pennsylvania
OFFICE OF ADMINISTRATION

Commonwealth Workforce Planning Program

Separation Trends

Years-of-Service Separation Trends

All employees do not retire upon meeting minimum retirement eligibility, and some leave before retirement. One way of predicting workforce needs is to analyze data regarding separations by years of service. While no standardized tool exists to provide this data, HR professionals can use the following SQL for a baseline query and adapt it for specific agency needs, filtering by job classification, organization, geography, etc., as desired.

The following query, provided in SQL view, pulls from the PPI_SAP_HR_ACTION_HISTORY_IRIS and PPI_SAP_AIF_INACTIVE_IRIS views. Agencies can insert their PERS_AREA code in the appropriate field and modify the START_DT field to filter as needed, or include other filters to satisfy additional reporting requirements. This query results in a list organized by retirement system (age 50 plan or not), number of service years, and number of employees who separated at each service year juncture.

```
SELECT PPI_SAP_AIF_INACTIVE_IRIS.AGE50_RET_MBR, PPI_SAP_AIF_INACTIVE_IRIS.SVC_YRS,
Count(PPI_SAP_HR_ACTION_HISTORY_IRIS.PERS_NO) AS CountOfPERS_NO

FROM PPI_SAP_HR_ACTION_HISTORY_IRIS INNER JOIN PPI_SAP_AIF_INACTIVE_IRIS ON
PPI_SAP_HR_ACTION_HISTORY_IRIS.PERS_NO = PPI_SAP_AIF_INACTIVE_IRIS.PERS_NO

WHERE (((PPI_SAP_HR_ACTION_HISTORY_IRIS.EMP_GRP)="P") AND
((PPI_SAP_HR_ACTION_HISTORY_IRIS.START_DT) Between #1/1/2006# And #12/31/2006#) AND
((PPI_SAP_HR_ACTION_HISTORY_IRIS.ACT_TYP)="ZH") AND
((PPI_SAP_AIF_INACTIVE_IRIS.CREATE_DATE) Between [START_DT] And [END_DT]))

GROUP BY PPI_SAP_AIF_INACTIVE_IRIS.AGE50_RET_MBR, PPI_SAP_AIF_INACTIVE_IRIS.SVC_YRS;
```

Survey Results

An "X" in the AGE50_RET_MBR column indicates an employee is eligible for age 50 retirement. If the column is blank, the employee is not eligible for age 50 retirement.

Need more info?
Check out workforce planning resources and what to do when separating an employee.

Questions?
Contact OA, Bureau of Workforce Planning and Development 717.787.3813.