
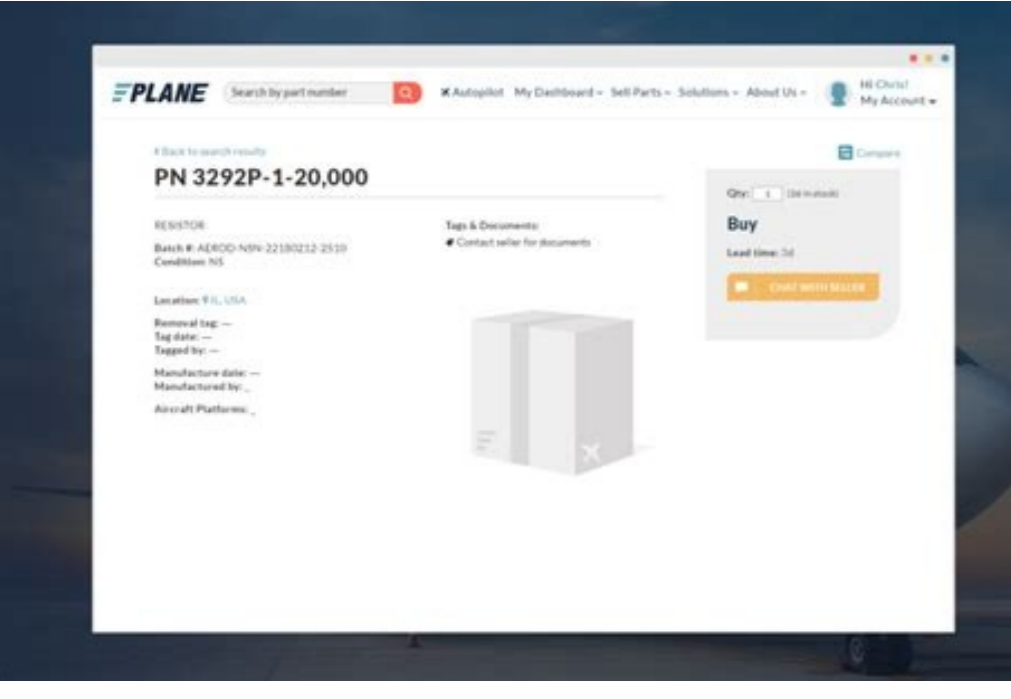
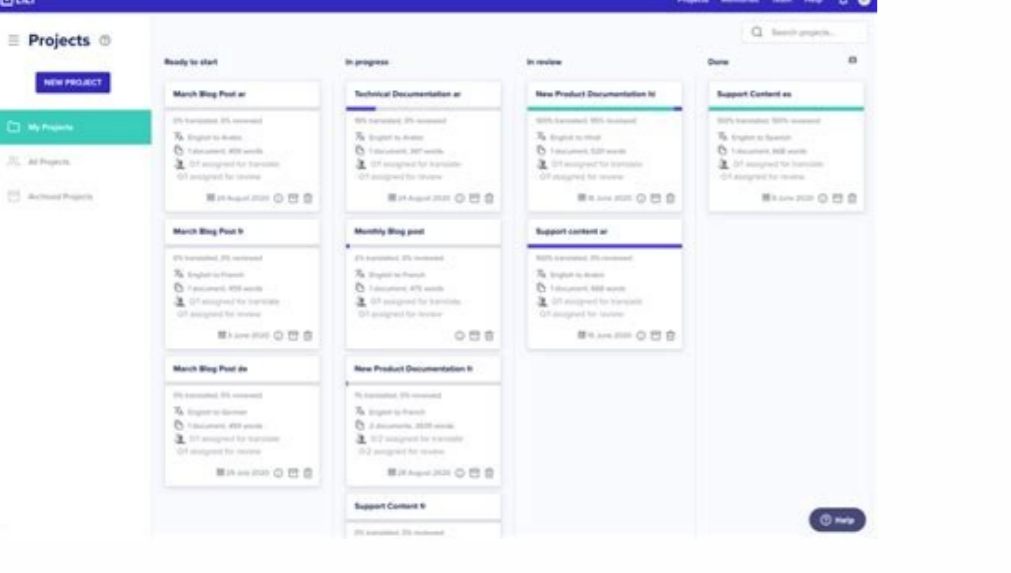
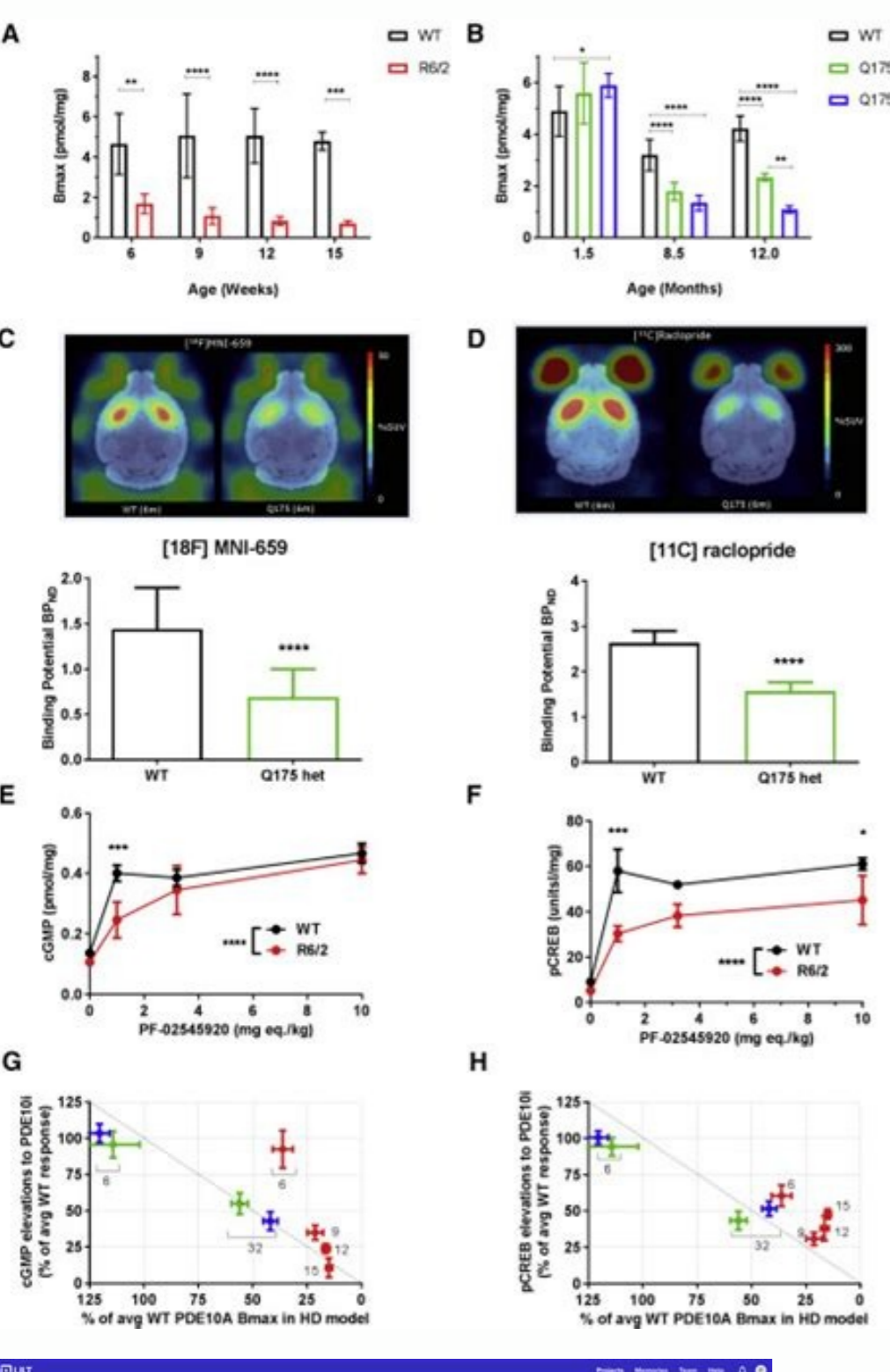
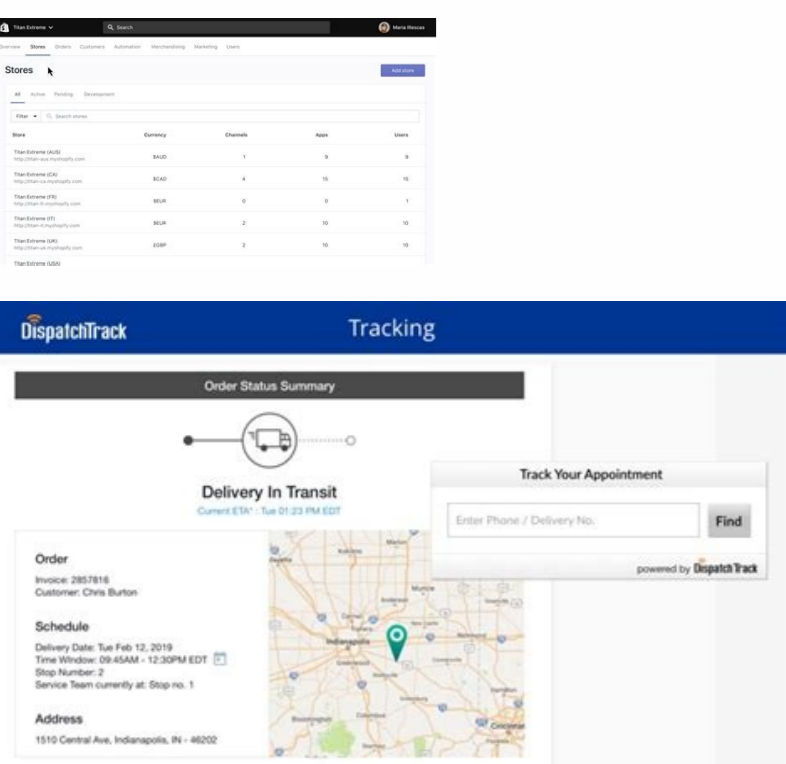


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Training programs were trimmed and career ladders lowered. One measure of the higher aspirations of workers is the surge in interest and applications reported by major nonprofit organizations, like Year Up, Per Scholas and NPower, with decades of experience training and finding good jobs, mainly for underrepresented groups. In contrast to the fast-paced nature of drug development, academic timelines tend to be longer and focused more on long-term goals and education. Think about where you'd like to be long-term, but remember the choice you make is merely for the next step in your career. It's critical to understand these nuances and consider your skills, qualifications, personality, and career goals when deciding which path is right for you. In contrast, "industry" work allows researchers to feel a sense of immediate impact on patient lives. Time in a business organization's research lab is more structured and typically revolves around a standard 9-to-5 workday. For workers in leisure and hospitality businesses, pay increased nearly 10 percent. Yet many workers are also seeking something else: a career path, not a dead-end job. In recent months, companies have struggled to fill jobs for tasks like waiting on tables, stocking shelves or flipping burgers. In academia, the researcher's plight is often "obtain funding and publish, or perish." Academics are under immense pressure to self-starters, continually publish their research, and to promote and advocate for their work. He joined Bank of America a decade ago. His career, Mr. Reilly said, was "blessed by people willing to give me a chance." At Bank of America, Mr. Reilly has helped champion the effort to develop upwardly mobile career paths. A 2014 Life Sciences Salary Survey found that American, Canadian, and European scientists that worked in industry made about 30 percent more than those in academia. This type of clear direction can be very appealing to some researchers, while others may see it as a hindrance to their ability to investigate their own areas of personal interest. State Bank of India provides many opportunities for young graduates as well as experienced professionals for accelerated career growth. He started in March, working in customer service and tech support. The pace of work also differs between industry and academia. Consider how you actually want to spend your time day-to-day. Are you a self-starter who is able to proactively manage your own time? He found a program teaching basic technology and business skills, completed it and landed a job at a fast-growing online mortgage lender. When working in industry, most work is done on a quick timeline and is driven by a product or business goals. This year, Merit America is on track to reach more than 1,400 students, up from about 500 last year. Mr. Wray moved into a new home in Charlotte, N.C., after an online mortgage lender hired him. "The pandemic, weirdly, was an opportunity," he said. Credit... Alyce Byrd for The New York Times How large the opportunity will be for the striving workers, experts say, may depend on overhauling the hiring and promotion practices of corporate America. Thus, it's important for people working in industry to be excellent communicators and have sharp people skills to manage projects. At KING Toronto, a new urban landscape comes to life with BIM One of the most significant decisions scientists face is choosing whether to pursue a career in industry or academia. 5. Individual Impact As an academic, you'll typically not have quarterly deadlines to meet, monthly reports to file, or a superior that you're being held directly accountable to. Thus, the ability to make an individual impact and receive recognition for your work can be greater than in industry, where you are a single member working on behalf of an organization. It is promoting hiring based on skills instead of degrees. Whereas researchers in academia can be highly competitive, in industry, it's critical for researchers to be able to collaborate and work as a team. Big companies are making more promises to help them. When Mark Wray, 25, lost his job last year working concessions at a movie theater, he got training for higher-paying work. Credit... Alyce Byrd for The New York Times Mark Wray was working at the concession stand of a movie theater when the pandemic lockdowns hit last year. "I'm still pretty junior, but this has been a big leap for me," said Ms. Ferreira, 26, who lives in Queens. Ashantee Franklin made a pandemic career switch. DOWNLOAD NOW 1. Responsibilities Academic careers will vary, depending on the size of an institution, but in an academic research career, most professionals have some version of the following broad responsibilities: Applying for grants Conducting self-directed research Publishing papers Teaching courses Mentoring students Performing departmental service Working in "industry" can mean many things, as the term encompasses all research work that occurs outside of universities. 10? Are you comfortable with self-promotion, or would you be more comfortable sharing your successes with a team? Hundreds of companies have pledged to diversify their work forces. Or do you prefer to work in a more structured, process-oriented environment? The field is currently more conducive to transitions between the two fields more than ever before. Nearly 40 percent of former workers in the nation's hospitality industry say they do not plan to go back to jobs in hotels, restaurants or bars, according to a survey by Jolista, an employment search engine. For many workers, the issue is less about bargaining for more money in a tight labor market than about finding a job with a brighter future. "People in lower-wage work are saying, 'I'm going to pivot to something better,'" said Stuart Andreasson, director of the Center for Workforce and Economic Opportunity at the Federal Reserve Bank of Atlanta. Their demands are already reshaping corporate policies. With this freedom also comes the responsibility of securing funding and resources. This teamwork aspect can also take off some of the pressure of having to individually achieve results. While this decision is easy for some, it can be incredibly challenging for others. She decided to make the setback an opportunity, applied to the NPower program and completed the four-month course. The dog care service had reopened and Ms. Franklin was back walking dogs when an NPower job-placement coordinator called about an opening in an entry-level program at Bank of America. The scope of work is typically focused on applied research that will have direct, clinical value. To learn more about careers, trends, and market outlook for the biotechnology industry and find out how to prepare yourself to advance your career, explore our related posts. Continue reading the main story More low-wage employees want opportunities to grow. You must be able to develop projects that meet the company goals as you support the business plan of the company. Two dozen have been approved so far. Digital skills are increasingly an important tool across the spectrum of occupations and career paths in business — jobs in sales, marketing, customer service and operations. Mr. Wray, who works for Better, an online mortgage lender, is an example. Whether you're most concerned about salary potential, intellectual freedom, or flexibility, it's important to do some soul-searching to decide what you value most. A benefit of working in industry is that the funding and more state-of-the-art resources will be supplied by the larger organization. He makes about \$55,000 a year, compared with \$17,000 at the movie theater. "The pandemic, weirdly, was an opportunity," said Mr. Wray, 25, who is a high school graduate and lives in Charlotte, N.C. "And this job is a huge steppingstone for me." People returning to the work force after the pandemic are expecting more from their employers, pushing companies to raise pay, give bonuses and improve health care and tuition plans. The career ladder can be difficult if only a handful of universities that may specialize in your discipline, or are actively hiring in a given year. Employer job postings for positions that do not require four-year degrees included the term "career advancement" 35 percent more often from March through July than in the same span two years ago, according to Emisi Burning Glass, a labor-market analytics firm. Major employers of lower-wage hourly workers including Walmart, Chipotle and Amazon have announced improvements to their tuition and training programs. In the past, companies often blamed the education system for failing to produce enough qualified people of color to hire, said Elyse Rosenblum, founder and managing director of Grads of Life, which advises businesses on inclusive hiring practices. "But now, companies are increasingly looking internally and taking ownership of this challenge," Ms. Rosenblum said. Think about how you feel about teaching, publishing, managing, interacting, traveling, negotiating, collaborating, presenting, reporting, reviewing, fundraising, etc. "It's fascinating," Mr. Wray said. How to Decide Whether Academia or Industry is Right for You Ultimately, the choice between academia and an industry research lab involves many compromises, and the best "fit" for you will likely depend on your individual preference and working style. It doesn't have to be final. 2. Flexibility For some, an appealing aspect of working in academia is the freedom to dictate your own schedule, choosing when to teach, conduct research, and publish your work. The flip side, however, is that academics can struggle to have their ideas adopted in practice, whereas the work that that industry researchers do is often directly motivated by business goals. Know your strengths. "Training" was mentioned 32 percent more often. The new emphasis, if lasting and widespread, would be a significant change in corporate behavior. 6. Intellectual Freedom In academia, professionals enjoy intellectual freedom, free from the constraints of short-term deadlines and having to answer to those setting the research priorities. "And now I'm actually on track to afford a house at some point, which I wasn't before." The group is also endorsing training programs, based on rates of completion and job placement. Wages rose strongly in July, up 4 percent from a year earlier, according to the Labor Department. The effort also involves regular talks with managers about next steps in a career. Since 2018, through recruiting partnerships with nonprofits like NPower and Year Up, as well as community colleges, the bank has hired more than 10,000 workers from low- and moderate-income neighborhoods. Carolina Ferreira had low-paying jobs as a restaurant hostess and as a preschool teacher's assistant before she took a four-month program at NPower in basic technology skills. Discover all the opportunities below to join the largest bank of the country and work in an exciting, motivating, meritocratic and truly collaborative environment. For example, companies have long used the requirement of a four-year college degree as a blunt screening tool for many good-paying jobs. If you do this, you will find success in whichever path you choose. If you've struggled with this question of which career path you'll choose after your formal education ends, you're not alone. There are several key differences between working in industry and academia. Due to the complex nature of drug discovery, there is much collaboration across multiple functional areas and disciplines. Knowing your strengths can help direct you to the path that will increase your chances of success. For some people, this type of structure is preferable to ensure maximum productivity. In the Merit America program, he earned a certificate in tech support. 3. Collaboration Academic research is largely collaborative and team-work oriented. Career Advancement Generally speaking, an academic research scientist's career moves one of two directions—toward tenure and professorship, or toward work as an academic staff scientist. "I decided my time as a dog handler would come to an end," she said after landing a contract at Bank of America. Credit... Lindsay Perryman for The New York Times Bank of America has close ties with training programs that focus on developing the potential of people like Ashantee Franklin. Ms. Franklin, 24, lost her job at a dog day care and walking service after Covid-19 hit last year. Stay true to who you are, and consider what you are most passionate about. This allows individuals to choose what they would prefer to spend their time researching, and how to pursue it. Do you prefer to work independently, or do you thrive when working alongside others? But his current role at Better is really customer service, helping potential borrowers navigate the online forms, communicating via live chat. The goal of the technical training at Merit America, Mr. Wray said, was "to learn enough so you could learn on the job." At Better, his next career steps could be to become a loan consultant, a loan processor or, on a technical track, perhaps a network administrator. One thing he is learning about is mortgage loans — how they work and the many options. Download Our Free Guide to Advancing Your Biotechnology Career Learn how to transform your career in an industry that's transforming the world. Professionals who choose this route can work for small biotech startups, mid-size corporations, or even international organizations with thousands of employees. Here are some factors to consider before heading down either career path: Determine your priorities. Whether those pronouncements and commitments will be followed by action remains to be seen. But people who have worked in the field of work force development for decades say they see evidence of genuine change. Mr. Reilly grew up in London's East End, did not go to college and got his start in technology working the night shift in a London computer center, loading data-storage disks and cleaning the printer. He showed an aptitude for the work, and one promotion followed another, leading to senior posts at Goldman Sachs, Credit Suisse and Morgan Stanley. She is now a technical support analyst on the commodities trading desk, and makes more than \$80,000 a year. Be true to yourself. "I decided my time as a dog handler would come to an end," she said. Ms. Franklin, who lives in Brooklyn, started her contract job at Bank of America in June as a technology business analyst. Both workplaces have their own share of pressures and demands, as well. In industry, researchers are working toward a larger, shared goal. Even Amazon, which has huge turnover among workers in its warehouses, has started to talk more about helping improve its employees' long-term prospects. Some companies are featuring their newfound or heightened commitment to worker development to lure job applicants. Think long-term, but keep your options open. Companies have often regarded workers — except those at the top — as a cost to be cut instead of an asset that would become increasingly valuable with investment. 20? Most of all, be honest with yourself. "That's a completely different posture." The support of business leaders who control budgets and hiring decisions, experts say, is vital. At Bank of America, one executive in that role is David Reilly, who manages technology for its banking and markets operations worldwide. Her starting salary is about double what she made in past years, which was less than \$20,000. Fostering upward mobility in corporate America is the goal of OneTen, a coalition of companies committed to hiring or promoting one million Black Americans to family-sustaining jobs over the next decade. The coalition began in December with three dozen companies and has grown to 54. Industry career opportunities are broader, however, and can range from research at the bench to work in product marketing or development. Although this does remove a measure of autonomy, the positive aspect is that research results are often immediately and directly impactful. To work in industry, one must be willing to work on a team and share credit. Paychecks are getting bigger. The movie theater shut down, and he lost his job. But instead of looking for another low-wage job, Mr. Wray sought a different path. You can, however, enjoy a large sense of autonomy, should you choose, with the freedom to choose when, and with whom, you collaborate. She applied, did well in interviews and was accepted. In industry, the pressures are typically more deadline-driven, as teams work to integrate science and business-focused problem solving on tight project timelines in accordance with larger product and business goals. It was enough to land a tech-support internship at Bank of America in 2017. The internship was followed by a contract job and then a full-time position. Think about how you want to spend your time. Where do you see yourself in five years? Consider what matters most to you. Yet about two-thirds of American workers do not have four-year degrees — and nearly 80 percent of Latino and almost 70 percent of Black workers do not. The college-degree filter, workplace experts say, is not a good predictor of success for many jobs. That view has gained far more attention and support in the wake of the calls for social and racial justice after the murder of George Floyd last year. In industry, you also have the opportunity to climb the organizational ladder to manage larger teams and projects. 4. Workplace Culture Academia is highly research and discovery focused, and much research is done for the sake of learning, as opposed to clinical application. Bank workers volunteer thousands of hours a year to give talks and mentor recruits without college degrees. Factor in your personality. There is great job security, however, if you achieve tenure. By not having to answer to anyone about how you allocate your time, however, also means you must be proficient in time management and prioritization. They are all expanding. Mr. Wray is a graduate of Merit America, a newer nonprofit that started in 2018. They are major employers, including Accenture, AT&T, American Express, Bank of America, Cisco, Cleveland Clinic, Delta Air Lines, IBM, Merck, Target, Verizon and Walmart. OneTen sees its role as orchestrating the various players in the labor market, sharing best practices and measuring outcomes. An academic environment creates an extraordinary opportunity for cross-disciplinary thinking and research. Industry work also requires a more business-minded approach. 7. Salary On average, industry scientists typically make more money than academic researchers. On average, academics, including postdocs, make \$88,693 annually, while commercial scientists make \$129,570. 8.

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