1. **Overview of the analysis:** Explain the purpose of this analysis.

Staffing is one of the biggest challenges a company is facing daily. The purpose of the analysis is to help determine the number of people retiring and determine who is eligible for the retiring package. The retirement affects current employees who were born between January 1, 1952, and December 31, 1955, by job recent most title. The analysis provides more insights to the leadership regarding future staffing plans.

1. **Results:** Provide a bulleted list with four major points from the two analysis deliverables. Use images as support where needed.

**Deliverable 1:**

A total of 72,458 employees are eligible for retirement across seven job titles.

25,916 (35.8%) are Senior engineers 24,926 (34,4%) are Senior staff, 9,285 (12.8%) are engineers, 7,636 (10.5%) are Staff; 3,603 (5%) are Technique leader, 1,090 (1.5%) are Assistant Engineer, and 2 (<1%) are mangers.

50,842 (70.2%) out of 72,458 employees are senior staff.

The lowest number of employees eligible for retirement are managers compared to other positions.

**Summary:** Provide high-level responses to the following questions, then provide two additional queries or tables that may provide more insight into the upcoming "silver tsunami."

* + How many roles will need to be filled as the "silver tsunami" begins to make an impact? The company will need to feel seven roles; the Total number of current employees eligible to retire is 72,458.
  + Are there enough qualified, retirement-ready employees in the departments to mentor the next generation of Pewlett Hackard employees? There are not enough retirement-ready employees in the department to mentor the next generation, the company will have to hire outsiders in order to fill all the positions. There is no mentor available in the manager group

Graphical user interface, application

Description automatically generated