

Supplementary Information

Supplementary Table S1. England and Wales 2021 Census and US ASC 2021 Codebook

Variable	Stata variable UK	Value labels UK	Variables US	US value labels
Unique ID	resident_id_m	N/A	N/A	
Age	resident_age_7 4m	Examples (75 categories): 17 - Aged 17 years 32 - Aged 32 years 48 - Aged 48 years 63 - Aged 63 years	AGE	Examples (97 categories) 000 Less than 1 year old 001 1 002 2 003 3 004 4 005 5
Sex	sex	1 Female 2 Male	SEX	1 Male 2 Female
Ethnic group	ethnic_group_t b_20b	-8 Does not apply 1 Asian, Asian British or Asian Welsh: Bangladeshi 2 Asian, Asian British or Asian Welsh: Chinese 3 Asian, Asian British or Asian Welsh: Indian 4 Asian, Asian British or Asian Welsh: Pakistani 5 Asian, Asian British or Asian Welsh: Other Asian	RACE HISPAN	Race 1 White 2 Black/African American 3 American Indian or Alaska Native 4 Chinese 5 Japanese 6 Other Asian or Pacific Islander 7 Other race, nec 8 Two major races

6 Black, Black British, Black Welsh, Caribbean or African: African	9 Three or more major races
7 Black, Black British, Black Welsh, Caribbean or African: Caribbean	Hispanic
8 Black, Black British, Black Welsh, Caribbean or African: Other Black	0 Not Hispanic
9 Mixed or Multiple ethnic groups: White and Asian	1 Mexican
10 Mixed or Multiple ethnic groups: White and Black African	2 Puerto Rican
11 Mixed or Multiple ethnic groups: White and Black Caribbean	3 Cuban
12 Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	4 Other
13 White: English, Welsh, Scottish, Northern Irish or British	
14 White: Irish	
15 White: Gypsy or Irish Traveller	
16 White: Roma	
17 White: Other White	
18 Other ethnic group: Arab	

		19 Other ethnic group: Any other ethnic group		
UK Armed Forces veteran indicator	uk_armed_forces	-8 Does not apply 1 Previously served in the UK regular armed forces 2 Previously served in UK reserve armed forces 3 Previously served in both regular and reserve UK armed forces 4 Has not previously served in any UK armed forces	VETSTAT	00 N/A 11 No military service 12 Military service, but currently on active duty 13 Training for Reserves or National Guard only 20 Veteran (on active duty in past but not now)
Relationship status	legal_partnership_status_7a	-8 Does not apply 1 Never married and never registered a civil partnership 2 Married 3 In a registered civil partnership 4 Separated, but still legally married or still legally in a civil partnership 5 Divorced or formerly in a civil partnership which is now legally dissolved 6 Widowed or surviving partner from a civil partnership	MARST	1 Married, spouse present 2 Married, spouse absent 3 Separated 4 Divorced 5 Widowed 6 Never married/single
Number of dependent children	family_dependent_children	Example (21 categories): 0 no children 2 one dependent	NCHILD NCHLT5	NCHILD: 0 0 children present 1 1 child present

s in family				2 2 3 3 4 4 etc. NCHLT5: 0 No children under age 5 1 1 child under age 5 2 2 etc.
Highest qualificati on education	highest_qualifi cation	-8 Does not apply 0 No qualifications 1 Level 1 and entry level qualifications: 1 to 4 GCSEs etc, or vocational equivalent 2 Level 2 qualifications: 5 or more GCSEs etc, or vocational equivalent 3 Apprenticeship 4 Level 3 qualifications: 2 or more A levels or VCEs etc, or vocational equivalent 5 Level 4 qualifications or above: degree (BA, BSc), higher degree (MA, PhD, PGCE), or professional equivalent	EDUC	001 N/A 002 No schooling completed 011 Nursery school, preschool 012 Kindergarten 014 Grade 1 015 Grade 2 016 Grade 3 017 Grade 4 022 Grade 5 023 Grade 6 025 Grade 7 026 Grade 8 030 Grade 9 040 Grade 10 050 Grade 11

		6 Other: vocational or work-related qualifications achieved in or outside England or Wales		061 12th grade, no diploma 063 Regular high school diploma 064 GED or alternative credential 065 Some college, but less than 1 year 071 1 or more years of college credit, no degree 081 Associate's degree, type not specified 101 Bachelor's degree 114 Master's degree 115 Professional degree beyond a bachelor's degree 116 Doctoral degree
Disability (equality act)	disability_4a	-8 Does not apply 1 Disabled under the Equality Act: Day-to-day activities limited a lot 2 Disabled under the Equality Act: Day-to-day activities limited a little 3 Not disabled under the Equality Act	VETDISAB	0 N/A 1 No disability rating 2 0 percent disability rating 3 10 or 20 percent disability rating 4 30 or 40 percent 5 50 or 60 percent 6 70 percent or higher 9 Has disability rating, level not reported

General health	health_in_general	-8 Does not apply 1 Very good health 2 Good health 3 Fair health 4 Bad health 5 Very bad health	N/A	N/A
Migrant indicator	migrant_indicator	-8 Does not apply 0 Address one year ago is the same as the address of enumeration 1 Address one year ago is student term-time or boarding school address in the UK 2 Migrant from within the UK: Address one year ago was in the UK 3 Migrant from outside the UK: address one year ago was outside the UK	MIGRATE1	00 N/A 10 Same house 23 Moved within MIGPUMA 24 Moved between MIGPUMAs 31 Moved between contiguous states 32 Moved between non-contiguous states 40 Abroad one year ago
Country of birth	country_of_birth_25a	Examples (25 categories): 1 Europe: United Kingdom 16 Middle East and Asia: Bangladesh 23 The Americas and the Caribbean: All other Americas and the Caribbean	BPL	Examples (189 categories): 001 Alabama 002 Alaska 004 Arizona 005 Arkansas 006 California 100 American Samoa 105 Guam

			110	Puerto Rico
			115	U.S. Virgin Islands
			120	Other US Possessions
				OTHER NORTH AMERICA
			150	Canada
			160	Atlantic Islands
				CENTRAL AMERICA AND CARIBBEAN
			200	Mexico
			210	Central America
Employee nt	economic_cat egory	1 In full-time employment: Not a full-time student		
		2 In full-time employment: Full-time student		
		3 In part-time employment: Not a full-time student		
		4 In part-time employment: Full-time student		
		5 Unemployed: Not a full-time student		
		6 Unemployed: Full-time student		
		7 Economically inactive: Retired		
		8 Economically inactive: Other		
		-8 Does not apply*		

Economic activity status	economic_activity_status_17m	1 Economically active (excluding full-time students): In employment: Employee: Part-time 2 Economically active (excluding full-time students): In employment: Employee: Full-time 3 Economically active (excluding full-time students): In employment: Self-employed with employees: Part-time 4 Economically active (excluding full-time students): In employment: Self-employed with employees: Full-time 5 Economically active (excluding full-time students): In employment: Self-employed without employees: Part-time 6 Economically active (excluding full-time students): In employment: Self-employed without employees: Full-time 7 Economically active (excluding full-time students): Unemployed: Seeking work or waiting to start a job already obtained: Available to start working within 2 weeks	No direct variable-combination of: WKSWORK1 UHRSWORK	WKSWORK1 Specific Variable Codes 00 = N/A UHRSWORK Specific Variable Codes 00 = N/A 99 = 99 hours (Top Code) **Anything under 30 hours part time
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8 Economically active and a full-time student: In employment:

Employee: Part-time

9 Economically active and a full-time student: In employment:

Employee: Full-time

10 Economically active and a full-time student: In employment:

Self-employed with employees: Part-time

11 Economically active and a full-time student: In employment:

Self-employed with employees: Full-time

12 Economically active and a full-time student: In employment:

Self-employed without employees: Part-time

13 Economically active and a full-time student: In employment:

Self-employed without employees: Full-time

14 Economically active and a full-time student: Unemployed:

Seeking work or waiting to start a job already obtained: Available to start working within 2 weeks

15 Economically inactive: Retired

		16 Economically inactive: Student		
		17 Economically inactive: Looking after home or family		
		18 Economically inactive: Long- term sick or disabled		
		19 Economically inactive: Other		
		-8 Does not apply*		
Occupatio n	occupation_10 5a	105 categories following the UK SOC 2020 classification.		
Employment status	employment_status	-8 Code not required	CLASSWKR	00 N/A
		1 Employee		13 Self-employed, not incorporated
		2 Self-employed or freelance without employees		14 Self-employed, incorporated
		3 Self-employed with employees		22 Wage/salary, private
				23 Wage/salary at non- profit
				25 Federal government employee
				27 State government employee (in Puerto Rico, Commonwealth)
				28 Local government employee
				29 Unpaid family worker

Employment history	employment_history	-8 Does not apply 1 Not in employment: Worked in the last 12 months 2 Not in employment: Not worked in the last 12 months 3 Not in employment: Never worked	<u>EMPSTAT</u>	00 N/A 10 At work 12 Has job, not working 14 Armed forces--at work 15 Armed forces--with job but not at work 20 Unemployed 30 Not in Labor Force
Socio-economic classification	ns_sec	Examples (17 categories): 4 L4: Lower professional and higher technical occupations 6 L6: Higher supervisory occupations 9 L9: Own account workers 13 L13: Routine occupations	<u>OCC</u>	OCC: https://usa.ipums.org/usa/volii/occ2018.shtml
Occupational industry	industry_22a	Examples (22 categories): -8 Does not apply 6 F Construction 9 I Accommodation and food service activities 16 P Education	<u>IND</u>	IND: https://usa.ipums.org/usa/volii/ind2017.shtml
Approximated social grade	approx_social_grade	1 AB Higher and intermediate managerial/administrative/professional occupations	<u>OCC</u>	OCC: https://usa.ipums.org/usa/volii/occ2018.shtml

		2 C1 Supervisory, clerical and junior managerial/administrative/professional occupations		
		3 C2 Skilled manual occupations		
		4 DE Semi-skilled and unskilled manual occupations; unemployed and lowest grade occupations		
Hours worked per week	hours_per_week_worked	-8 Does not apply	UHRSWORK	UHRSWORK Specific Variable Codes
		1 Part-time: 15 hours or less worked		00 = N/A
		2 Part-time: 16 to 30 hours worked		99 = 99 hours (Top Code)
		3 Full-time: 31 to 48 hours worked		
		4 Full-time: 49 or more hours worked		

Supplementary Table S2. Harmonised categories for occupation and industry used for analysis

Harmonised Category

Occupation	UK SOC 2020	US SOC 2018 (Broad OCCSOC)
1. Managers, directors, senior officials	1-12 Managers, directors, senior officials (e.g., Chief executives, senior officers)	Management (11-0000)
2. Professional occupations	13-34 Professional (e.g., engineering, social science, medical)	Computer and Mathematical (15-0000), Architecture and Engineering (17-0000), Life, Physical, and Social Science (19-0000), Legal (23-0000), Educational Instruction and Library (25-0000), Healthcare Practitioners and Technical (29-0000)
3. Associate professional occupations	35-53 Associate professional (e.g., technicians, protective services, arts and media, elementary administrative occupation)	Business and Financial Operations (13-0000), Community and Social Service (21-0000), Arts, Design, Entertainment, Sports, and Media (27-0000), Healthcare Support (31-0000), Military Specific (55-0000)
4. Administrative and secretarial occupations	54-59 Administrative (e.g., office managers, finance)	Office Support (43-0000)
5. Skilled Trades occupations	60-72 Skilled trades (e.g., agriculture, construction, agriculture and other elementary occupations)	Construction and Extraction (47-0000), Installation, Maintenance, and Repair (49-0000), Building and Grounds Cleaning and Maintenance (37-0000), Farming, Fishing, and Forestry (45-0000)
6. Caring, leisure and other service occupations	73-81 Care and leisure (e.g., leisure and travel, housekeeping, hairdressing, elementary cleaning occupations)	Personal Care (39-0000), Food Preparation (35-0000), Protective Service (33-0000)

7. Sales and customer service occupations	82-86 Sales (e.g., sales assistant, customer service, elementary sales and security occupation)	Sales (41-0000)
8. Process, plant, and machine operatives	87-95 Process, plant, and machine operatives (e.g., operatives, drivers, elementary process plant occupations)	Production (51-0000), Transportation and Material Moving (53-0000)
Industry*	UK SIC 2007 Sections	U.S. NAICS / ACS Industry Codes (General)
1. Agriculture and Natural Resources	A – Agriculture, Forestry and Fishing; B – Mining and Quarrying	Agriculture, Forestry, Fishing, Hunting; Mining, Oil, Gas
2. Manufacturing and Utilities	C – Manufacturing; D – Electricity, Gas, Steam, etc.	Manufacturing; Utilities
3. Construction	F – Construction	Construction
4. Trade and Retail	G – Wholesale and Retail Trade	Retail Trade; Wholesale Trade
5. Transportation and Warehousing	H – Transportation and Storage	Transportation; Warehousing
6. Hospitality and Food Services	I – Accommodation and Food Service Activities	Accommodation and Food Services
7. Information, Finance, Real Estate	J – Information and Communication; K – Finance; L – Real Estate	Information; Finance and Insurance; Real Estate

8. Professional and Administrative	M – Professional, Scientific, Technical; N – Administrative	Professional Services; Management; Administrative Support
9. Public Sector and Social Services	O – Public Admin, Defence; P – Education; Q – Health and Social Work	Public Administration; Education; Health Care and Social Assistance
10. Arts, Recreation, and Other	R – Arts, Entertainment; S – Other Services; T/U – Households and Extraterritorial Orgs	Arts, Entertainment, and Recreation; Other Services; Private Households

**Note. To ensure comparability across both countries, we harmonised these industry codes into 10 broad industry categories, based on structural alignment between UK SIC 2007 sections (A–U) and ACS/NAICS sectors. Elementary occupations for the UK dataset were captured within the origin occupation to reflect the lack of elementary occupations recorded in the US dataset*

<https://www.ons.gov.uk/methodology/classificationsandstandards/standardoccupationalclassification/soc/soc2020/soc2020volume1structureanddescriptionsofunitgroups>

Supplementary Table S3. Unadjusted factors associated with employment and disability outcomes for UKAF and USAF veterans

	Employment outcomes		Disability outcomes	
	Employed UKAF veterans n = 37,361	Employed USAF veterans n = 5,845,763	Disabled UKAF veterans n = 29,512	Disabled USAF veterans n = 2,657,009
	<i>Unadj OR (CI)</i>	<i>Unadj OR (CI)</i>	<i>Unadj OR (CI)</i>	<i>Unadj OR (CI)</i>
Age groups				
18 to 24 years	0.46 (0.42, 0.52)	0.59 (0.54, 0.64)	0.36 (0.30, 0.43)	0.54 (0.48, 0.61)
25 to 34 years	2.18 (2.00, 2.36)	0.99 (0.95, 1.03)	0.43 (0.39, 0.47)	1.56 (1.49, 1.63)
35 to 49 years	2.33 (2.20, 2.47)	1.66 (1.61, 1.72)	0.63 (0.60, 0.67)	1.63 (1.58, 1.69)
50 to 65 years	1.00	1.00	1.00	1.00
Sex				
Male	1.00	1.00	1.00	1.00
Female	0.32 (1.27, 1.37)	0.66 (0.64, 0.69)	0.91 (0.87, 0.94)	1.15 (1.10, 1.20)

Race/ethnicity				
White	1.00	1.00	1.00	1.00
Black	2.06 (1.82, 2.33)	0.66 (0.64, 0.69)	0.46 (0.39, 0.54)	1.46 (1.40, 1.52)
Asian	2.20 (2.00, 2.50)	0.86 (0.78, 0.94)	0.39 (0.34, 0.46)	1.06 (0.96, 1.17)
Mixed & other	2.00 (1.83, 2.13)	0.85 (0.82, 0.88)	0.70 (0.64, 0.77)	1.29 (1.24, 1.34)
Relationship status				
Never married/civil partnership	2.37 (2.30, 2.46)	0.55 (0.53, 0.57)	0.68 (0.65, 0.71)	0.60 (0.57, 0.62)
Married/civil partnership	1.00	1.00	1.00	1.00
Separated/divorced /widowed	0.57 (0.55, 0.59)	0.57 (0.55, 0.59)	1.64 (1.59, 1.69)	0.91 (0.88, 0.95)
Dependent(s) under 18				
Yes	9.91 (9.43, 10.42)	1.80 (1.75, 1.86)	0.35 (0.33, 0.37)	1.35 (1.31, 1.39)
No	1.00	1.00	1.00	1.00
Highest qualification				
No qualifications	0.20 (0.19, 0.21)	0.59 (0.54, 0.65)	1.64 (1.59, 1.70)	0.26 (0.22, 0.30)
School or equivalent	1.00	1.00	1.00	1.00
University degree or equivalent	1.40 (1.36, 1.45)	1.58 (1.53, 1.63)	0.82 (0.79, 0.85)	1.56 (1.52, 1.61)
Country of birth (migrant indicator)				
Native-born	1.00	1.00	1.00	1.00
Non-native born	1.78 (1.68, 1.88)	1.00 (0.95, 1.06)	0.57 (0.53, 0.61)	0.92 (0.87, 0.98)

Note. Binary variable for employment was employed (full-time or part-time) vs. not employed (unemployed, student or economically inactive). Dependents refers to self-reported children under the age of 18 who are dependent. CI = confidence intervals. Unadj OR = unadjusted odds ratios. Race and ethnic minorities were grouped using the ethnicity categories: racial/ethnic minorities = Black, Asian and other/mixed. UKAF = United Kingdom Armed Forces. USAF = United States Armed Forces

Supplementary Table S4. Unadjusted factors associated with full-time and part-time employment among UKAF and USAF veterans stratified by race/ethnicity minority status.

	UKAF veterans (N = 37,361)		USAF veterans (N=5,845,763)	
	Employed racial/ethnic minority veterans n = 2,873 (57.1%)	Employed white veterans n = 34,488 (39.4%)	Employed racial/ethnic minority veterans n = 1,941,219 (63.2%)	Employed white veterans n = 3,904,544 (69.3%)
	Unadj OR (CI)	Unadj OR (CI)	Unadj OR (CI)	Unadj OR (CI)
Age groups				
18 to 24 years	0.20 (0.16, 0.26)	0.57 (0.51, 0.65)	0.55 (0.48, 0.63)	0.64 (0.57, 0.72)
25 to 34 years	1.36 (1.09, 1.69)	2.36 (2.16, 2.58)	0.91 (0.85, 0.98)	1.09 (1.03, 1.15)
35 to 49 years	1.52 (1.27, 1.81)	2.48 (2.34, 2.64)	1.63 (1.54, 1.73)	1.73 (1.66, 1.81)
50 to 65 years	1.00	1.00	1.00	1.00
Sex				
Female	0.96 (0.84, 1.10)	1.32 (1.27, 1.38)	0.73 (0.69, 0.78)	0.63 (0.60, 0.67)
Male	1.00	1.00	1.00	1.00
Relationship status				
Never married/civil partnership	1.01 (0.88, 1.15)	2.49 (2.39, 2.59)	0.59 (0.56, 0.63)	0.55 (0.53, 0.58)
Married/civil partnership	1.00	1.00	1.00	1.00
Separated/divorced /widowed	0.55 (0.47, 0.63)	0.57 (0.56, 0.59)	0.61 (0.58, 0.65)	0.56 (0.54, 0.58)

Dependent(s) under 18				
Yes	2.74 (2.36, 3.18)	11.17 (10.58, 11.79)	1.64 (1.56, 1.73)	1.94 (1.87, 2.01)
No	1.00	1.00	1.00	1.00
Highest qualification				
No qualifications	0.37 (0.30 - 0.42)	0.19 (0.19, 0.20)	0.82 (0.71, 0.93)	0.46 (0.40, 0.52)
School or equivalent	1.00	1.00	1.00	1.00
University degree or equivalent	1.59 (1.40, 1.80)	1.37 (1.32, 1.41)	1.57 (1.48, 1.66)	1.58 (1.52, 1.65)
Country of birth (migrant indicator)				
Native-born	1.00	1.00	1.00	1.00
Non-native born	0.71 (0.63, 0.80)	1.80 (1.66, 1.96)	1.28 (1.19, 1.37)	0.84 (0.76, 0.92)

Note. Binary variable for employment was employed (full-time or part-time) vs. not employed (unemployed, student or economically inactive). Dependents refer to self-reported children under the age of 18 who are dependent. CI = confidence intervals. Unadj OR = unadjusted odds ratios. Race and ethnic minorities were grouped using the ethnicity categories: racial/ethnic minorities = Black, Asian and other/mixed. UKAF = United Kingdom Armed Forces. USAF = United States Armed Forces

Supplementary Table S5. Unadjusted factors associated with disability outcomes of UKAF and USAF veterans stratified by race/ethnicity minority status.

	UKAF veterans (N = 29,512)		USAF veterans (N = 2,657,009)	
	Disabled racial/ethnic minority veterans n = 1,080 (21.5%)	Disabled white veterans n = 28,432 (32.5%)	Disabled racial/ethnic minority veterans n = 1,059,859 (35.2%)	Disabled white veterans n = 1,597,150 (28.7%)
	<i>Unadj OR (CI)</i>	<i>Unadj OR (CI)</i>	<i>Unadj OR (CI)</i>	<i>Unadj OR (CI)</i>
Age groups				
18 to 24 years	0.24 (0.15, 0.39)	0.39 (0.32, 0.47)	0.36 (0.30, 0.44)	0.68 (0.59, 0.79)
25 to 34 years	0.40 (0.30, 0.53)	0.43 (0.40, 0.48)	1.17 (1.08, 1.25)	1.81 (1.71, 1.91)

35 to 49 years	0.50 (0.41, 0.61)	0.65 (0.61, 0.69)	1.39 (1.31, 1.47)	1.75 (1.68, 1.82)
50 to 65 years	1.00	1.00	1.00	1.00
Sex				
Female	0.95 (0.80, 1.12)	0.92 (0.88, 0.96)	1.22 (1.14, 1.30)	1.05 (1.00, 1.11)
Male	1.00	1.00	1.00	1.00
Relationship status				
Never married/civil partnership	0.94 (0.80, 1.11)	0.68 (0.65, 0.71)	0.50 (0.47, 0.54)	0.63 (0.59, 0.66)
Married/civil partnership	1.00	1.00	1.00	1.00
Separated/divorced /widowed	2.23 (1.89, 2.63)	1.62 (1.56, 1.67)	0.84 (0.79, 0.89)	0.92 (0.88, 0.97)
Dependent(s) under 18				
Yes	0.44 (0.36, 0.53)	0.35 (0.33, 0.37)	1.32 (1.25, 1.39)	1.36 (1.31, 1.41)
No	1.00	1.00	1.00	1.00
Highest qualification				
No qualifications	1.44 (1.19, 1.73)	1.65 (1.59, 1.71)	0.21 (0.16, 0.26)	0.31 (0.25, 0.38)
School or equivalent	1.00	1.00	1.00	1.00
University degree or equivalent	0.80 (0.69, 1.73)	0.84 (0.81, 0.87)	1.74 (1.65, 1.84)	1.48 (1.43, 1.54)
Country of birth (migrant indicator)				
Native-born	1.00	1.00	1.00	1.00
Non-native born	0.73 (0.64, 0.84)	0.66 (0.60, 0.73)	0.75 (0.70, 0.81)	0.98 (0.88, 1.09)

Note. Binary variable for disability were self-reported disabled vs. not disabled. Dependents refers to self-reported children under the age of 18 who are dependent. CI = confidence intervals. aOR = adjusted odds ratios. Race and ethnic minorities were grouped using the ethnicity categories: racial/ethnic minorities = Black, Asian and other/mixed. UKAF = United Kingdom Armed Forces. USAF = United States Armed Forces

Supplementary Table S6. Sample characteristics for the UKAF and USAF veteran samples stratified by race/ethnicity and gender.

	UK Census female veterans – White vs. race/ethnic minority n = 12,562		US ASC female veterans – White vs. race/ethnic minority n = 1,337,940	
	Race/ethnic minority female veterans n = 1,034 (8.2%)	White female veterans n = 11,528 (91.8%)	Race/ethnic minority female veterans n = 572,327 (42.8%)	White female veterans n = 765,613 (57.2%)
Age (mean)	43 yrs (SD: 15.8)	57 yrs (SD: 14.8)	45.0 (SD: 12.0)	48.2 (SD: 11.8)
Age groups				
18 to 24 years	101 (11.5)	319 (4.7)	24,436 (4.3)	23,580 (3.1)
25 to 34 years	206 (23.5)	825 (12.1)	105,858 (18.5)	93,032 (12.2)
35 to 49 years	343 (39.2)	2,161 (31.8)	211,313 (36.9)	251,079 (32.8)
50 to 65 years	225 (25.7)	3,491 (51.4)	230,720 (40.3)	397,922 (52.0)
Relationship status				
Never married/civil partnership	431 (41.7)	2,087 (18.1)	128,036 (22.4)	98,989 (12.9)
Married/civil partnership	402 (38.9)	5,220 (45.3)	262,648 (45.9)	448,264 (58.5)
Separated/divorced/widowed	201 (19.4)	4,221 (36.6)	181,643 (31.7)	218,360 (28.5)
Dependent(s) under 18				
Yes	418 (56.0)	2,365 (30.6)	284,929 (49.8)	339,826 (44.4)
No	329 (44.0)	5,356 (69.4)	287,398 (50.2)	425,787 (55.6)

Education				
No qualifications	72 (7.0)	1,866 (16.2)	16,700 (2.9)	9,190 (1.2)
School qualifications or equivalent	389 (37.6)	5,769 (50.0)	314,204 (54.9)	433,247 (56.6)
University degree or equivalent	573 (55.4)	3,893 (33.8)	241,423 (42.2)	323,176 (42.2)
Country of birth (migrant indicator)				
Native-born	449 (43.4)	11,124 (96.5)	487,810 (85.2)	732,628 (95.7)
Non-native born	585 (56.6)	404 (3.5)	84,517 (14.8)	32,985 (4.3)
Disability (under the Equality Act)				
Disabled	215 (20.8)	3,569 (31.0)	216,849 (38.9)	224,531 (29.6)
No disability	819 (79.2)	7,959 (69.0)	341,127 (61.1)	533,019 (70.4)
Employment				
Full-time employment	372 (36.0)	3,275 (28.4)	295,183 (51.6)	413,640 (54.0)
Part-time employment	211 (20.4)	1,957 (17.0)	32,528 (5.7)	49,721 (6.5)
Unemployed	30 (2.9)	161 (1.4)	23,341 (4.1)	22,822 (3.0)
Student	119 (11.5)	253 (2.2)	72,529 (12.7)	60,141 (7.9)
Economically inactive (retired, looking after home or family, long-term sick or disabled, other)	302 (29.2)	5,882 (51.0)	148,746 (26.0)	219,289 (28.6)
Occupation				
Managers, directors and senior officials	87 (9.3)	954 (8.8)	25,784 (7.9)	37,123 (8.4)
Professional occupations	231 (24.8)	2,198 (20.3)	82,088 (25.1)	130,840 (29.7)
Associate professional occupations	131 (14.1)	1,336 (12.3)	72,055 (22.0)	81,420 (18.5)

Administrative and secretarial occupations	123 (13.2)	2,249 (20.8)	64,437 (19.7)	80,355 (18.3)
Skilled trades occupations	53 (5.7)	669 (6.2)	7,487 (2.3)	10,899 (2.5)
Caring, leisure and other service occupations	202 (21.7)	1,902 (17.6)	32,069 (9.8)	36,178 (8.2)
Sales and customer service occupations	66 (7.1)	1,067 (9.9)	21,589 (6.6)	35,830 (8.1)
Process, plant and machine operatives	38 (4.1)	455 (4.2)	22,076 (6.7)	27,651 (6.3)
Industry				
Agriculture and Natural Resources	5 (0.5)	60 (0.5)	1,349 (0.4)	4,196 (0.8)
Manufacturing and Utilities	33 (3.5)	666 (6.2)	20,964 (5.6)	34,598 (6.8)
Construction	25 (2.7)	248 (2.3)	3,296 (0.9)	12,157 (2.4)
Trade and Retail	98 (10.5)	1,149 (13.1)	31,032 (8.3)	49,471 (9.8)
Transportation and Warehousing	24 (2.6)	340 (3.1)	17,990 (4.8)	20,725 (4.1)
Hospitality and Food Services	44 (4.7)	454 (4.2)	12,891 (3.5)	13,766 (2.7)
Information, Finance, Real Estate	79 (8.5)	687 (6.3)	29,718 (8.0)	37,807 (7.5)
Professional and Administrative	115 (12.3)	852 (7.9)	46,626 (12.5)	63,539 (12.6)
Public Sector and Social Services	469 (50.4)	5,617 (52.9)	193,414 (51.9)	242,183 (47.9)
Arts, Recreation, and Other	39 (4.2)	487 (4.5)	15,661 (4.2)	26,873 (5.3)

Note. Binary variable for employment was employed (full-time or part-time) vs. not employed (unemployed, student or economically inactive). Dependents refers to self-reported children under the age of 18 who are dependent. CI = confidence intervals. Unadj OR = unadjusted odds ratios. Race and ethnic minorities were grouped using the ethnicity categories: racial/ethnic minorities = Black, Asian and other/mixed. UKAF = United Kingdom Armed Forces. USAF = United States Armed Forces. Percentages may not total 100.0% because of rounding.

Reservist sensitivity analysis

Supplementary Table S7. Adjusted factors associated with full-time and part-time employment outcomes for UKAF Reservist only adjusted by age and sex

	Employment outcomes		Disability outcomes	
	Overall employed UKAF veteran sample (including Regulars and Reservists) n = 37,361	Employed UKAF Reservists only n = 9,558	Overall disabled UKAF veteran (including Regulars and Reservists) n = 29,512	Disabled UKAF Reservists only n = 4,698
	AOR (CI)	AOR (CI)	AOR (CI)	AOR (CI)
Age groups				
18 to 24 years	0.52 (0.34, 0.79)	0.10 (0.39, 0.26)	0.12 (0.05, 0.28)	0.08 (0.02, 0.33)
25 to 34 years	7.45 (5.85, 9.48)	5.01 (3.19, 7.89)	0.36 (0.28, 0.46)	0.35 (0.21, 0.58)
35 to 49 years	7.50 (6.21, 9.07)	8.28 (5.40, 12.7)	0.45 (0.37, 0.54)	0.48 (0.32, 0.72)
50 to 65 years	1.00	1.00	1.00	1.00
Sex				
Male	1.00	1.00	1.00	1.00
Female	0.61 (0.61, 0.62)	0.68 (0.62, 0.75)	1.19 (1.14, 1.25)	1.32 (1.21, 1.44)
Race/ethnicity				
White	1.00	1.00	1.00	1.00
Black	0.59 (0.51, 0.69)	0.50 (0.39, 0.64)	0.82 (0.69, 0.96)	0.79 (0.59, 1.06)
Asian	0.76 (0.66, 0.88)	0.61 (0.49, 0.76)	0.67 (0.57, 0.78)	0.69 (0.52, 0.91)
Mixed & other	0.81 (0.72, 0.90)	0.81 (0.67, 0.97)	1.06 (0.96, 1.16)	1.03 (0.86, 1.22)

Relationship status				
Never married/civil partnership	0.48 (0.45, 0.51)	0.52 (0.46, 0.59)	1.44 (1.37, 1.52)	1.49 (1.34, 1.67)
Married/civil partnership	1.00	1.00	1.00	1.00
Separated/divorced /widowed	0.66 (0.63, 0.70)	0.71 (0.63, 0.79)	1.39 (1.35, 1.44)	1.56 (1.43, 1.69)
Dependent(s) under 18				
Yes	1.08 (1.00, 1.16)	1.02 (0.89, 1.17)	0.90 (0.84, 0.97)	0.84 (0.73, 0.96)
No	1.00	1.00	1.00	1.00
Highest qualification				
No qualifications	0.60 (0.56, 0.64)	0.53 (0.45, 0.62)	1.05 (1.01, 1.09)	1.11 (1.01, 1.24)
School or equivalent	1.00	1.00	1.00	1.00
University degree or equivalent	1.26 (1.20, 1.32)	1.46 (1.34, 1.59)	0.88 (0.85, 0.91)	0.74 (0.68, 0.80)
Country of birth (migrant indicator)				
Native-born	1.00	1.00	1.00	1.00
Non-native born	0.88 (0.82, 0.96)	0.81 (0.70, 0.94)	0.77 (0.72, 0.82)	0.72 (0.62, 0.84)

Note. The sensitivity analysis was only completed for the UK sample as the US dataset did not distinguish by serving status (Regular or Reserve). As the sensitivity analysis showed minimal variation between the all veterans sample (inclusive of Reservists) and the reservist only sample, reservists were included in the final analysis. Binary variable for employment was employed (full-time or part-time) vs. not employed (unemployed, student or economically inactive). Dependents refers to self-reported children under the age of 18 who are dependent. CI = confidence intervals. AOR = unadjusted odds ratios. Race and ethnic minorities were grouped using the ethnicity categories: racial/ethnic minorities = Black, Asian and other/mixed. UKAF = United Kingdom Armed Forces.