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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.

April Newsletter

Lubbock MSA and Regional Unemployment

Lubbock's MSA unadjusted unemployment rate for March 2021 is 5.8%, down 0.1% from February's adjusted rate of 5.9%. Amarillo MSA recorded the lowest, not seasonally adjusted, unemployment rate at 4.9%, followed by the College Station-Bryan MSA and Austin-Round Rock MSA tied with the second lowest at 5.3%. 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](https://www.texaslmi.com).

Upcoming Events

- April 21, 2021 -
Workforce Solutions South
Plains
Virtual Job Fair
9am - 3pm

- June 7, 2021 -
Work Readiness Training
SEAL
Summer Earn and Learn

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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)

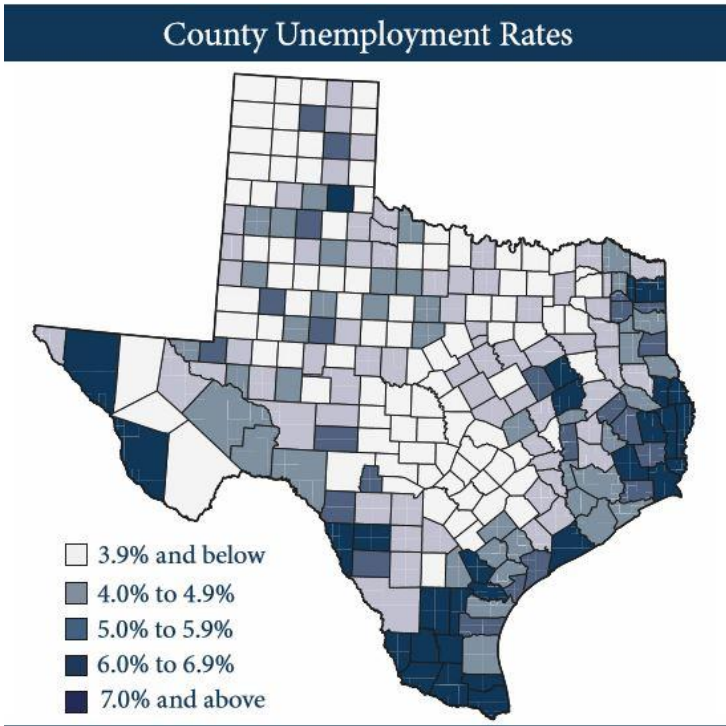
- Seventeen of 26 areas grew in April for a combined increase of 22,700 jobs. Nineteen areas grew over the year, while seven areas contracted.
- The Houston-The Woodlands-Sugar Land MSA accounted for more than half of all area employment gains over the month. The MSA increased its annual growth rate 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.

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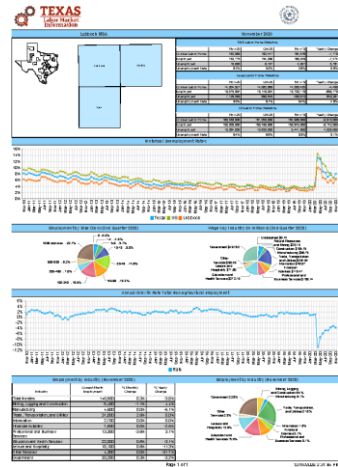
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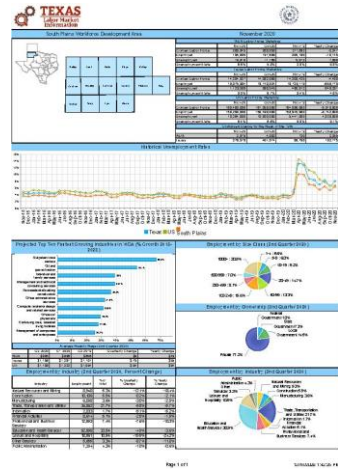
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(Image located on page 6)



**Click image to
view full report:**
Lubbock Metropolitan
Statistical Area (MSA)



**Click image to
view full report:**
South Plains Regional
Workforce Development Area
(WDA)

LUBBOCK											
November 16				November 16				November 16			
Sex	Age	Year	Rate	Year	Rate	Year	Rate	Year	Rate	Year	Rate
Male	18-24	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Female	18-24	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Male	25-34	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Female	25-34	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Male	35-44	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Female	35-44	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Male	45-54	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Female	45-54	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Male	55-64	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Female	55-64	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Male	65-74	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Female	65-74	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Male	75+	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Female	75+	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Male	All	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1
Female	All	2016	10.1	2017	10.1	2018	10.1	2019	10.1	2020	10.1

[Click image to view full report:](#)
 Lubbock LAUS
 County-by-County
 Unemployment Rates

If Nothing Changes, Nothing Is Going to Change

written by **JAMES CLEAR**
DELIBERATE PRACTICE SELF-IMPROVEMENT STRENGTH TRAINING

If you have ever taken a few weeks off from exercise and then completed a strenuous workout, you may know what I'm about to say.

That first workout back from a long break can be tough, but it's usually the soreness that follows a few days later that is really brutal. For example, if you do a squat workout after a few weeks off, it can hurt to simply sit in a chair or climb the stairs later that week.¹

One of the quickest ways to resolve this soreness is very counterintuitive:

Squat again.

If I'm feeling sore a few days after a squat workout, then doing some light reps is often the quickest way to recover from the soreness. I'll usually opt for three sets of ten bodyweight squats. The first few are uncomfortable, but then my muscles limber up and I feel significantly better by the end of it.

How could this be? If squatting caused the pain, then why would more squatting resolve it? It's sort of like saying, "I spent too much money, so my solution is to spend a little more money."

On the surface, this makes little sense. But, as you may expect, there is something deeper going on here. It's called the Repeated Bout Effect and it applies to much more than just exercise.

The Repeated Bout Effect

Here's the Repeated Bout Effect in plain language:

The more you repeat a behavior, the less it impacts you because you become accustomed to it.

The Repeated Bout Effect comes from exercise science research, so let's return to our previous squat example.

When you perform a new squat workout your body will experience a new stimulus that stresses your muscles and, eventually, results in muscle soreness. However, the way you respond to this new stimulus is not constant. Researchers have found that "a repeated bout results in reduced symptoms."² Generally speaking, the more consistently you squat, the less soreness you will experience.

This is what is known as the Repeated Bout Effect. Your body's response to a stimulus decreases with each repeated bout.

There are hundreds of research studies confirming the Repeated Bout Effect. The exact mechanism by which it occurs isn't totally understood, but the fact that it does occur has been well-established.³

The Repeated Bout Effect in Your Life

The Repeated Bout Effect tells us that the more we do something, the less of an impact it makes on us. There are many ways to think about this effect throughout life.

- When you haven't done much strength training, doing thirty pushups will make you stronger. After a few months of that, however, an extra thirty pushups isn't really building new muscle.
- When you drink coffee for the first time, you will notice an immediate caffeine spike. After years of consumption, however, one cup of coffee seems to make less of a difference.
- When you start eating smaller portions, you'll lose weight. After the first ten or fifteen pounds fall off, however, your smaller portion slowly becomes your normal portion and weight loss stalls.
- Making ten sales calls on your first day in business may lead to a big jump in overall revenue. Making ten sales calls for the 300th day in a row, however, is unlikely to have a large impact on overall revenue.

These examples make sense when you see them neatly lined up in an article, but out in the real world we often curse ourselves for a lack of progress.

Let's say you want to lose weight and you weren't working out previously. You start running twice per week and pretty soon you've lost ten pounds. At some point, the Repeated Bout Effect kicks in, your body adapts, and the weight loss slows. Suddenly, you're still running twice per week but the scale is no longer moving.

It can be very easy to interpret these diminishing results as some kind of failure.

- "This always happens. I make a little bit of progress and then I hit a plateau."
- "Ugh, I'm working out every week and nothing is happening."
- "I've tried it all. Exercise doesn't work for me."

Except, it did work. In fact, your initial exercise worked exactly as it was supposed to because it delivered a new result and then your body adapted and became better. Now, your body has a new baseline and if you want to achieve a higher level of success, then you need to add something new to the mix.

3 Lessons On Improvement

The Repeated Bout Effect can teach us three lessons on improvement.

First, doing a light amount of work is a great way to reduce the pain of difficult sessions. Imagine that you do an easy 1-minute pushup workout on Monday and a difficult 10-minute pushup session on Friday. The

Repeated Bout Effect says that your soreness after Friday's workout will be reduced simply because you did an easy session earlier in the week. Easy work can make a difference.

Second, the amount of work that you need to do to reach your maximum level of output is higher than what you are doing now. Unless you are already performing at 100 percent of your potential, you have room to grow. And the Repeated Bout Effect tells us that you have probably adapted to all of the normal stimuli in your life. If you want to reach a new level of success then you need to put in a new level of work. This does not mean you should start by doing as much work as possible, but it does mean that when you start small you can't expect one small change to work forever. You have to continually graduate to the next level.

Third, deliberate practice is critical to long-term success. Doing the same type of work over and over again is a strange form of laziness. You can't go to the gym, run the same three miles each week, and expect to enjoy ever-improving results. After a few months of repetitive workouts, you've seen all the results that three-mile runs can deliver and your body has adapted to that stimulus. This is why deliberately practicing new skills that you can master in one to three practice sessions is important for long-term improvement. Making deliberate practice a habit can help you avoid carelessly practicing things that no longer deliver any benefit.

The key takeaway here is that things will work for a little while and then we will get used to them. As Marshall Goldsmith says in his best-selling book, "What got you here won't get you there." Doing the same thing over and over again, even if it worked for a long time, will eventually lead to a plateau. If nothing changes, nothing is going to change.⁴

FOOTNOTES

1. *Personally, I tend to experience greater-than-normal soreness when I take a break from strength training for longer than eight days. If I'm traveling for a ten-day span, for example, fitting a workout in during day five or six ends up making a big difference in my levels of soreness when I return to a normal training schedule the following week.*
2. *The Repeated Bout Effect: Does Evidence for a Crossover Effect Exist?* by Declan Connolly, Brian Reed, and Malachy McHugh.
3. *Want to dive into the research? Here are two decent studies to kick things off. First, Temporal Pattern of the Repeated Bout Effect of Eccentric Exercise on Delayed-Onset Muscle Soreness by Cleary, Kimura, Sitler, and Kendrick. Second, The repeated bout effect of reduced-load eccentric exercise on elbow flexor muscle damage by Nosaka, Sakamoto, Newton, and Sacco.*
4. *Thanks to Greg Nuckols and Justin Laczek for their writing and work on the Repeated Bout Effect, which prompted this article.*

Texas Economy added 99,000 non-farm positions over the Month.

State unemployment rate is 6.9 percent for March

AUSTIN – In March 2021, Texas' unemployment rate was 6.9%, unchanged from February 2021.

Read the full [press release](#).

Sources:

Texas Labor Market Review

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

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