

# Workforce Insights Dashboard

Position

All

Department

All

EmploymentStatus

All

Gender

All

311

Headcount

104

Attrition

33.44%

Attrition Rate (%)

69.02K

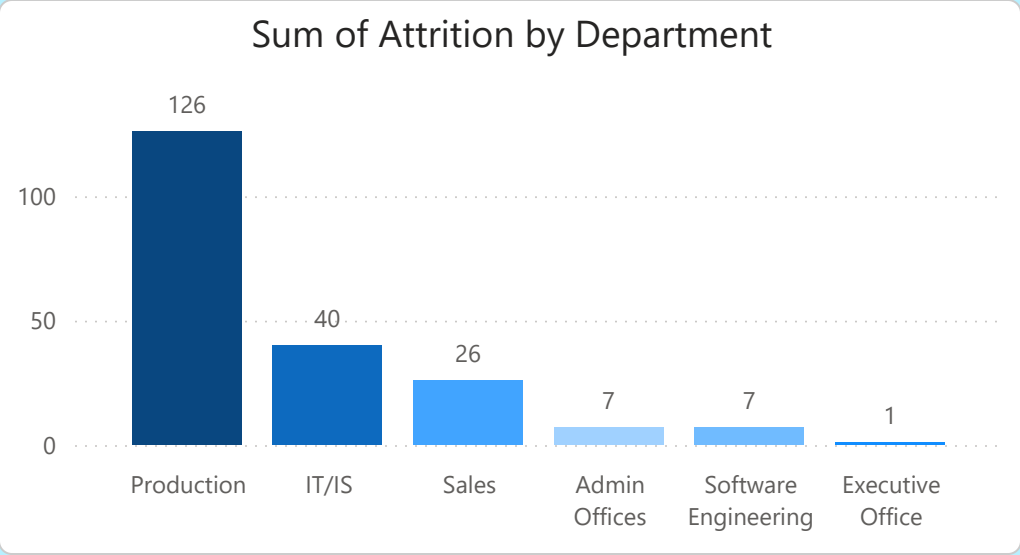
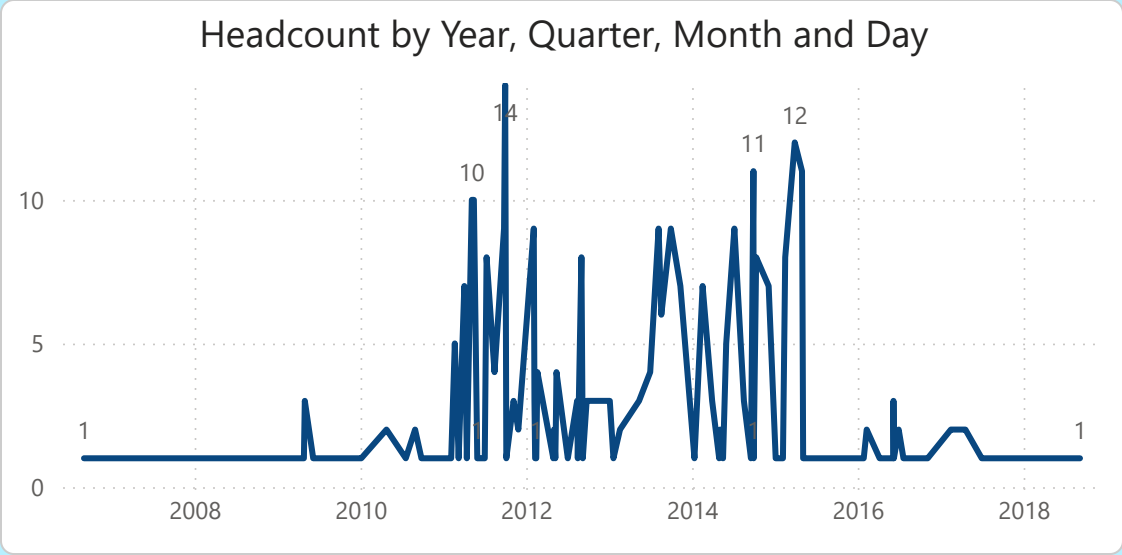
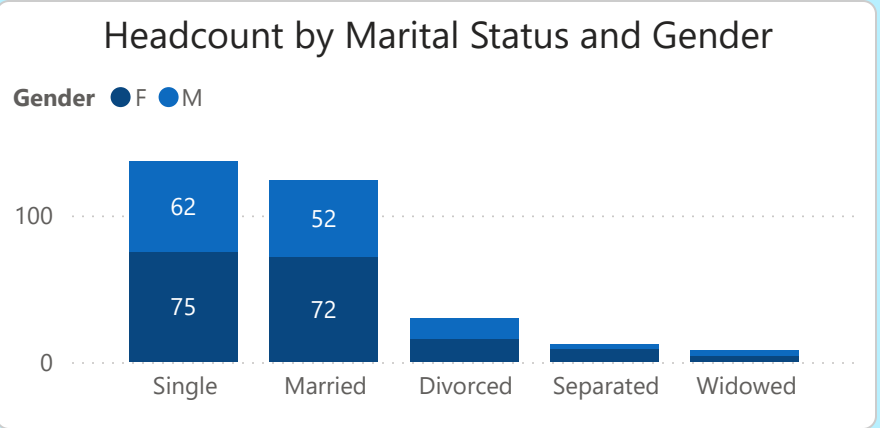
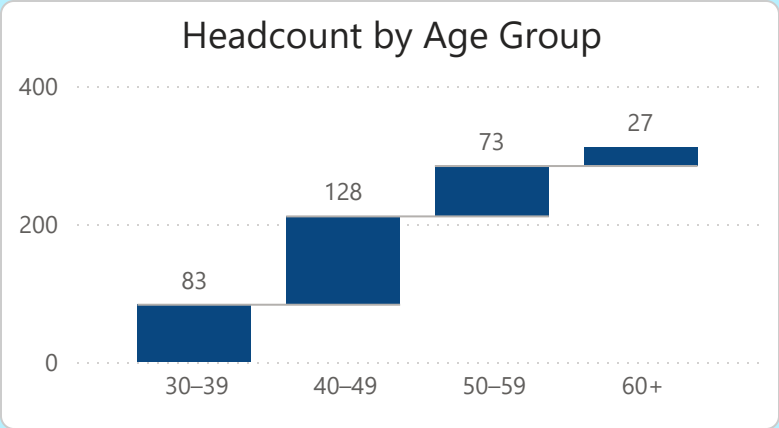
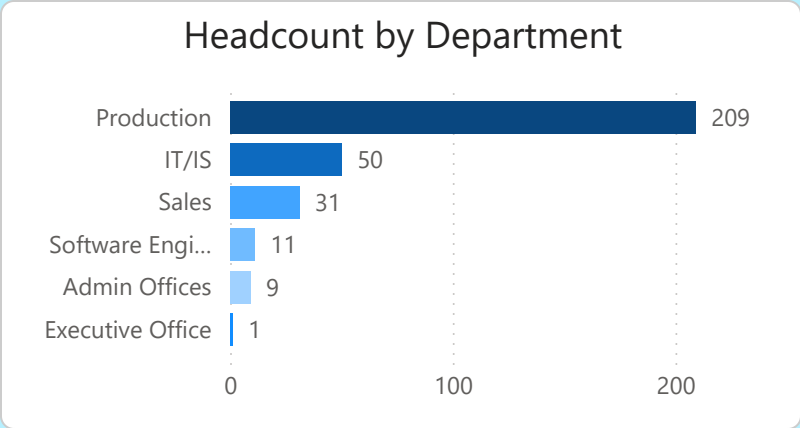
Avg Salary

46.41

Avg Age

Indeed

First RecruitmentSource



Age Group	Avg Salary
30-39	67,935.51
40-49	68,136.84
50-59	69,081.26
60+	70,000.00
Total	69,020.68

Age Group	Attrition
40-49	38
50-59	27
30-39	25
60+	14
Total	104

# Workforce Insights Dashboard- Detailed View

Headcount

311

EmpID	Employee_Name	EmploymentStatus	Gender	Department	Sum of Age	State	Position	ManagerName	MaritalDesc	EngagementSurvey	Sum of Salary
10038	LaRotonda, William	Active	M	Admin Offices	41	MA	Accountant I	Brandon R. LeBlanc	Divorced	5	64520
10147	Steans, Tyrone	Active	M	Admin Offices	39	MA	Accountant I	Brandon R. LeBlanc	Single	3.9	63000
10238	Brown, Mia	Active	F	Admin Offices	38	MA	Accountant I	Brandon R. LeBlanc	Married	4.5	63000
10039	Singh, Nan	Active	F	Admin Offices	37	MA	Administrative Assistant	Brandon R. LeBlanc	Single	5	51920
10153	Smith, Leigh Ann	Voluntarily Terminated	F	Admin Offices	38	MA	Administrative Assistant	Brandon R. LeBlanc	Married	3.8	55000
10182	Howard, Estelle	Terminated for Cause	F	Admin Offices	40	MA	Administrative Assistant	Brandon R. LeBlanc	Married	3.24	49920
10006	Driver, Elle	Active	F	Sales	37	CA	Area Sales Manager	Lynn Daneault	Single	4.77	74240
10013	Torrence, Jack	Active	M	Sales	57	ND	Area Sales Manager	Lynn Daneault	Separated	4.1	64390
10040	Carter, Michelle	Active	F	Sales	62	VT	Area Sales Manager	John Smith	Single	5	71860
10041	Ozark, Travis	Active	M	Sales	43	NC	Area Sales Manager	John Smith	Single	5	68820
10042	Nguyen, Dheepa	Active	F	Sales	36	GA	Area Sales Manager	Lynn Daneault	Single	5	63690
10103	Leruth, Giovanni	Active	M	Sales	37	UT	Area Sales Manager	John Smith	Separated	4.53	70460
10109	Guilianno, Mike	Voluntarily Terminated	M	Sales	56	TN	Area Sales Manager	John Smith	Single	4.5	71700
10121	Onque, Jasmine	Active	F	Sales	35	FL	Area Sales Manager	Lynn Daneault	Single	4.28	63050
10124	Potts, Xana	Active	F	Sales	37	KY	Area Sales Manager	Lynn Daneault	Married	4.2	61840
10140	Ren, Kylo	Active	M	Sales	71	ID	Area Sales Manager	John Smith	Married	3.98	61800
10142	Gill, Whitney	Terminated for Cause	F	Sales	54	OH	Area Sales Manager	John Smith	Widowed	3.97	59370
10161	Terry, Sharlene	Active	F	Sales	60	OR	Area Sales Manager	Lynn Daneault	Single	3.69	58370
10165	Kreuger, Freddy	Active	M	Sales	56	NY	Area Sales Manager	John Smith	Single	3.65	71330
10167	Hitchcock, Alfred	Active	M	Sales	37	NH	Area Sales Manager	John Smith	Married	3.6	70540
10188	Bunbury, Jessica	Voluntarily Terminated	F	Sales	61	VA	Area Sales Manager	John Smith	Married	3.14	74320
10200	Chigurh, Anton	Active	M	Sales	55	TX	Area Sales Manager	Lynn Daneault	Single	3	66800
10202	McKinzie, Jac	Active	M	Sales	41	TX	Area Sales Manager	Lynn Daneault	Married	3.4	63290
10205	Valentin,Jackie	Active	F	Sales	34	AZ	Area Sales Manager	John Smith	Married	2.81	57850
10231	Khemmich, Bartholemew	Active	M	Sales	46	CO	Area Sales Manager	Lynn Daneault	Single	4.3	65310
10241	Strong, Caitrin	Active	F	Sales	36	MT	Area Sales Manager	John Smith	Married	4.1	60120
10253	Villanueva, Noah	Active	M	Sales	36	ME	Area Sales Manager	John Smith	Single	4.5	55870
10255	Givens, Myriam	Active	F	Sales	36	IN	Area Sales Manager	Lynn Daneault	Single	4.5	61550
Total					14433						21465430

**Workforce Insights – Analysis Observations**

1. High Attrition Rate Concentrated in Key Departments

The organization faces a notable attrition challenge, with 104 departures representing a 33.44% attrition rate. This trend is especially pronounced in the Production department, which alone accounts for 126 exits. The IT/IS and Sales departments follow with 40 and 26 exits respectively. These high turnover rates in critical operational units may reflect issues such as job stress, inadequate support, or lack of career development opportunities.

2. Age Distribution Skewed Toward Mid-to-Late Career Employees

The workforce is primarily composed of employees in the 40–49 (128 employees) and 50–59 (73 employees) age brackets. Combined, these groups account for over 64% of the total headcount. This suggests a seasoned workforce but also raises future concerns regarding succession planning and potential retirement waves within the next decade.

3. Average Salary Peaks in Mid-Career Age Bands

High Attrition Rate in Key Operational Departments

Conduct targeted **exit interviews** and employee **engagement surveys** within the Production, IT/IS, and Sales departments to uncover root causes of attrition. Introduce **retention incentives**, development opportunities, and workload balancing initiatives to retain critical talent in these high-turnover areas.

◆ Workforce Age Skewed Toward Mid-to-Late Career

Develop a **succession planning strategy** that includes mentorship programs, leadership pipelines, and phased retirement options. Simultaneously, implement **youth recruitment initiatives** such as graduate schemes or apprenticeships to bring in early-career talent.

◆ Mid-Career Employees Receive Peak Compensation

Conduct a **pay equity and contribution audit** to ensure compensation aligns with responsibilities and performance, not just tenure. Consider role reclassifications or salary adjustments for employees aged 60+ who may be in part-time or post-retirement roles.

## Workforce Insights – Observations

### High Attrition Rate Among Workforce

The organization currently faces a significant attrition rate of **33.44%**, with **104 out of 311 employees** having exited. This suggests potential issues related to job satisfaction, engagement, or workload—particularly in operational areas.

### Attrition Concentrated in Core Departments

The **Production department** accounts for the highest number of exits (126), followed by **IT/IS (40)** and **Sales (26)**. This indicates retention issues within critical business functions that could impact productivity and service delivery.

### Workforce Demographics Skewed Toward Older Employees

Employees aged **40–49** make up the largest segment (128 employees), followed by **50–59** (73 employees). The minimal representation of employees under 30 suggests possible gaps in early-career recruitment and a potential future leadership vacuum.

### Average Salary Increases with Age Until Mid-50s

The salary distribution shows a steady increase in average salary from younger to mid-career age groups, peaking between **40–59 years**. Employees aged **60+** earn slightly less on average, possibly due to part-time roles or semi-retirement arrangements.

### Top Recruitment Source is 'Indeed'

The most successful hiring channel is **Indeed**, indicating strong performance from digital sourcing methods. However, reliance on a single platform may limit diversity and depth of the candidate pool.

**Workforce Insights – Recommendations**

**1. Implement Targeted Retention Strategies**

Develop tailored engagement and retention programs focused on high-turnover departments such as Production, IT/IS, and Sales. This may include stay interviews, recognition schemes, workload reviews, and structured career development pathways.

**Strengthen Support for Operational Departments**

Invest in improving working conditions in the Production department by reviewing staffing levels, enhancing leadership support, and offering well-being initiatives to reduce burnout and turnover.

**Launch Early-Career Talent Initiatives**

Introduce graduate schemes, internships, and apprenticeship programs to attract younger talent. Partnering with universities and technical colleges will help refresh the age profile and prepare for future succession needs.

**Conduct a Compensation Structure Review**

Evaluate the current pay structure to ensure salary progression reflects both experience and performance. Adjustments may be needed for employees over 60 to ensure fairness, especially if their roles have evolved post-retirement.

**Diversify Recruitment Channels**

Reduce dependency on Indeed by expanding outreach through LinkedIn, internal referrals, diversity job boards, and industry-specific platforms. This will broaden access to talent and improve recruitment resilience.

**Monitor and Advance Gender Equity**

Go beyond headcount and assess gender balance at different organizational levels. Track pay equity, promotion rates, and role distribution to ensure gender inclusivity is sustained beyond recruitment