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

The purpose of the first deliverable of this analysis was to determine the retiring employees by their most recent

job title. The most recent job title was used to eliminate the duplicate employees from the system and to allow us to use the

most recent information on each employee. We did this by using two queries. The first query used took information from the employees table and title table to get the needed information and place it into a new table called retirement titles. From there we used the information from the retirement titles table to run a query using current employees, which was signified by using the to\_date of '9999-01-01'. This allowed for us to see which current employees were eligible for retirement without seeing duplicate employees. The final query in deliverable one allowed for us to see the count of each position and the number of employees who were eligible for retirement and placing the information into its own table.

The purpose of the second deliverable was to determine which employees were eligible for mentorship. Three tables were used to help determine this question. I used the department\_employees, titles, and employees information to create a new table titled mentorship\_eligibility. The parameters were set to only include current employees because there was no point to include employees who were previously employed but no longer there. Age was also determined so that those who were of eligible age could be considered and not an employee outside of that age range.

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

- Deliverable one is asking how many employees would retire. First we used this block of code below to determine how many employees were born between 01-01-1952 and 12-31-1955. This allowed for us to get all the employees at retirement age:

Graphical user interface, text, application

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* Next we needed to remove all duplicate employees shown by the code below which allowed for us to remove duplicates by only keeping employees with their current job title:

A picture containing graphical user interface

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* Finally for the last part of the deliverable we rand the query below to get a count for each role and the amount of employees retiring for that specific role:

Text

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* The second deliverable asks us to find the amount of employees available for mentorship. This is shown by the query below by taking the employees born between 01-01-1965 and 12-31-1965. Graphical user interface, text, application

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This allows us to take the employees eligible for mentorship and compare it to those retiring to see if the next generation of Pewlett Hackard will be able to be trained by the previous generation.

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?

Based on the last query run in deliverable one 72,461 roles would need to be filled across seven different positions.

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Are there enough qualified, retirement-ready employees in the departments to mentor the next generation of Pewlett Hackard employees?

Based on the information provided from both deliverables there are more than enough retirement-ready employees in the departments to mentor the next generation of Pewlett Hackard employees. From the query above we can see that there are 72,461 total employees eligible for retirement. By running the query below the output data shows that there are a total of 1549 employees eligible for mentorship. One can easily tell that the amount of those retiring far out ways those eligible for mentorship.

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