



CHIEF ELECTED OFFICIALS BOARD



Pete Ricketts, Governor

January 23, 2018

David Branch, State Monitor  
General Counsel  
Nebraska Department of Labor  
550 South 16<sup>th</sup> Street  
Lincoln, NE 68508

RE: Workforce Development Board Composition and Certification Review

Dear Mr. Branch,

The Chief Elected Officials Board (CEOB) has appointed Stan Zimbelman to serve on the Greater Nebraska Workforce Development Board for a three-year term from January 18, 2018 to January 17<sup>th</sup>, 2021.

A copy of Stan's nomination form and resume has been attached. The CEOB will consider this issue resolved, unless otherwise notified.

Sincerely,

Dylan Wren, Job Training Program Coordinator  
Nebraska Department of Labor – Greater Nebraska Chief Elected Officials Board

Attachments: Stan Zimbelman -Resume and Nomination Form

cc: John Albin, Commissioner, Department of Labor  
Stan Odenthal, Employment and Training Director, Department of Labor  
Katie Thurber, General Counsel, Department of Labor  
Shannon Grotrian, Administrator of Workforce Services, Department of Labor  
Pam Lancaster, CEOB Chair  
Lisa Wilson, GNWDB Chair

Pam Lancaster, CEOB Chair

[ndol.greaternebraska@nebraska.gov](mailto:ndol.greaternebraska@nebraska.gov)

(402) 471-9878

P.O. Box 94600  
550 S. 16<sup>th</sup> Street  
Lincoln, Nebraska 68509

[dol.nebraska.gov](http://dol.nebraska.gov)

A proud partner of the **americanjobcenter** network

An Equal Opportunity Employer | TDD 800-833-7352

## Nomination Form

### Nominee Information

Name: Stan Zimbelman      Employer: Kearney Works  
Job Title: Executive Director      Work Address: 16 W 11<sup>th</sup>, Kearney NE 68847  
Work Phone: 308-865-1354      Work Email: szimbelman@kearneyworks.org  
Fax:      Mobile #: 308-224-4447  
Home Address: 3618 13<sup>th</sup> Ave, Kearney NE 68845  
Home Phone: 308-234-4758      Home Email: snbzimbelman@gmail.com  
Primary Contact Preference      ☒ Work      ☐ Home

#### Current Employment Responsibilities

(Attach current resume to this form): Resume attached

#### Check If Applicable:

☒ Optimum Policy Making Authority      ☒ Hiring Authority  
Type of Business: Community      Number of Workers  
Workforce Development      Currently Employed: 1


**Professional Experience/Certifications: See attached resume**

**Community Activities/Special Interests: See attached resume**

Signature: 

Date: 11-7-2017

### Nominator Information

Business Organization: Kearney Works Board of Directors  
Contact Person: Marion McDermott  
Address: 412 East 25<sup>th</sup> St Ste D, Kearney NE 68847      Phone: 308-234-6612  
Signature:       Date: 11-7-2017

### For Statistical Purposes ONLY

Race/National      ☐ American      ☐ Asian      ☐ African      ☐ Hispanic      ☒ White/Caucasian      ☐ Other  
Origin:      Indian      American

### Office Use Only – Appointment Information

Appointed      ☐ Yes      ☐ No      If Yes, Date of Appointment:

### Representing

☐ Business/For Profit Sector  
☐ Workforce Representative  
(indicate organization type)  
  
☐ Education/Training Entity  
☒ Government, Economic, or  
Community Development  
(indicate entity type)  
Economic and Community  
Development

# STAN ZIMBELMAN

3618 13<sup>th</sup> Ave, Kearney, Ne 68845, 308-224-4447, snbzimbelman@gmail.com

---

## OBJECTIVE

Obtain a position on the Greater Nebraska Workforce Development Board

## EXPERIENCE

12/01/2016 to Present

Kearney Works

*Kearney NE*

### EXECUTIVE DIRECTOR

- Oversee all day to day operations of the Kearney Works career center.
- Provide career guidance, training assistance, and employment opportunities as appropriate to unemployed and under employed clients.
- Prepare special and recurring reports and report monthly to the Kearney Works Board of Directors.
- Develop and formulate partnerships with community based organizations, public entities and private sector entities in order to address the workforce needs in the community.
- Partner with local service providers and government programs to address specific needs of individual clients.

5/4/2009 TO 11/28/2016

Nebraska Department of Labor

*Grand Island NE*

### LABOR LAW SPECIALIST

- Oversee the enforcement of the Contractor Registration Act for Western Nebraska
- Resolve Wage Complaints submitted by claimants against employers

1/21/1998 TO 11/6/2008

Nebraska Department of Labor

*Kearney NE*

9/14/1992 TO 1/20/1998

Nebraska Department of Labor

*Norfolk NE*

### EMPLOYMENT SECURITY MANAGER

- Oversee all operations of the career center including programs such as Employment Service, Workforce Investment Act, Employment First, Workfare, and Veterans Administration program.
- Hire and supervise the training of permanent and temporary staff to ensure effective service delivery of all employment security services.
- Prepare special and recurring reports.
- Develop and formulate partnerships with community based organizations, public entities and private sector to respond to community needs.
- Answer inquiries and explain requirements and procedures pertinent to Employment Security programs to both clients and employers.
- Monitor programs in order to adhere to Federal performance standards, adjust operations and processes to meet standards if they are not achieving goals.
- Coordinate local delivery services with local Workforce Development Boards.
- Interpret and direct the application of policies pertinent to the administration of employment security programs.
- Conduct monthly staff meetings to ensure effective operation of goals and services to meet client and employer needs.
- Consistently met or exceeded annual performance goals.

7/2/1990 TO 9/13/1992

Nebraska Department of Labor

*Grand Island NE*

### WORKFORCE CORDINATOR

- Case management of clients and various training services.
- Administer career assessment instruments and other planning tools to interpret results and counsel clients.
- Screen for eligibility for partner programs and utilize career counseling to assist customers with core and intensive services.
- Took job orders from employers over the telephone and in person and data entered into Nebraska Workforce Development system.

## EDUCATION

9/1965 TO 1/1970

Kearney State College

*Kearney NE*

- Bachelor Program Studies

## COMMUNITY INVOLVEMENT

- Norfolk Chamber of Commerce.
- Northeast Community College Accounting Department Advisory Board.
- Norfolk Human Resource Managers Association – Past Chairman.
- Graduate of Leadership Norfolk.
- Kearney Area Chamber of Commerce – Business Education Committee
- Kearney Area Chamber of Commerce – Workforce Development Task Force – Past Chairman
- Kearney Diversity Task Force.
- Graduate of Leadership Kearney.
- Central Community College Extended Learning Advisory Council.
- Kearney Housing Authority Family Self Sufficiency Board.
- Kearney High School Career and Technical Advisory Council.
- Katrina Disaster Relief Task Force.



**Pete Ricketts**  
Governor

STATE OF NEBRASKA

DEPARTMENT OF LABOR  
John H. Albin, Commissioner  
P.O. Box 94600 • Lincoln, NE 68509-4600  
Phone: 402.471.9912 • 402.471.9917  
[dol.nebraska.gov](http://dol.nebraska.gov)

November 29, 2017

Dylan Wren, Job Training Program Coordinator Nebraska Department of Labor –  
Greater Nebraska Chief Elected Officials Board  
Greater Nebraska Workforce Investment Area  
550 S. 16th Street  
Lincoln, NE 68508

RE: Workforce Development Board Composition and Certification Review

Dear Mr. Wren:

The following corrective action has been received and is sufficient at this time to resolve current board deficiencies. I approve of this plan at the present time. Thank you for your timely response and I look forward to hearing from you when the board seat is filled with an individual that possesses the appropriate credentials.

Action Plan: The CEOB is working to fill this vacancy on the Greater Nebraska Workforce Development Board, as noted in the October 26, 2017 CEOB Minutes and meeting materials (available at [dol.nebraska.gov](http://dol.nebraska.gov)). No suitable nominations were received at the October meeting. The CEOB is actively recruiting candidates. Since their last meeting, the CEOB has already received one nomination that would meet the required criteria under 20 CFR § 679.320(c) for members in the workforce category. The CEOB will review nominations at their next scheduled meeting on January 18, 2018 and is optimistic that an appointment will be made. Administrative staff will inform the State Monitor of any board actions taken.

Please contact me at (402)471-9870, or [david.branch@nebraska.gov](mailto:david.branch@nebraska.gov) if there are questions or concerns.

Sincerely,

A handwritten signature in black ink that reads "David Branch".

David Branch  
State Monitor

cc: Commissioner of Labor  
General Counsel  
Chair, WDB  
Workforce Services Director  
Workforce Services Administrator



Pete Ricketts, Governor

November 21, 2017

David Branch, State Monitor  
General Counsel  
Nebraska Department of Labor  
550 South 16<sup>th</sup> Street  
Lincoln, NE 68508

RE: Workforce Development Board Composition and Certification Review

Dear Mr. Branch,

The Chief Elected Officials Board (CEOB) is committed to maintaining a compliant workforce development board. The attached action plan addresses steps the board will take to fill the community based workforce position on the Greater Nebraska Workforce Development Board.

Your review is much appreciated. Please feel free to contact me with any questions.

Sincerely,

Dylan Wren, Job Training Program Coordinator  
Nebraska Department of Labor – Greater Nebraska Chief Elected Officials Board

Attachments: Action Plan

cc: John Albin, Commissioner, Department of Labor  
Stan Odenthal, Employment and Training Director, Department of Labor  
Katie Thurber, General Counsel, Department of Labor  
Shannon Grotrian, Administrator of Workforce Services, Department of Labor  
Pam Lancaster, CEOB Chair

Pam Lancaster, CEOB Chair

[ndol.greaternebraska@nebraska.gov](mailto:ndol.greaternebraska@nebraska.gov)

(402) 471-9878

P.O. Box 94600  
550 S. 16<sup>th</sup> Street  
Lincoln, Nebraska 68509

[dol.nebraska.gov](http://dol.nebraska.gov)

A proud partner of the **americanjobcenter** network

An Equal Opportunity Employer | TDD 800-833-7352

November 6, 2017

Shannon Grotrian, Administrator of Workforce Services  
Office of Employment & Training - Nebraska Department of Labor  
Greater Nebraska Workforce Investment Area  
550 S. 16th Street  
Lincoln, NE 60508

RE: Workforce Development Board Composition and Certification Review


Dear Ms. Grotrian:

The Nebraska Department of Labor, Office of General Counsel State Monitor has completed a review of the Greater Nebraska Workforce Development Board composition and certification. A copy of the report is attached.

Corrective action is needed immediately to maintain compliance with WIOA and Nebraska State laws. The board is one board member short in the workforce area to maintain the required 20% mandated by WIOA and Nebraska regulations. A corrective action plan addressing compliance needs to be submitted within 30 days from receipt of this review by GNWDA.

Please contact me at (402)471-9870, or [david.branch@nebraska.gov](mailto:david.branch@nebraska.gov) if there are questions or concerns.

Sincerely,

A handwritten signature in black ink, reading "David Branch". The signature is fluid and cursive, with the first name "David" and last name "Branch" clearly visible.

David Branch  
State Monitor

cc: Commissioner of Labor  
General Counsel  
Chair, WDB  
Workforce Services Director

## Workforce Development Board Composition and Certification Monitor Review

**Action Plan:** The CEOB is working to fill this vacancy on the Greater Nebraska Workforce Development Board, as noted in the October 26, 2017 CEOB Minutes and meeting materials (available at [dol.nebraska.gov](http://dol.nebraska.gov)). No suitable nominations were received at the October meeting. The CEOB is actively recruiting candidates. Since their last meeting, the CEOB has already received one nomination that would meet the required criteria under 20 CFR § 679.320(c) for members in the workforce category. The CEOB will review nominations at their next scheduled meeting on January 18, 2018 and is optimistic that an appointment will be made. Administrative staff will inform the State Monitor of any board actions taken.

### Timeline

Action	Dates
Recruit Candidates	10/27/2017-1/17/2018
Appoint Member	1/18/2018



A thick dark gray vertical bar runs down the left side of the page. An orange arrow points to the right from this bar, containing the text 'PY17'. Below the bar, several thin, curved lines in dark gray and light gray sweep upwards from the bottom left corner.

PY17

# Workforce Development Board Composition and Certification Monitor Review

Greater Nebraska Workforce Development Area

David Branch, State Monitor  
OFFICE OF GENERAL COUNSEL  
NEBRASKA DEPARTMENT OF LABOR

## **Workforce Development Board Composition and Certification Monitor Review Greater Nebraska Workforce Development Area**

November 6, 2017

**Scope:** The Nebraska Department of Labor, Office of General Counsel State WIOA Monitor has completed a desk review of the Greater Nebraska Workforce Development Board. This initial PY17 Workforce Development Board Review examined the local area board compliance with the composition requirements of the Workforce Innovations and Opportunities Act and Nebraska State policy. Certification by the Governor recognizing the Board and authorizing it to conduct the functions for the local area was also considered.

**Findings:**

1. WIOA sets standards for establishing a workforce development board in each local area of a State to carry out the functions of the local area. Board membership must be consistent with the law and, when the Governor has established criteria for use in local area appointment of members, followed such procedures and seated a board with a majority of members who are representatives of business in the local area nominated by business organizations or trade associations; not less than 20% of the membership are representatives of labor organizations nominated by labor federations including a representative from a joint labor-management assistance program and may include representatives of community-based organizations that have demonstrated expertise in addressing employment needs of individuals or addressing employment, training, or education needs of eligible youth and representatives of entities administering education and training activities. Each board may include such other individuals as the chief elected official deems appropriate. A chair must be elected from the business representatives.<sup>1</sup>

Currently the Board operating as the GNWDA Board is not meeting the WIOA regulations and Nebraska Department of Labor policies. WIOA requires a majority of board members are representatives of private business in the local area and 20% must be workforce related. Nebraska policy is that two seats must be filled by higher education and Adult Ed/ literacy and three from Vocational Rehabilitation, Wagner-Peyser Rep, and Economic Development. All required WIOA and Nebraska elements of the board structure have not been fulfilled at this time.

Appointments were made by the Chief Elected Official Board (CEOB). The GNWDB, as the board is seated, is made up of 18 members meeting all representation standards of the WIOA Act except the 20% representing workforce. As required by WIOA the majority must be private business representatives and 57% of the board are Business representatives. According to WIOA 20% are required from workforce and only 17% met the definition of Workforce representatives. The other five board members meet the Nebraska minimum standards with two from Education, one from Wagner-Peyser, one from Vocational Rehabilitation, and one from Economic Development.

2. The Governor is charged with certifying the board every two years based initially on the membership requirements under (b) and for subsequent certification, the extent to which

---

<sup>1</sup> WIOA Sec. 107 (b)1-3

the board has ensured that workforce investment activities carried out in the local area have enabled the local area to meet the corresponding performance accountability measures and achieve sustained fiscal integrity, as defined in section 106 (e) (2).<sup>2</sup>

Governor Ricketts notified the local area on June 30, 2017 that the Greater Nebraska Workforce Development Board was certified beginning July 1, 2017 through June 30, 2019.

**Corrective Action: Action needs to be taken immediately to fill the vacant workforce representatives' spot with a representative from a labor organization to maintain the correct percentages. An action plan needs to be submitted addressing these needs within 30 days of receipt of this review.**

---

<sup>2</sup> WIOA Sec. 106 (e)(2)