Supplementary Files: Tables S1-6

Table S1: Job control variable

Job control variable – 11 contributing items	
Variable name in HILDA	***Item description***
7 items relating to decision authority	
jomls	I have a lot of say about what happens on my job
jomfd	I have a lot of freedom to decide how I do my own work
jomfw	I have a lot of freedom to decide when I do my work
jomdw	I have a lot of choice in deciding what I do at work
jomini	My job requires me to take initiative
jomflex	My working times can be flexible
jombrk	I can decide when to take a break
5 items relating to skill discretion	
jomns	My job often requires me to learn new skills
jomus	I use many of my skills and abilities in my current job
jomvar	My job provides me with a variety of interesting things to do
jomrpt (reversed)	My job requires me to do the same things over and over again

Table S2: Goodness-of-fit statistics for determining optimal group number for trajectory model

Number of groups	**1**	**2**	**3**	**4**	**5**
BIC	-77428.37	-75228.37	-74599.07	-74038.73	-73857.73
AIC	-77420.99	-75212.74	-74535.62	-74007.46	-73818.64
Entropy	-	0.823	0.792	0.787	0.772
Average posterior probability					
Group 1	1.00	0.95	0.91	0.88	0.86
Group 2	-	0.95	0.88	0.90	0.88
Group 3	-	-	0.92	0.86	0.81
Group 4	-	-	-	0.91	0.84
Group 5	-	-	-	-	0.87
Group membership					
Group 1	-	57.9	34.7	32.8	30.6
Group 2	-	42.1	45.1	13.1	14.4
Group 3	-	-	20.2	37.1	31.6
Group 4	-	-	-	16.7	17.9
Group 5					5.5

Note: This table presents the key goodness of fit statistics for models with 1-5 trajectory groups.

The following criteria were used to determine our chosen model:

1. Bayesian Information criterion (BIC, this provides an indication of model fit, with larger values indicating better fit)
2. Akaike Information Criterion (AIC, as for BIC, larger values are indicative of better model fit)
3. Average posterior probabilities. This provides an indication of how well individuals are classified across the trajectories, with values closer to 1.0 desirable.
4. Proportion of sample in each trajectory group (ideally this should exceed 5%).
5. Entropy. This provides an indication of the precision of class assignment. It summarises the extent to which the classes are distinct from one another on a scale of 0 to 1, with higher scores indicative of better class distinction.

The 5-group model was excluded based on low group membership for one group. Of the remaining models, the larger BIC and AIC values of the 4-group models indicated better model fit than the 3-group model. The 4-group model also maintained high mean posterior probability (0.9) across all four groups and had only a marginally lower entropy value (0.787) compared to the 3-group model (0.792). For this reason, the 4-group model was selected as the optimal model.

Table S3: Determining optimal shape (polynomial combination) for trajectory model

Iteration	Groups	Polynomials	BIC (n)	BIC (panels)
r160	4	2424	-73692.818	-73668.246
r161	3	243	-74248.494	-74230.064
r162	4	2431	-73751.125	-73729.009
r163	4	2432	-73659.292	-73635.948
r164	4	2433	-73646.00	-73621.428
r165	4	2434	-73651.337	-73625.536
r166	3	244	-74250.248	-74230.589
r167	4	2441	-73678.634	-73655.29
r168	4	2442	-73652.306	-73627.733
r169	4	2443	-73640.362	-73614.56
r170	4	2444	-73643.00	-73615.97
r171	1	3	-77216.21	-77210.067
r172	2	31	-75142.362	-75132.533
r173	3	311	-74554.58	-74541.065
r174	4	3111	-74049.769	-74032.568
r175	4	3112	-73837.478	-73819.049
r176	4	3113	-73842.008	-73822.35
r177	4	3114	-73790.684	-73769.797
r178	3	312	-74266.533	-74251.789
r179	4	3121	-74044.077	-74025.647
r180	4	3122	-73955.907	-73936.248

Note: This table presents a small section of the matrix list, or output from specifying all the different possible polynomial functions across different group sizes. A total of 340 different polynomial combinations were tested (r1-r340). In the interests of space, we present only r160-r180 which includes the polynomial combination (r169) that was determined to provide optimal shape for the trajectory model; best solution BIC(n): 2443, best solution BIC(p): 2443.

BIC = Bayesian Information Criterion, and provides an indication of model fit, with larger values indicating better fit.

Table S4: Estimated polynomial coefficients from final trajectory model with four groups (n=1381)

Polynomial term	*Trajectory group*							
	Group 1 (n=493)		***Group 2 (n=205)***		***Group 3 (n=536)***		***Group 4 (n=147)***	
	Coefficient (SE)	**P-value**	**Coefficient (SE)**	**P-value**	**Coefficient (SE)**	**P-value**	**Coefficient (SE)**	**P-value**
Intercept	- 46.77 (13.6)	0.0006	6004.82 (529.6)	<0.0001	-2791.02 (380.12)	<0.0001	-1004.89 (148.15)	<0.0001
Linear	3.58 (0.73)	<0.0001	-682.87 (57.69)	<0.0001	288.68 (41.26)	<0.0001	85.97 (12.03)	<0.0001
Quadratic	-0.05 (0.01)	<0.0001	28.31(2.32)	<0.0001	-10.68 (1.66)	<0.0001	-2.18 (0.32)	<0.0001
Cubic			-0.50 (0.04)	<0.0001	0.17 (0.03)	<0.0001	0.02 (0.00)	<0.0001
Quartic			0.003 (0.00)	<0.0001	-0.001 (0.00)	<0.0001		

Note: The table shows the estimated polynomial coefficients and their standard errors (SEs) from our final trajectory model with four groups. The P-values shown are from tests of the null hypothesis that each coefficient is equal to zero.

Table S5: Goodness-of-fit statistics for final trajectory model

	Trajectory group			
	Group 1 (n=493)	***Group 2 (n=205)***	***Group 3 (n=536)***	***Group 4 (n=147)***
Average posterior probability (APP)	0.86	0.88	0.86	0.90
Odds of correct classification (OCC)	11.10	43.97	9.80	75.00

1. Average posterior probabilities (APP) provide an indication of how well individuals are classified across the trajectories, with values closer to 1.0 desirable and the minimum recommended APP being >0.7 for each group.
2. The odds of correct classification (OCC) are based on the posterior probabilities of group membership, with the recommended OCC being >5 for each group (indicating the model has good assignment accuracy).

Note: Trajectory group order was recoded for interpretation purposes for the logistic regression analyses, but in this table, *persistent low* is group 1, *increasing umbrella* is group 2, *decreasing* group is group 3 and *persistent high* is group 4.

Table S6: Participant baseline (wave 2) characteristics according to trajectory group (n=1381)

Note: Trajectory group order was recoded for interpretation purposes for the logistic regression analyses (noting that *decreasing* group is group 3 in tables S1-4 (now 2nd trajectory) and *increasing umbrella* is group 2 (now 3rd trajectory).

	Persistent low n=493	***Decreasing*** n=536	***Increasing umbrella*** n=205	***Persistent high*** n=147
Age, years (mean ± SD)	29.85 ± 3.10	30.69 ± 3.10	30.55 ± 3.15	30.42 ± 3.13
Household structure, n (%)				
Couple no children	138 (27.99)	68 (12.69)	90 (43.90)	19 (12.93)
Couple with children <15	128 (25.96)	355 (66.23)	61 (29.76)	108 (73.47)
Couple with children >15 (dependent students or non-dependent children)	40 (8.11)	5 (0.93)	7 (3.41)	0
Lone person	75 (15.21)	18 (3.36)	21 (10.24)	0
Lone parent with children <15	49 (9.94)	74 (13.81)	15 (7.32)	16 (10.88)
Lone parent with children >15 (dependent students or non-dependent children)	17 (3.45)	0	2 (0.98)	1 (0.68)
Other (other related no children <15, group household unrelated, multi-family)	46 (9.33)	16 (2.99)	9 (4.39)	3 (2.04)
Education, n (%)				
School not completed	125 (25.35)	168 (31.40)	33 (16.10)	48 (32.65)
Year 12	109 (22.11)	112 (20.93)	31 (15.12)	29 (19.73)
Diploma/Certificate	114 (23.12)	126 (23.55)	45 (21.95)	35 (23.81)
Bachelor's degree and above	145 (29.41)	129 (24.11)	96 (46.83)	35 (23.81)
Disposable Income, quintiles, n (%)				
1st quintile	31 (6.29)	44 (8.21)	16 (7.80)	18 (12.24)
2nd quintile	58 (11.76)	117 (21.83)	19 (9.27)	39 (26.53)
3rd quintile	95 (19.27)	133 (24.81)	25 (12.20)	33 (22.45)
4th quintile	125 (25.35)	111 (20.71)	37 (18.05)	24 (16.33)

5th quintile	184 (37.32)	131 (24.44)	108 (52.68)	33 (22.45)
Long term health condition, disability or impairment, n (%)				
Yes	71 (14.40)	56 (10.45)	15 (7.32)	11 (7.48)
No	422 (85.60)	480 (89.55)	190 (92.68)	136 (92.52)
Place of residence, n (%)				
Major city	354 (71.81)	328 (61.19)	146 (71.22)	97 (65.99)
Regional/rural	129 (26.17)	192 (35.82)	53 (25.85)	47 (31.97)
Remote	10 (2.03)	16 (2.99)	6 (2.93)	3 (2.04)
Country of birth, n (%)				
Australia	388 (78.70)	436 (81.50)	160 (78.05)	127 (86.39)
Other (English speaking)	42 (8.52)	35 (6.54)	19 (9.27)	10 (6.80)
Other (Non-English speaking)	63 (12.78)	64 (11.96)	26 (12.68)	10 (6.80)