

Sample Staffing Forecast Analysis

	Staff age brackets								Total
	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	
A Present strength	12	31	28	55	33	29	19	23	230
B Expected new employees over five years	21	30	9	0	0	0	0	0	60
C Average retention rate (%)	92	94	95.5	97.5	99	99	97.5	87.5	
D Expected retention of present employees after five years	8	23	23	50	31	27	14	0	176
E Corrected ages after five years	↓ 0	↓ 8	↓ 23	↓ 23	↓ 50	↓ 31	↓ 27	↓ 14	176
F Estimated retention of new employees after 5 years ^a	11	24	16	3	n.a.	n.a.	n.a.	n.a.	54
G Forecast strength in five years	11	32	39	26	50	31	27	14	230
H Net change after five years	-1	+1	+11	-29	+17	+2	+8	-9	0

n.a. Not applicable.

a. Estimate based on past experience.