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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.

June Newsletter

Lubbock MSA and Regional Unemployment

Lubbock's MSA unemployment rate for June 2019 is 3.2%, an increase of 0.9% of May's 2.3%. Midland MSA recorded the lowest unemployment rate at 2.1%, second lowest was Amarillo, Austin-Round Rock and Odessa MSA's at 2.7%.

*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 [Texas LMI](#).

Upcoming Events in 2019:

-South Plains Job Fairs-

- October 9, 2019 -
Lubbock Memorial Civic
Center
-10am - 2pm-

**-Jobs Y'all Career
Exploration Events-**

September 2019
For 8th graders
Dates/time/locations still

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)

pending

- South Plains Career Expo -
-October 22, 2019 -
Lubbock Memorial Civic Center
- 8:00am - 12:00pm -

Hiring Red, White & You Veterans Job Fair
- November 7, 2019 -
-10:00am - 2:00pm-

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.

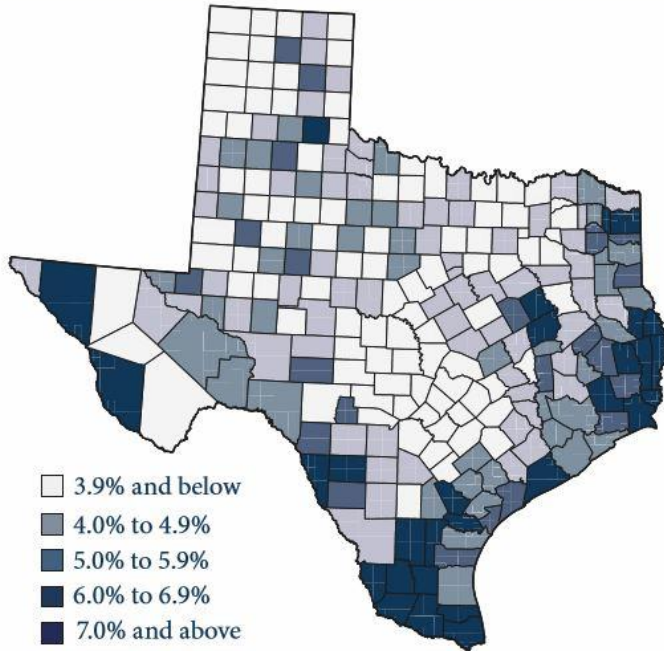
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County Unemployment Rates



(Image located on page 6)



**Click image to
view full report:**

Lubbock Metropolitan
Statistical Area (MSA)



**Click image to
view full report:**

South Plains Regional
Workforce Development Area

LUBBOCK												
	January 19				February 19				January 20			
Area	Jan	Feb	Mar	Apr	Jan	Feb	Mar	Apr	Jan	Feb	Mar	Apr
Total	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000
Lubbock	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
County	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
City	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
State	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Country	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
World	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Area	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
City	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
State	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Country	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
World	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Area	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
City	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
State	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Country	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
World	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Area	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
City	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
State	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Country	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
World	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000

Click image to
view full report:
Lubbock LAUS
County-by-County
Unemployment Rates

The Ultimate Productivity Hack is Saying No
by [James Clear](#) | [Decision Making](#), [Focus](#), [Life Lessons](#)

The ultimate productivity hack is saying no. Not doing something will always be faster than doing it. This statement reminds me of the old computer programming saying, "Remember that there is no code faster than no code."

The same philosophy applies in other areas of life. For example, there is no meeting that goes faster than not having a meeting at all. This is not to say you should never attend another meeting, but the truth is that we say yes to many things we don't actually want to do. There are many meetings held that don't need to be held. There is a lot of code written that could be deleted.

How often do people ask you to do something and you just reply, "Sure thing." Three days later, you're overwhelmed by how much is on your to-do list. We become frustrated by our obligations even though we were the ones who said yes to them in the first place. It's worth asking if things are necessary. Many of them are not, and a simple "no" will be more productive than whatever work the most efficient person can muster.

But if the benefits of saying no are so obvious, then why do we say yes so often?

Why We Say Yes

We agree to many requests not because we want to do them, but because we don't want to be seen as rude, arrogant, or unhelpful. Often, you have to consider saying no to someone you will interact with again in the future—your co-worker, your spouse, your family and friends. Saying no to these people can be particularly difficult because we like them and want to support them. (Not to mention, we often need their help too.) Collaborating with others is an important element of life. The thought of straining the relationship outweighs the commitment of our time and energy.

For this reason, it can be helpful to be gracious in your response. Do whatever favors you can, and be warm-hearted and direct when you have to say no. But even after we have accounted for these social considerations, many of us still seem to do a poor job of managing the tradeoff between yes and no. We find ourselves over-committed to things that don't meaningfully improve or support those around us, and

certainly don't improve our own lives.
Perhaps one issue is how we think about the meaning of yes and no.

The Difference Between Yes and No

The words “yes” and “no” get used in comparison to each other so often that it feels like they carry equal weight in conversation. In reality, they are not just opposite in meaning, but of entirely different magnitudes in commitment.

When you say no, you are only saying no to *one* option. When you say yes, you are saying no to *every other* option.

I like how the economist Tim Harford put it, “Every time we say yes to a request, we are also saying no to anything else we might accomplish with the time.” Once you have committed to something, you have already decided how that future block of time will be spent. In other words, saying no saves you time in the future. Saying yes costs you time in the future. No is a form of time credit. You retain the ability to spend your future time however you want. Yes is a form of time debt. You have to pay back your commitment at some point.

No is a decision. Yes is a responsibility.

The Role of No

Saying no is sometimes seen as a luxury that only those in power can afford. And it is true: turning down opportunities is easier when you can fall back on the safety net provided by power, money, and authority. But it is also true that saying no is not merely a privilege reserved for the successful among us. It is also a strategy that can help you *become* successful.

Saying no is an important skill to develop at any stage of your career because it retains the most important asset in life: your time. As the investor Pedro Sorrentino put it, “If you don’t guard your time, people will steal it from you.” You need to say no to whatever isn’t leading you toward your goals. You need to say no to distractions. As one reader told me, “If you broaden the definition as to how you apply no, it actually is the *only* productivity hack (as you ultimately say no to any distraction in order to be productive).”

Nobody embodied this idea better than Steve Jobs, who said, “People think focus means saying yes to the thing you’ve got to focus on. But that’s not what it means at all. It means saying no to the hundred other good ideas that there are. You have to pick carefully.” There is an important balance to strike here. Saying no doesn’t mean you’ll never do anything interesting or innovative or spontaneous. It just means that you say yes in a focused way. Once you have knocked out the distractions, it can make sense to say yes to any opportunity that could potentially move you in the right direction. You may have to try many things to discover what works and what you enjoy. This period of exploration can be particularly important at the beginning of a project, job, or career.

Upgrading Your No

Over time, as you continue to improve and succeed, your strategy needs to change. The opportunity cost of your time increases as you become more successful. At first, you just eliminate the obvious distractions and explore the rest. As your skills improve and you learn to separate what works from what doesn’t, you have to continually increase your threshold for saying yes. You still need to say no to distractions, but you also need to learn to say no to opportunities that were previously good uses of time, so you can make space for great uses of time. It’s a good problem to have, but it can be a tough skill to master.

In other words, you have to upgrade your “no’s” over time. Upgrading your no doesn’t mean you’ll never say yes. It just means you default to saying no and only say yes when it *really* makes sense. To quote the investor Brent Beshore, “Saying no is so powerful because it preserves the opportunity to say yes.” The general trend seems to be something like this: If you can learn to say no to bad distractions, then eventually you’ll earn the right to say no to good opportunities.

How to Say No

Most of us are probably too quick to say yes and too slow to say no. It's worth asking yourself where you fall on that spectrum. If you have trouble saying no, you may find the following strategy [proposed by Tim Harford](#), the British economist I mentioned earlier, to be helpful. He writes, "One trick is to ask, "If I had to do this today, would I agree to it?" It's not a bad rule of thumb, since any future commitment, no matter how far away it might be, will eventually become an imminent problem."

If an opportunity is exciting enough to drop whatever you're doing right now, then it's a yes. If it's not, then perhaps you should think twice. This is similar to the well-known "Hell Yeah or No" method from Derek Sivers. If someone asks you to do something and your first reaction is "Hell Yeah!", then do it. If it doesn't excite you, then say no.

It's impossible to remember to ask yourself these questions each time you face a decision, but it's still a useful exercise to revisit from time to time. Saying no can be difficult, but it is often easier than the alternative. As writer Mike Dariano has pointed out, "It's easier to avoid commitments than get out of commitments. Saying no keeps you toward the easier end of this spectrum." What is true about health is also true about productivity: an ounce of prevention is worth a pound of cure.

The Power of No

More effort is wasted doing things that don't matter than is wasted doing things inefficiently. And if that is the case, elimination is a more useful skill than optimization.

I am reminded of the famous Peter Drucker quote, "There is nothing so useless as doing efficiently that which should not be done at all."

Footnotes

1. Taligent's Guide to Designing Programs. [Hat tip to Kevlin Henney](#)
 2. Even worse, people will occasionally fight to do things that waste time. "*Why can't you just come to the meeting? We have it every week.*" Just because it is *scheduled* weekly doesn't mean it is *necessary* weekly. You don't have to agree to something just because it exists.
 3. Saying no to your superiors at work can be particularly difficult. In these situations, I like the approach recommended in *Essentialism* by Greg McKeown. He writes, "Remind your superiors what you would be neglecting if you said yes and force them to grapple with the trade-off. For example, if your manager comes to you and asks you to do X, you can respond with "Yes, I'm happy to make this the priority. Which of these other projects should I deprioritize to pay attention to this new project?" Hat tip to my friend, Shane Parrish, at Farnam Street who shared this insight from McKeown in the article, "[Eight Ways to Say No With Grace and Style.](#)"
 4. Tim Harford, [The Power of Saying No](#)
 5. Pedro Sorrentino, [\[Stoic Capital #21\] On productivity, time and wealth](#)
 6. Jobs had another great quote about saying no: "I'm actually as proud of the things we haven't done as the things I have done. Innovation is saying no to 1,000 things."
 7. [Brent Beshore on Twitter](#)
 8. This is similar to Shane Parrish's rule of thumb for meetings: "If you wouldn't do it right now, say no." A similar philosophy could be extended to many areas of life.
 9. Derek Sivers, [No "yes." Either "HELL YEAH!" or "no."](#)
 10. Mike Dariano, [Start with "no" for a better "yes"](#)
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Texas private sector employers has added 315,600 jobs over the year

State unemployment rate is 3.5 percent in May

AUSTIN – Texas adds 45,000 seasonally adjusted nonfarm jobs in June. June's unemployment rate of 3.4% fell from May's 3.5%. This new record is currently the lowest the unemployment rate has been since series tracking began in 1976.

Read the full [press release](#).

Sources:

Texas Labor Market Review

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

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