**Purpose of the Analysis.**

We have worked with Bobby who works for Pewlett Hackard in creating tables from employee data to give his bosses an analysis of the employee data. After they got this information, they gave him a task to find the number of retiring employees by title and identify employees who are eligible to participate in a mentorship program.

To accomplish this, we created a first listed the titles for all employees who are born between January 1, 1952 to December 31, 1955. The result gave us titles ranging from staff to senior engineer and the total number of each retiring employee from these titles.

After we generated this list for the bosses, our next task was to make a list of employees eligible for the Mentorship Program. To do this, we wrote and executed a query to create a Mentorship Eligibility table for current employees who were born between January 1, 1965 and December 31, 1965. We retrieved the employee number, first and last name as well as birthdate from the employees table that we created earlier and then retrieved the from and to date columns from the Department Employee table and finally retrieved the title column from the Titles table.

**Results**

Our analysis gave us the following results to present to the Managers at Pewlett Hackard:

* We found that employees with every title were eligible for retirement.
* The total number of employees eligible for retirement is over 90,000 which represents over one third of their workforce.
* About 1,500 employees are eligible for the mentoring program to help fill some of the positions ranging from staff, senior staff to senior engineers.
* The mentorship program will not satisfy the need for employees to step into these vacancies. Therefore, they will need to look outside of the company to help with this gap.

**Summary**

Pewlett Hackard  is facing a a grave situation. They number of roles that have to be replaced seriously outnumber the available personnel to be mentored.

In addition to the internal mentoring program, Pewlett Hackard needs to embark upon a massive external recruitment and hiring effort to supplement the mentorship.

It is not too late as this is a five year span so if they get the ball rolling right now, they could advert a catastrophy.