



# **NAVFAC EXWC Retirement Eligibility Analysis**

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- **Purpose**

- NAVFAC EXWC employs a wide variety of engineers, scientists, logisticians, technicians, financial and administrative professionals. We need to make effective data-driven decisions about human capital risk in support of succession planning and knowledge management

- **Data Set**

- Employee Name, Occupational Series/Title, Pay Plan, Grade, UIC, Career Path, Retirement Eligibility Date, Risk Factor, Count per Category

- **Source**

- Retirement Eligibility Report from HR-Link in the Defense Civilian Personnel Data System (DCPDS)

## • Current

- **Produced a Tableau dashboard that displayed levels of potential risk of employee retirement by potential retirement year, occupational series, and grade**
  - High: Employee has worked three or more years past retirement eligibility
  - Medium: Employee has worked less than three years past retirement eligibility
  - Low: Employee is not retirement eligible

## • Future

- **Predict when an employee is likely to retire based on multiple factors (i.e. occupational series, grade, gender, education level, age, prior military service, etc.)**
- **Identify retirement trends for stressed occupational series, including but not limited to: scientists, engineers, contract specialists, human resource specialists, and management analysts**



