

If you have any suggestions or content you would like to see, shoot us an email. Thanks!



Our Mission:

The mission of the South Plains workforce system is to meet the needs of the region's employers for a highly skilled workforce by educating and preparing workers.

Upcoming Events

- Sunday -
- December 19, 2021 -
Career Fair
9am - 3pm



Maggie Trejo
Community Center
3200 Amherst

- Next Virtual Job Fair

-

- January 2022 -

Date and time TBD

Hosted by Workforce

Solutions

South Plains

December 2021 Newsletter

Lubbock MSA and Regional Unemployment

Lubbock's MSA unadjusted unemployment rate for November 2021 is 3.6%, a decrease of 0.2% from October's adjusted rate of 3.8%. Amarillo MSA recorded the lowest, not seasonally adjusted, unemployment rate at 3.1%, followed by the Austin-Round Rock MSA at 3.2% and College Station-Bryan MSA at 3.5%. All data impacted by the COVID-19 pandemic.

*Employment estimates released by TWC are produced in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics. All estimates are subject to revision. To access this and more employment data, visit TexasLMI.com.



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The TWC Lubbock MSA and South Plains WDA

Economic Profiles provide a breakdown of employment by industry. Click on the images to the right to access the profiles.



(Image located on page 3)

CURRENT EMPLOYMENT STATISTICS

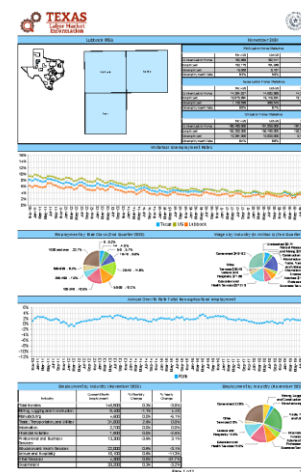
Metro Areas (Seasonally Adjusted)

Metro Areas	Apr 2017	Monthly Change	Annual Change	Annual % Change
Abilene MSA	68,100	100	700	1.0
Amarillo MSA	121,300	-1,100	1,200	1.0
Austin-Round Rock MSA	1,021,900	-400	29,300	3.0
Beaumont-Port Arthur MSA	164,000	900	-800	-0.5
Brownsville-Harlingen MSA	143,000	100	2,700	1.9
College Station-Bryan MSA	115,900	-400	2,500	2.2
Corpus Christi MSA	192,400	-100	1,400	0.7
Dallas-FW-Arlington MSA	3,582,400	-18,000	99,600	2.9
Dallas-Plano-Irving MD	2,555,000	-15,600	76,600	3.1
Fort Worth-Arlington MD	1,027,800	-3,200	22,600	2.2
El Paso MSA	317,000	400	9,200	3.0
Houston MSA	3,044,300	13,700	44,000	1.5
Killeen-Temple MSA	146,600	500	3,600	2.5
Laredo MSA	104,000	100	2,300	2.3
Longview MSA	96,700	300	-600	-0.6
Lubbock MSA	146,300	-1,000	800	0.5
McAllen MSA	256,700	600	4,900	1.9
Midland MSA	87,800	-100	100	0.1
Odessa MSA	69,800	100	-200	-0.3
San Angelo MSA	48,600	400	-500	-1.0
San Antonio MSA	1,035,600	3,800	24,800	2.5
Sherman-Denison MSA	47,000	100	1,000	2.2
Texarkana MSA	60,200	-500	-800	-1.3
Tyler MSA	106,200	400	2,300	2.2
Victoria MSA	42,000	200	-300	-0.7
Waco MSA	120,400	600	2,200	1.9
Wichita Falls MSA	58,000	400	-100	-0.2

Highlights

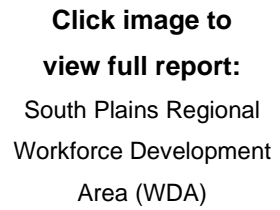
(MSA industry data are not seasonally adjusted)

- Seventeen of 26 areas grew in April for a combined increase of 22,700 jobs. Nineteen areas grew over the year, while seven areas contracted.
- The Houston-The Woodlands-Sugar Land MSA accounted for more than half of all area employment gains over the month. The MSA increased its annual growth rate to 1.5 percent.
- The San Angelo MSA grew fastest in percentage terms with a 0.8 percent April expansion. Per not seasonally adjusted industry data, Retail Trade and Other Services each added 200 jobs over the month, while Government was down 200 positions.
- The Dallas-Plano-Irving MD led in actual and percentage job growth annually. Professional and Business Services led all major industries with 21,000 positions gained, followed by Leisure and Hospitality with 10,900 jobs added.
- The Beaumont-PA and the Texarkana MSAs lost the most jobs annually. The loss of 2,100 jobs in Retail was primarily responsible for the contraction in the Beaumont-PA MSA, while employment losses in Texarkana were spread across industries.



**Click image to
view full report:**

**Lubbock Metropolitan
Statistical Area (MSA)**



Site	November 2010				October 2011				Significance
	Site	Area (km ²)	Area (km ²)	Area (km ²)	Site	Area (km ²)	Area (km ²)	Area (km ²)	
1	1	10,000,000	10,000,000	10,000,000	1	10,000,000	10,000,000	10,000,000	0.0001
2	2	10,000,000	10,000,000	10,000,000	2	10,000,000	10,000,000	10,000,000	0.0001
3	3	10,000,000	10,000,000	10,000,000	3	10,000,000	10,000,000	10,000,000	0.0001
4	4	10,000,000	10,000,000	10,000,000	4	10,000,000	10,000,000	10,000,000	0.0001
5	5	10,000,000	10,000,000	10,000,000	5	10,000,000	10,000,000	10,000,000	0.0001
6	6	10,000,000	10,000,000	10,000,000	6	10,000,000	10,000,000	10,000,000	0.0001
7	7	10,000,000	10,000,000	10,000,000	7	10,000,000	10,000,000	10,000,000	0.0001
8	8	10,000,000	10,000,000	10,000,000	8	10,000,000	10,000,000	10,000,000	0.0001
9	9	10,000,000	10,000,000	10,000,000	9	10,000,000	10,000,000	10,000,000	0.0001
10	10	10,000,000	10,000,000	10,000,000	10	10,000,000	10,000,000	10,000,000	0.0001
11	11	10,000,000	10,000,000	10,000,000	11	10,000,000	10,000,000	10,000,000	0.0001
12	12	10,000,000	10,000,000	10,000,000	12	10,000,000	10,000,000	10,000,000	0.0001
13	13	10,000,000	10,000,000	10,000,000	13	10,000,000	10,000,000	10,000,000	0.0001
14	14	10,000,000	10,000,000	10,000,000	14	10,000,000	10,000,000	10,000,000	0.0001
15	15	10,000,000	10,000,000	10,000,000	15	10,000,000	10,000,000	10,000,000	0.0001
16	16	10,000,000	10,000,000	10,000,000	16	10,000,000	10,000,000	10,000,000	0.0001
17	17	10,000,000	10,000,000	10,000,000	17	10,000,000	10,000,000	10,000,000	0.0001
18	18	10,000,000	10,000,000	10,000,000	18	10,000,000	10,000,000	10,000,000	0.0001
19	19	10,000,000	10,000,000	10,000,000	19	10,000,000	10,000,000	10,000,000	0.0001
20	20	10,000,000	10,000,000	10,000,000	20	10,000,000	10,000,000	10,000,000	0.0001
21	21	10,000,000	10,000,000	10,000,000	21	10,000,000	10,000,000	10,000,000	0.0001
22	22	10,000,000	10,000,000	10,000,000	22	10,000,000	10,000,000	10,000,000	0.0001
23	23	10,000,000	10,000,000	10,000,000	23	10,000,000	10,000,000	10,000,000	0.0001
24	24	10,000,000	10,000,000	10,000,000	24	10,000,000	10,000,000	10,000,000	0.0001
25	25	10,000,000	10,000,000	10,000,000	25	10,000,000	10,000,000	10,000,000	0.0001
26	26	10,000,000	10,000,000	10,000,000	26	10,000,000	10,000,000	10,000,000	0.0001
27	27	10,000,000	10,000,000	10,000,000	27	10,000,000	10,000,000	10,000,000	0.0001
28	28	10,000,000	10,000,000	10,000,000	28	10,000,000	10,000,000	10,000,000	0.0001
29	29	10,000,000	10,000,000	10,000,000	29	10,000,000	10,000,000	10,000,000	0.0001
30	30	10,000,000	10,000,000	10,000,000	30	10,000,000	10,000,000	10,000,000	0.0001

Absolute Success is Luck. Relative Success is Hard Work.

written by JAMES CLEAR

LIFE LESSONS

**- continued from last month with the
Footnotes -**

**So what it is? What determines success?
Hard work or good fortune? Effort or
randomness? I think we all understand both
factors play a role, but I'd like to give you a
better answer than "It depends."**

Here are two ways I look at the issue.

Absolute Success vs. Relative Success

One way to answer this question is to say: Luck matters more in an absolute sense and hard work matters more in a relative sense.

The absolute view considers your level of success compared to everyone else. What makes someone the best in the world in a particular domain? When viewed at this level, success is nearly always attributable to luck. Even if you make a good initial choice—like Bill Gates choosing to start a computer

company—you can't understand all of the factors that cause world-class outcomes.

As a general rule, the wilder the success, the more extreme and unlikely the circumstances that caused it. It's often a combination of the right genes, the right connections, the right timing, and a thousand other influences that nobody is wise enough to predict.

As a general rule, the wilder the success, the more extreme and unlikely the circumstances that caused it.

Then there is the relative view, which considers your level of success compared to those similar to you. What about the millions of people who received similar levels of education, grew up in similar neighborhoods, or were born with similar levels of genetic talent? These people aren't achieving the same results. The more local the comparison becomes, the more success is determined by hard work. When you compare yourself to those who have experienced similar levels of luck, the difference is in your habits and choices.

Absolute success is luck. Relative success is choices and habits.

There is an important insight that follows naturally from this definition: As outcomes become more extreme, the role of luck increases. That is, as you become more successful in an absolute sense, we can attribute a greater proportion of your success to luck.

As Nassim Taleb wrote in Fooled by Randomness, “Mild success can be explainable by skills and labor. Wild success is attributable to variance.”

Both Stories are True

Sometimes people have trouble simultaneously holding both of these insights. There is a tendency to discuss outcomes in either a global sense or a local sense.

The absolute view is more global. What explains the difference between a wealthy person born in America and someone born into extreme poverty and living on less than \$1 per day? When discussing success from this angle, people say things like, “How can you not see

your privilege? Don't you realize how much has been handed to you?"

The relative view is more local. What explains the difference in results between you and everyone who went to the same school or grew up in the same neighborhood or worked for the same company? When considering success from a local viewpoint, people say things like, "Are you kidding me? Do you know how hard I worked? Do you understand the choices and sacrifices I made that others didn't? Dismissing my success as luck devalues the hard work I put in. If my success is due to

luck or my environment, then how come my neighbors or classmates or coworkers didn't achieve the same thing?"

Both stories are true. It just depends on what lens you are viewing life through.

The Slope of Success

There is another way to examine the balance between luck and hard work, which is to consider how success is influenced across time.

Imagine you can map success on a

graph. Success is measured on the Y-axis. Time is measured on the X-axis. And when you are born, the ball you pluck out of Buffett's Ovarian Lottery determines the y-intercept. Those who are born lucky start higher on the graph. Those who are born into tougher circumstances start lower.

Here's the key: You can only control the slope of your success, not your initial position.

In Atomic Habits, I wrote, “It doesn’t matter how successful or unsuccessful you are right now.

What matters is whether your habits are putting you on the path toward success. You should be far more concerned with your current trajectory than with your current results.”

You can only control the slope of your success, not your initial position.

With a positive slope and enough time and effort, you may even be able to regain the ground that was lost due to bad luck. I thought this quote summarized it well: “The more time passes from the start of a race,

the less the head-start others got matters.”⁷

This is not always true, of course. A severe illness can wipe out your health. A collapsing pension fund can ruin your retirement savings. Similarly, sometimes luck delivers a sustained advantage (or disadvantage). In fact, one study found that, if success is measured by wealth, then the most successful people are almost certainly those with moderate talent and remarkable luck.⁸

In any case, it is impossible to

divorce the two. They both matter and hard work often plays a more important role as time goes on.

This is true not only for overcoming bad luck, but also for capitalizing on good luck. Bill Gates might have been incredibly fortunate to start Microsoft at the right time in history, but without decades of hard work, the opportunity would have been wasted. Time erodes every advantage. ⁹At some point, good luck requires hard work if success is to be sustained.

How to Get Luck on Your Side

By definition, luck is out of your control. Even so, it is useful to understand the role it plays and how it works so you can prepare for when fortune (or misfortune) comes your way.

In his fantastic talk, [You and Your Research](#), the mathematician and computer engineer Richard Hamming summarized what it takes to do great work by saying, “There is indeed an element of luck, and no, there isn't. The prepared mind sooner or later finds something

important and does it. So yes, it is luck. The particular thing you do is luck, but that you do something is not.”¹⁰

You can increase your surface area for good luck by taking action. ¹¹The forager who explores widely will find lots of useless terrain, but is also more likely to stumble across a bountiful berry patch than the person who stays home. Similarly, the person who works hard, pursues opportunity, and tries more things is more likely to stumble across a lucky break than the person who waits. Gary Player, the famous golfer and

winner of nine major championships, has said, “The harder I practice, the luckier I get.”

In the end, we cannot control our luck—good or bad—but we can control our effort and preparation. Luck smiles on us all from time to time. And when it does, the way to honor your good fortune is to work hard and make the most of it.

FOOTNOTES

- 1. Buffett has told this story on multiple occasions. The quotes in this section are a combination of his versions from the 1997 Berkshire Hathaway annual shareholders*

meeting and a speech he gave to students at the University of Florida in 1998. The quotes have been lightly edited for clarity. Also, I'd like to thank J.D. Roth as I originally discovered this story through his site, Get Rich Slowly.

2. 5.8 billion was the number of people in the world in 1997. Today, that bucket would contain over 7.6 billion balls.
3. I believe Buffett is paraphrasing a moral theory known as the "Veil of Ignorance" and originally proposed by the philosopher John Rawls. Buffett (and Rawls) use this thought experiment as a way to discuss what the types of social systems we should build in society. Buffett finishes by saying, "Now, what kind of world do you want to design?"

You're going to want a system that does not leave behind the person who accidentally got the wrong ball and is not well-wired for this particular system.”

4. 2014 Letter to Berkshire

Shareholders by Warren Buffett.

5. “From branch to bedside: Youyou

Tu is awarded the 2011

Lasker~DeBakey Clinical Medical

Research Award for discovering

artemisinin as a treatment for

malaria” by Ushma S. Neill.

September 12, 2011.

6. “Chinese Scientist Wins Nobel Prize

in Medicine; China Hails the

Laureate with Reflection” by Luxiao

Zou. October 6, 2015.

7. Tweet from @mmay3r. May 26,

2017.

8. *“Talent vs Luck: the role of randomness in success and failure” by Pluchino. A. E. Biondo, A. Rapisarda.*
9. *This is an adaptation of a quote from Matt Ridley, “One of the peculiar features of history is that time always erodes advantage.”*
10. *The same can be said for bad luck. The particular hardship you go through is bad luck and random, but that you experience some hardship is not. Life comes from everyone at some point. This is one reason why it is important to practice inversion and prepare for hardship even though you do not know which form it will take.*
11. *I believe this idea of “increasing your surface area for luck” originally came from The Startup of You by*

*Ben Casnocha and Reid Hoffman,
but I heard about it through Greg
Nance.*

Texas Economy added 75,100 non-farm jobs over the Month.

State unemployment rate is 5.2 percent for October

AUSTIN – In November 2021, Texas' unemployment rate was 5.2%, down 0.2% from October 2021.

Read the full [press release](#).

Sources:

Texas Labor Market Review

<https://texaslmi.com/api/GetHomeLinks/TLMR>

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Workforce Solutions South Plains Community Stakeholder

Our mailing address is:

Workforce Solutions South Plains Board Administration

1500 Broadway, Ste. 800, Lubbock, TX 79401

(806) 744-1987

www.workforcesouthplains.org

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