF Health about the program, Classen said the goal is that transportation options in Florida pass the “ice cream test,” an idea proposed by Joseph F. Coughlin, Ph.D., founder and director of the Massachusetts Institute of Technology’s AgeLab.

“If an older adult desires to have an ice cream cone at 9 p.m. on, let’s say, a Thursday evening, they should be able to obtain just that via user-friendly alternative transportation services,” Classen stated.

To Read More See Excerpt: <http://www.ocala.com/news/20180327/fdotuf-i-map-help-seniors-through-findarideflorida>



About The FDOT

The goal of the DBE Supportive Services Program is to increase the number of DBEs participating on FDOT 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 FDOT 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.

Avoid Losing Valuable Employees to the Competition

How not letting go is holding you back



Currently, there is less than 2 percent unemployment for project managers, estimators and field supervisors in the construction industry. Keeping your best talent should be your top priority. Let's review a few causes of great employees

leaving good companies, and what happens when business owners can't let go of control.

Owners who won't let go are stuck in the past. They complain about what used to be—lower pay scales, how employee benefits were a privilege and how building projects for the lowest price was more important than taking care of employees. Now, with the pressures of a limited talent supply and the need to hire and retain the right employees, pay rates are growing at 5 to 20 percent annually. Old-school owners restrain and restrict hiring for what they perceive to be ridiculous pay rates and benefits. When owners can't let go, their companies begin to suffer.

Companies that do not offer their most valuable players or top talent above-market pay, results-based incentive compensation, significant profit-sharing or an investment in ongoing training and personal development will continue to lose valuable people at an alarming rate. As openings become available with other companies, your players will look at their pay packages and career growth opportunities and then compare them to the marketplace. In addition, an owner who is not willing to offer pay and benefits at the highest levels will force employees to look for other jobs.

If your top supervisors and managers do not have the ability to make major decisions on behalf of the owner, don't have cutting-edge technology or software, don't get enough

support, are buried in administrative paperwork or are being disrespected in their work environment, they will quickly look for the door, as plenty of great jobs await them across the street. If a business owner doesn't take notice, allow his/her best people to become a part of the company management team, grow and take on more leadership responsibility, run projects or departments or handle larger projects with bigger workloads, he/she will find himself/herself without a reliable team.

An owner who can't let go tends to think small, focuses only on saving money and can't think forward for the success of their business. As a result, they do not place enough focus on their employees' futures and the roles they can play in helping employees to achieve their goals. Most project managers, estimators, supervisors and foremen don't want to keep their current job for the next 30 years—they want to work with their employer to progress toward advancement, earning more responsibility and compensation. Does your company have a career plan compelling enough to keep key people in your employment? As an owner, what tasks and responsibilities can you unburden and transfer to these valuable players to allow them to grow? As a business coach, I have experienced many new clients who can't reach their goals as a result of the owner not letting go of control. The following are a few examples.

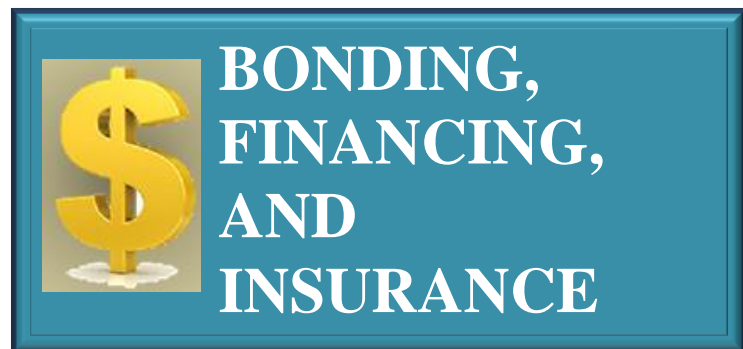
- ❖ Arnie Young is the president of Sure Contractors, a \$20-million construction company. Young hired me to help build an accountable management team and get his company to work without providing his constant direction. I did a confidential survey of his 90 employees to discover the issues from an employee perspective. The survey revealed that the biggest roadblock to accountability was Young.

To Read More See Excerpt: <https://www.constructionbusinessowner.com/not-letting-go-holding-you-back>

Supportive Services Offered



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



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.

Call 800-423-7058 or 866-378-6653 or visit us online at www.cmdp-bgp.com

www.fdotdbesupportservices.com

CEI, 5016 Calle Minorga, Sarasota, FL 34242