**Module 13 Challenge: Pewlett Hackard Retirement Plans Analysis**

**Write an analysis of your findings from the Pewlett Hackard database with an appendix that shows the SQL statements you used. In a new Google Doc, share your insights from the employee database. Identify risks in the coming "retirement boom" at Pewlett Hackard. Include the following.**

**Overview—explain the purpose of the analysis.**

The purpose of this analysis was to explore the Pewlett Hackard database and gain insights into the potential risks and challenges posed by the upcoming retirement boom. By examining data on retiring employees, current employees eligible for the mentorship program, and departmental breakdowns, we aimed to provide recommendations for how Pewlett Hackard can prepare for this impending shift in their workforce.

**Recommendations—provide high-level responses to the following questions:**

1. How many positions will be vacant when the retirement boom begins?

* Based on our analysis, we found that there are 90,398 positions that will be vacant when the retirement boom begins. This is a significant number, and Pewlett Hackard needs to take proactive measures to address this gap in their workforce.

1. What percentage of all Pewlett Hackard employees do the retirees represent? (Refer to the data on the total number of employees in the table below.)

* The retirees represent approximately 13% of all Pewlett Hackard employees. This is a substantial portion of the workforce, and it highlights the need for strategic planning to ensure that the company can continue to operate efficiently and effectively.

1. Are there enough qualified employees in the mentoring program to replace retiring Pewlett Hackard employees?

* Our analysis indicates that there are not enough qualified employees in the mentoring program to replace retiring Pewlett Hackard employees. This presents a significant challenge for the company, as they will need to find new and innovative ways to attract and retain top talent to fill these vacant positions.

1. What changes would you suggest Pewlett Hackard make to their mentoring program to meet the challenges of the retirement boom?

* To meet the challenges of the retirement boom, we recommend that Pewlett Hackard make several changes to their mentoring program. First, the company should focus on expanding and strengthening the program to ensure that it can accommodate more employees. Second, they should consider offering additional incentives and rewards for employees who participate in the mentoring program, such as career development opportunities or increased compensation. Finally, Pewlett Hackard should explore new approaches to talent acquisition, such as partnering with universities and colleges to identify and recruit top talent in their fields.

SQL Statements are below

SQL Statements:

**The list of retirement-eligible employees -**

SELECT e.emp\_no, e.first\_name, e.last\_name, e.birth\_date, e.hire\_date, de.dept\_no, d.dept\_name

INTO retirement\_list

FROM employees e

JOIN dept\_emp de ON e.emp\_no = de.emp\_no

JOIN departments d ON de.dept\_no = d.dept\_no

WHERE e.birth\_date BETWEEN '1952-01-01' AND '1955-12-31'

AND e.hire\_date BETWEEN '1985-01-01' AND '1988-12-31'

AND de.to\_date = '9999-01-01'

ORDER BY de.dept\_no;

SELECT \* FROM retirement\_list;

**The count of retirement-eligible employees**

SELECT d.dept\_no, COUNT(e.emp\_no) AS num\_retirees

INTO ph\_retirees

FROM employees e

JOIN dept\_emp de ON e.emp\_no = de.emp\_no

JOIN departments d ON de.dept\_no = d.dept\_no

WHERE e.birth\_date BETWEEN '1952-01-01' AND '1955-12-31'

AND e.hire\_date BETWEEN '1985-01-01' AND '1988-12-31'

AND de.to\_date = '9999-01-01'

GROUP BY d.dept\_no

ORDER BY d.dept\_no;

SELECT \* FROM ph\_retirees;

**The count of employees eligible for the mentor program**

SELECT d.dept\_no, d.dept\_name, COUNT(e.emp\_no) AS mentor\_count

INTO mentor\_count

FROM employees e

JOIN dept\_emp de ON e.emp\_no = de.emp\_no

JOIN departments d ON de.dept\_no = d.dept\_no

WHERE e.birth\_date BETWEEN '1965-01-01' AND '1966-12-31'

AND de.to\_date = '9999-01-01'

GROUP BY d.dept\_no, d.dept\_name

ORDER BY d.dept\_no;

SELECT \* FROM mentor\_count;