**Employee Database Analysis**

**Purpose of our project**

The purpose of our project is to determine the number of retiring employees by title and identify which employees are eligible to participate in the mentorship program. Our retiring employees by title information will show the titles of all employees born between January1, 1952 and December 31, 1955.

**The Results**

* With the Retirement titles table, we can see every eligible for retirement employee and how long they have worked at each position over the course of their career.
* The unique titles table that we created is showing the most recent title for employees of retirement age.
* Our retiring titles shows us most of the employees of retirement age have senior titles.

Graphical user interface, text, application

Description automatically generated

* The final part of our project shows mentorship eligibility, if you look at the head of the new csv - you can see that most of these employees have senior titles.

Graphical user interface

Description automatically generated with medium confidence

**Conclusion**

Seeing the 63 % of the workforce is either retirement or mentorship eligible there will most likely be many positions to fill over the next 5-10 years. There may not exactly be enough people in the workforce to take care of the tasks or even come close to the amount of experience to fill these roles so quickly but what companies can do is try to best learn about what these employees did to be so successful/ having such long lasting careers to continue the tradition for future employees. Most likely the future generation is more computer savvy/ efficient due to technologies and can catch on quickly helping companies continue to trend in the right direction by keeping revenues up.