







Academic postdoc “trainees” lack access to benefits

Postdocs classified as trainees do not have equal access to benefits such as healthcare, retirement, and leave as postdocs classified as employees. Other job sectors consider junior members of the workforce in development as trainees, yet do not harshly restrict access to basic benefits. Postdocs in the biotech and pharmaceutical industry, medical residents, and general members of the workforce do not incur limited access to benefits simply for being in junior positions.

	 Academic Postdoc	 Industry Postdoc	 Medical Resident	 Member of Workforce
Degree	PhD	PhD	MD	Variable
Job Level	Trainee	Trainee	Trainee	Entry to Senior
Time to Independence	4-5 years	1-4 years	3-7 years	Variable
Employment Status	Employed or Trainee	Employed	Employed	Employed
Access to Benefits	Variable	Yes	Yes	Yes