

Supplementary Table 1 Characteristics of study participants by career plan outcomes and job satisfaction

Characteristics	Career as envisaged				Changed career plan				Planning on changing career				Job satisfaction	
	Yes	No	Unsure	p-value	Yes	No	Unsure	p-value	Yes	No	Unsure	p-value	Median (IQR)	p-value
	n (%)	n (%)	n (%)		n (%)	n (%)	n (%)		n (%)	n (%)	n (%)			
Total, n	361 (41.3)	404 (46.2)	109 (12.5)		508 (58.1)	298 (34.1)	68 (7.8)		348 (40.2)	368 (42.5)	150 (17.3)			
Sex				0.014				0.016				0.103		0.077
Male	172 (47.0) _a	147 (40.2) _b	47 (12.8) _{a,b}		202 (55.2) _{a,b}	143 (39.1) _b	21 (5.7) _a		146 (40.4) _a	162 (44.9) _a	53 (14.7) _a		7 (4)	
Female	184 (37.9) _a	242 (49.9) _b	59 (12.2) _{a,b}		288 (59.4) _{a,b}	151 (31.1) _b	46 (9.5) _a		188 (39.0) _a	200 (41.5) _a	94 (19.5) _a		7 (4)	
Not disclosed	5 (21.7) _a	15 (65.2) _a	3 (13.0) _a		18 (78.3) _a	4 (17.4) _a	1 (4.3) _a		14 (60.9) _a	6 (26.1) _a	3 (13.0) _a			
Ethnicity				0.025				0.095				0.008		<0.001
White	279 (45.1) _a	261 (42.2) _b	78 (12.6) _{a,b}		342 (55.3) _a	229 (37.1) _b	47 (7.6) _{a,b}		240 (39.2) _{a,b}	276 (45.1) _b	96 (15.7) _a		7 (3)	
Multiple ethnicity	7 (43.8) _a	7 (43.8) _a	2 (12.5) _a		10 (62.5) _a	5 (31.3) _a	1 (6.3) _a		4 (25.0) _a	10 (62.5) _a	2 (12.5) _a		7 (3)	
Asian/Asian British	54 (34.2) _a	82 (51.9) _a	22 (13.9) _a		97 (61.4) _a	46 (29.1) _a	15 (9.5) _a		58 (37.2) _a	59 (37.8) _a	39 (25.0) _b		7 (3)	
Black/African/Caribbean/Black British	2 (18.2) _a	8 (72.7) _a	1 (9.1) _a		9 (81.8) _a	1 (9.1) _a	1 (9.1) _a		5 (45.5) _a	5 (45.5) _a	1 (9.1) _a		6 (3)	
Others	19 (28.8) _a	41 (62.1) _b	6 (9.1) _{a,b}		48 (72.7) _a	15 (22.7) _a	3 (4.5) _a		38 (57.6) _a	17 (25.8) _b	11 (16.7) _{a,b}		6 (4)	
Country obtained qualification				<0.001				0.003				0.123		<0.001

Within UK	332 (43.2) _a	337 (43.9) _b	99 (12.9) _{a,b}		433 (56.4) _a	277 (36.1) _b	58 (7.6) _{a,b}		300 (39.4) _a	332 (43.6) _a	129 (17.0) _a		7 (3)	
Outside UK	29 (27.9) _a	67 (64.4) _b	8 (7.7) _{a,b}		74 (71.2) _a	20 (19.2) _b	10 (9.6) _{a,b}		48 (46.6) _a	34 (33.0) _a	21 (20.4) _a		6 (4)	
Duration of primary job role				0.004				0.052				0.001		0.067
0–5 years	126 (39.6) _a	157 (49.4) _a	35 (11.0) _a		190 (59.7) _a	99 (31.1) _a	29 (9.1) _a		135 (43.1) _{a,b}	112 (35.8) _b	66 (21.1) _a		7 (2)	
6–10 years	37 (34.6) _a	55 (51.4) _a	15 (14.0) _a		68 (63.6) _a	30 (28.0) _a	9 (8.4) _a		34 (32.1) _a	46 (43.4) _a	26 (24.5) _a		6 (4)	
11–15 years	39 (33.3) _a	67 (57.3) _a	11 (9.4) _a		76 (65.0) _a	32 (27.4) _a	9 (7.7) _a		41 (35.0) _a	55 (47.0) _a	21 (17.9) _a		7 (4)	
16–20 years	38 (40.0) _a	43 (45.3) _a	14 (14.7) _a		53 (55.8) _a	34 (35.8) _a	8 (8.4) _a		35 (36.8) _a	43 (45.3) _a	17 (17.9) _a		7 (3)	
21+ years	120 (50.8) _a	82 (34.7) _b	34 (14.4) _a		121 (51.3) _a	102 (43.2) _b	13 (5.5) _a		103 (44.0) _a	111 (47.4) _a	20 (8.5) _b		8 (3)	
Primary role setting				0.003				0.083				0.008		<0.001
Primary care	231 (42.1) _a	244 (44.4) _a	74 (13.5) _a		318 (57.9) _a	191 (34.8) _a	40 (7.3) _a		241 (44.4) _a	203 (37.4) _b	99 (18.2) _{a,b}		7 (4)	
Secondary care	76 (51.4) _a	61 (41.2) _{a,b}	11 (7.4) _b		72 (48.6) _a	59 (39.9) _a	17 (11.5) _a		53 (36.3) _a	72 (49.3) _a	21 (14.4) _a		8 (2)	
University	20 (35.7) _a	29 (51.8) _a	7 (12.5) _a		38 (67.9) _a	16 (28.6) _a	2 (3.6) _a		12 (21.4) _a	32 (57.1) _b	12 (21.4) _{a,b}		8 (3)	
Community dental services	27 (30.7) _a	46 (52.3) _a	15 (17.0) _a		57 (64.8) _a	23 (26.1) _a	8 (9.1) _a		32 (36.4) _a	43 (48.9) _a	13 (14.8) _a		7 (2)	
Armed forces/other	7 (21.2) _a	24 (72.7) _b	2 (6.1) _{a,b}		23 (69.7) _a	9 (27.3) _a	1 (3.0) _a		10 (30.3) _a	18 (54.5) _a	5 (15.2) _a		8 (2)	
Place of current work				0.659				0.423				0.628		0.405
Within UK only	352 (41.5) _a	390 (45.9) _a	107 (12.6) _a		490 (57.7) _a	292 (34.4) _a	67 (7.9) _a		339 (40.3) _a	361 (42.9) _a	142 (16.9) _a		7 (3)	

Outside and within UK	5 (62.5) _a	2 (25.0) _a	1 (12.5) _a		6 (75.0) _a	2 (25.0) _a	0 (0.0) _a		2 (28.6) _a	3 (42.9) _a	2 (28.6) _a		6 (5.5)	
Not currently in employment	4 (33.3) _a	7 (58.3) _a	1 (8.3) _a		8 (66.7) _a	4 (33.3) _a	0 (0.0) _a		4 (33.3) _a	4 (33.3) _a	4 (33.3) _a		4 (5.5)	
Experience working in other places				0.008				0.045				0.481		0.039
Within UK only	74 (41.8) _a	86 (48.6) _a	17 (9.6) _a		105 (59.3) _a	62 (35.0) _a	10 (5.6) _a		69 (39.7) _a	69 (39.7) _a	36 (20.6) _a		8 (3)	
Outside and within UK	43 (30.1) _a	83 (58.0) _b	17 (11.9) _{a,b}		96 (67.1) _a	41 (28.7) _a	6 (4.2) _a		64 (44.8) _a	56 (39.2) _a	23 (16.1) _a		7 (4)	
No where else	234 (44.5) _a	221 (42.0) _b	71 (13.5) _{a,b}		290 (55.1) _a	186 (35.4) _{a,b}	50 (9.5) _b		204 (39.2) _a	231 (44.3) _a	86 (16.5) _a		7 (3)	
Current main role				0.364				0.557				0.202		0.039
General dental practitioner	191 (42.8) _a	197 (44.2) _a	58 (13.0) _a		256 (57.4) _a	156 (35.0) _a	34 (7.6) _a		199 (45.1) _a	156 (35.4) _a	86 (19.5) _a		6 (4)	
Dentist with special interest/ extended skills	25 (36.8) _a	32 (47.1) _a	11 (16.2) _a		42 (61.8) _a	21 (30.9) _a	5 (7.4) _a		30 (44.8) _a	29 (43.3) _a	8 (11.9) _a		7 (2)	
Specialist	11 (45.8) _a	8 (33.3) _a	5 (20.8) _a		15 (62.5) _a	9 (37.5) _a	0 (0.0) _a		8 (33.3) _a	14 (58.3) _a	2 (8.3) _a		7.5 (2.5)	
Other	4 (36.4) _a	7 (63.6) _a	0 (0.0) _a		5 (45.5) _a	5 (45.5) _a	1 (9.1) _a		4 (36.4) _a	4 (36.4) _a	3 (27.3) _a		8 (1.5)	
Further roles in other settings				0.057				0.100				0.040		<0.001
No further roles	223 (43.1) _a	239 (46.2) _{a,b}	55 (10.6) _b		281 (54.4) _a	192 (37.1) _b	44 (8.5) _{a,b}		223 (43.6) _a	202 (39.5) _b	86 (16.9) _{a,b}		7 (4)	
1 role	104 (38.4) _a	125 (46.1) _a	42 (15.5) _a		173 (63.8) _a	81 (29.9) _a	17 (6.3) _a		87 (32.1) _a	132 (48.7) _b	52 (19.2) _{a,b}		8 (3)	
≥2 roles	18 (41.9) _a	15 (34.9) _a	10 (23.3) _a		28 (65.1) _a	13 (30.2) _a	2 (4.7) _a		17 (41.5) _a	17 (41.5) _a	7 (17.1) _a		7.5 (3)	
Employment				0.665				0.139				0.505		0.185
Full-time (5 days a week)	192 (42.8) _a	207 (46.1) _a	50 (11.1) _a		250 (55.7) _a	157 (35.0) _a	42 (9.4) _a		179 (40.6) _a	196 (44.4) _a	66 (15.0) _a		7 (3)	

More than 5 days a week	17 (36.2) _a	22 (46.8) _a	8 (17.0) _a		24 (51.1) _a	20 (42.6) _a	3 (6.4) _a		18 (38.3) _a	19 (40.4) _a	10 (21.3) _a		7 (3)	
Part-time	149 (40.1) _a	173 (46.5) _a	50 (13.4) _a		232 (62.4) _a	118 (31.7) _a	22 (5.9) _a		150 (40.3) _a	152 (40.6) _a	71 (19.1) _a		7 (3)	
Type of service				0.330				0.569				0.166		0.105
NHS	19 (30.6) _a	32 (51.6) _a	11 (17.7) _a		38 (61.3) _a	19 (30.6) _a	5 (8.1) _a		32 (52.5) _a	18 (29.5) _a	11 (18.0) _a		6.5 (5)	
Private	22 (42.3) _a	22 (42.3) _a	8 (15.4) _a		34 (65.4) _a	16 (30.8) _a	2 (3.8) _a		21 (40.4) _a	26 (50.0) _a	5 (9.6) _a		7 (4)	
Mixed	182 (44.0) _a	182 (44.0) _a	50 (12.0) _a		231 (55.8) _a	153 (37.0) _a	30 (7.2) _a		181 (44.1) _a	152 (37.1) _a	77 (18.8) _a		7 (4)	
Job satisfaction ⁺ , median (IQR)	8 (3) _a	6 (5) _b	7 (2) _a	<0.001	7 (4) _a	8 (3) _b	7 (3) _a	<0.001	6 (4) _a	8 (2) _b	7 (4) _a	<0.001		

Key:

Chi-squared, Mann-Whitney and Kruskal-Wallis tests were used.

Each subscript letter denotes column proportions whether differ significantly from each other at 0.05 level.

+ Scores out of 10.

IQR: interquartile range.

Supplementary Table 2 Multinomial regression model for career plan outcomes

		Career as envisaged ^a Model I (adjusted) OR [95% CI]	Career plan changed ^a Model II (adjusted) OR [95% CI]	Planning on changing career ^a Model III (adjusted) OR [95% CI]
No vs Yes^a				
	Sex			
	Female	[ref]	[ref]	[ref]
	Male	0.66 [0.46, 0.93]*	1.22 [0.88, 1.71]	0.88 [0.61, 1.25]
	Not disclosed	0.96 [0.27, 3.46]	0.67 [0.19, 2.42]	0.562 [0.17, 1.91]
	Ethnicity			
	Others	[ref]	[ref]	[ref]
	White	0.63 [0.30, 1.34]	1.34 [0.65, 2.76]	1.37 [0.64, 2.90]
	Multiple ethnicity	0.58 [0.15, 2.30]	1.35 [0.36, 5.12]	7.06 [1.46, 34.21]*
	Asian/Asian British	0.91 [0.40, 2.06]	1.12 [0.50, 2.47]	1.50 [0.65, 3.44]
	Black/African/ Caribbean/Black British	1.65 [0.27, 10.1]	0.35 [0.04, 3.27]	2.34 [0.46, 11.84]
	Country obtained qualification			
	Outside UK	[ref]	[ref]	[ref]
	Within UK	0.69 [0.38, 1.28]	2.14 [1.11, 4.11]*	1.18 [0.64, 2.20]
	Duration of primary job role			
	21+ years	[ref]	[ref]	[ref]
	0–5 years	1.47 [0.93, 2.32]	0.76 [0.49, 1.16]	0.66 [0.41, 1.04]
	6–10 years	1.37 [0.76, 2.47]	0.76 [0.43, 1.34]	1.42 [0.78, 2.60]
	11–15 years	1.72 [0.99, 2.99]	0.67 [0.39, 1.15]	1.35 [0.77, 2.38]
	16–20 years	1.28 [0.71, 2.33]	1.03 [0.59, 1.79]	1.03 [0.57, 1.86]
	Primary role setting			
	Armed forces/other	[ref]	[ref]	[ref]
	Primary care	0.17 [0.06, 0.45]***	1.97 [0.81, 4.76]	0.53 [0.22, 1.30]
	Secondary care	0.18 [0.06, 0.50]***	2.43 [0.96, 6.19]	0.69 [0.27, 1.82]
	University	0.45 [0.15, 1.42]	0.93 [0.32, 2.68]	1.35 [0.44, 4.15]

	Community dental services	0.36 [0.12, 1.06]	1.06 [0.39, 2.90]	0.72 [0.26, 1.98]
	Experience working in other places			
	Outside and within UK	[ref]	[ref]	[ref]
	Within UK only	0.90 [0.49, 1.63]	0.82 [0.46, 1.45]	0.83 [0.45, 1.54]
	Nowhere else	0.67 [0.40, 1.13]	1.03 [0.62, 1.70]	1.21 [0.72, 2.05]
	Job satisfaction	0.75 [0.70, 0.81]***	1.17 [1.09, 1.25]***	1.34 [1.24, 1.45]***
		Career as envisaged^a Model I (adjusted) OR [95% CI]	Career plan changed^a Model II (adjusted) OR [95% CI]	Planning on changing career^a Model III (adjusted) OR [95% CI]
Unsure vs Yes^a				
	Sex			
	Female	[ref]	[ref]	[ref]
	Male	0.77 [0.47, 1.27]	0.60 [0.32, 1.15]	0.64 [0.41, 1.01]
	Not disclosed	1.77 [0.32, 9.88]	1.93 [0.17, 21.51]	0.34 [0.06, 1.87]
	Ethnicity			
	Others	[ref]	[ref]	[ref]
	White	0.10 [0.32, 3.13]	7.26 [0.75, 69.97]	1.20 [0.47, 3.02]
	Multiple ethnicity	0.48 [0.04, 5.53]	.	2.52 [0.33, 19.11]
	Asian/Asian British	1.58 [0.46, 5.38]	8.91 [0.88, 89.59]	1.95 [0.74, 5.17]
	Black/African/Caribbean/Black British	2.00 [0.14, 29.49]	4.24 [0.19, 93.20]	0.68 [0.06, 7.37]
	Country obtained qualification			
	Outside UK	[ref]	[ref]	[ref]
	Within UK	1.52 [0.56, 4.10]	0.63 [0.24, 1.64]	1.21 [0.57, 2.57]
	Duration of primary job role			
	21+ years	[ref]	[ref]	[ref]
	0–5 years	1.02 [0.54, 1.92]	1.14 [0.49, 2.62]	2.13 [1.13, 4.03]*
	6–10 years	1.16 [0.52, 2.59]	1.01 [0.36, 2.82]	2.82 [1.30, 6.15]**
	11–15 years	0.79 [0.34, 1.85]	0.98 [0.36, 2.69]	2.46 [1.14, 5.33]*
	16–20 years	1.26 [0.58, 2.75]	1.23 [0.43, 3.52]	2.22 [1.00, 4.94]*

	Primary role setting			
	Armed forces/other	[ref]	[ref]	[ref]
	Primary care	0.86 [0.16, 4.54]	2.11 [0.26, 17.22]	1.22 [0.32, 4.73]
	Secondary care	0.43 [0.07, 2.51]	4.26 [0.50, 36.08]	0.98 [0.23, 4.08]
	University	1.34 [0.21, 8.45]	1.20 [0.10, 14.68]	2.92 [0.61, 13.98]
	Community dental services	1.59 [0.27, 9.28]	2.39 [0.27, 21.40]	1.06 [0.24, 4.71]
	Experience working in other places			
	Outside and within UK	[ref]	[ref]	[ref]
	Within UK only	0.54 [0.22, 1.32]	1.63 [0.46, 5.76]	1.42 [0.65, 3.08]
	Nowhere else	0.76 [0.36, 1.58]	3.41 [1.14, 10.25]*	1.25 [0.63, 2.48]
	Job satisfaction	0.95 [0.85, 1.06]	0.96 [0.86, 1.07]	1.04 [0.95, 1.13]
Key: ^areference category: Yes OR = odds ratio CI = confidence interval ref = reference *p-value = <0.05 **p-value = <0.01 ***p-value = <0.001				