Timothy Lubniewski Highlights the Value of Experienced Professionals Returning to the Workforce

Former paving industry entrepreneur and executive discusses why professional experience, adaptability, and practical judgment remain valuable even when careers take unexpected turns.

Staten Island, New York Nov 20, 2026 (Issuewire.com) - Timothy Lubniewski, an entrepreneur and former executive in the commercial paving industry, is highlighting the importance of recognizing the skills and experience that professionals bring to the workplace after taking time away from their careers.

Having spent decades building and managing businesses, Lubniewski understands how much knowledge professionals develop through years of responsibility, problem-solving, and working with people. He also understands that careers do not always follow a predictable path.

After building several businesses in the paving industry and eventually serving as a general manager at Rose Paving, Lubniewski stepped away from his executive position to become the primary caregiver for his wife, Kathryn “KC” Lubniewski, who is living with ALS. He is also raising their two young sons, Andrew and Robert.

The experience has given him a different perspective on how professional value should be measured, particularly when someone eventually returns to the workforce after a period focused on family responsibilities.

"Before I stepped away, I had spent most of my adult life building companies, managing employees, and solving problems," said Lubniewski. "Those experiences don't disappear because your circumstances change. You may not be working in the same environment every day, but everything you've learned is still part of who you are."

Experience Extends Beyond the Most Recent Job Title

Lubniewski started his first construction company at 23 after studying economics at SUNY Albany. He went on to own and operate Stream-N-Stone Inc., Paving Arts Corp., and Paving Associates, developing extensive experience in commercial paving, maintenance, business operations, and employee management.

His company was eventually sold to private-equity-backed Rose Paving, where he continued his career as a general manager.

Throughout those years, Lubniewski gained firsthand experience managing the responsibilities that come with running a business, from customer relationships and project scheduling to employee development and financial decisions.

He believes that practical knowledge becomes particularly valuable when professionals encounter situations that do not have straightforward solutions.

"When you've been responsible for a company, you learn that things rarely go exactly according to plan," Lubniewski explained. "A project gets delayed, equipment breaks down, or a customer needs something you weren't expecting. You have to understand the situation, work with the people involved, and figure

out what makes sense. That kind of judgment comes from experience."

Lubniewski believes employers should consider an individual's complete professional background rather than focusing too heavily on their most recent position or whether their career has followed an uninterrupted timeline.

Adaptability Is an Important Professional Skill

Changes in family circumstances, health, industry conditions, and personal responsibilities can all influence someone's career.

According to the 2025 *Caregiving in the U.S.* report from AARP and the National Alliance for Caregiving, approximately 63 million American adults provide ongoing care to a family member or someone close to them. Many caregivers balance those responsibilities with paid employment, while others reduce their hours or leave the workforce.

Lubniewski's decision to step away from his executive career was driven by his family's needs. Although his daily responsibilities have changed considerably, he continues to rely on skills developed throughout his professional life.

"Running a business taught me to organize people, make decisions, and deal with unexpected problems," Lubniewski said. "Caregiving is very different, and there are situations you simply cannot solve the way you would solve a business problem. But you still have to communicate, adapt, and figure out what needs your attention."

He believes adaptability should be recognized as a strength, particularly when professionals have demonstrated the ability to navigate major changes in their personal or professional lives.

Experienced Professionals Can Bring Valuable Perspective

As industries continue to evolve, companies increasingly need employees who can combine established business knowledge with a willingness to learn new approaches.

Lubniewski believes experienced professionals can make important contributions by helping organizations understand why certain practices work, where problems tend to develop, and how operational decisions affect employees and customers.

At the same time, he emphasizes that experience should not prevent someone from remaining open to new ideas.

"I've always believed you can learn something from the people around you, regardless of their position," Lubniewski said. "Someone working directly on a paving crew might recognize a problem before anyone in management does. Experience is valuable, but you have to keep listening and be willing to change your approach when something better comes along."

He encourages employers to evaluate experienced candidates based on their judgment, accomplishments, willingness to learn, and ability to contribute rather than relying exclusively on recent employment history.

He also believes that professionals returning to work should be prepared to explain how their previous

experience connects to the responsibilities they want to take on next.

Career Paths Do Not Always Follow a Straight Line

Lubniewski acknowledges that stepping away from a career can create uncertainty about what comes next.

After spending decades in the paving industry, he is now focused on his family while remaining open to the possibility of another professional chapter in the future.

He does not believe that a change in circumstances should automatically be viewed as a loss of professional ambition.

"Sometimes life requires you to make a decision you never expected to make," Lubniewski said. "For me, that meant leaving a position I had worked hard to reach because my wife and children needed me. I still value my career and everything I accomplished, but I also know I made the decision that was right for my family."

Lubniewski hopes employers will recognize that professionals returning after a career interruption may offer a combination of established experience, renewed perspective, and a clearer understanding of their priorities.

He believes that recognizing those qualities can benefit both organizations and the individuals looking to contribute again.

"A person's career is more than the last job they held," Lubniewski said. "What matters is what they've learned, how they've handled responsibility, and what they can bring to the people they're working with. I don't think a period away from work should cause anyone to overlook that."

About Timothy Lubniewski

Timothy Lubniewski is an entrepreneur and former business executive from Staten Island, New York. A graduate of SUNY Albany with a degree in economics, he started his first construction company at age 23 and went on to build and operate several businesses in the commercial paving and maintenance industry, including Stream-N-Stone Inc., Paving Arts Corp., and Paving Associates. Following the sale of his company to private-equity-backed Rose Paving, he served as a general manager. Lubniewski later stepped away from his executive career to become the primary caregiver for his wife, KC, while raising their two young sons. His interests include business, skilled trades, baseball, golf, gardening, philanthropy, and family.

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