I take training of post-docs and students in my lab very seriously and work with them to develop skills necessary to reach status as independent investigators. The three post-docs in my lab have all submitted fellowship applications (e.g., NIH-NRSA, Howard Hughes, The Nature Conservancy, etc). One post-doc received exceptional scores on her NRSA (Priscilla Erickson; impact score 20 @ 7th percentile). Post-docs are all supervising undergraduate researchers or assistants. Post-docs and graduate students are all expected to present their work at annual meetings and some have already done so.