1. Overview of the analysis:
   * The purpose of the new analysis is to determine the number of retiring employees per title and identify employees who are eligible to participate in a mentorship program.
2. Results:

The four major points from the two analysis deliverables, were:

* + 1. A query was written and executed to create a Retirement Titles table for employees who are born between January 1, 1952 and December 31, 1955 and the Retirement Titles table was exported as a csv file.

Text

Description automatically generated

Graphical user interface, application

Description automatically generated

* + 1. A query was written and executed to create a Unique Titles table that contains the employee number, first and last name, and most recent title, then I exported the table to a Unique Titles csv file.

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Graphical user interface, text, application

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* + 1. A query was written and executed to create a Retiring Titles table that contains the number of titles filled by employees who are retiring, then I exported the table to a Retiring Titles csv file.

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Graphical user interface, application

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* + 1. Lastly, a query was written and executed to create a Mentorship Eligibility table for current employees who were born between January 1, 1965 and December 31, 1965, then I exported the table to a Mentorship Eligibility csv file.

Text, letter

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Graphical user interface, application

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1. Summary:

The following questions were answered in hopes to provide insight into the upcoming "silver tsunami."

* + How many roles will need to be filled as the "silver tsunami" begins to make an impact?
    1. According to the below chart, which shows the number of employees by their most recent job title who are about to retire, seven distinct roles (job titles) will need to be filled.
  + Graphical user interface, application

    Description automatically generated
  + Are there enough qualified, retirement-ready employees in the departments to mentor the next generation of Pewlett Hackard employees?
    1. There are 1549 rows of data (employees) who are retirement-ready in the departments who may mentor the next generation of Pewlett Hackard employees.
  + Graphical user interface, text, chat or text message

    Description automatically generated with medium confidence
  + In summary, seven roles will need to be filled as a result of the upcoming “Silver Tsunami”, totaling up to 90,398 positions. However, on the positive side, there are 1,549 rows of retirement-ready employees in departments who may mentor the next generation of Pewlett Hackard employees so valuable knowledge and skills may be transferred.
  + Furthermore, the below queries may provide additional insight into both the Sales department and the Development department and how the upcoming “Silver Tsunami” may adversely affect them with a large number of attrition.

Text

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The results of the above query identified 7,301 employees who may be retirement eligible. Likewise, the below query identified a total of 18,928 employees who may be retirement eligible from both the Sales and Development teams combined.

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