

Table A6: Final hierarchical multiple regression models of predictor and criterion variables (n = 844) (noteworthy effect sizes in bold).

Variables	MP β (95% C.I.)	p	IAP β (95% C.I.)	p	CAP β (95% C.I.)	p	VNP β (95% C.I.)	p	NV β (95% C.I.)	p	BE β (95% C.I.)	p
Controls												
(Constant)	(1.02,2.64)	***	(.10,2.03)	*	(-.19,1.64)		(.59,2.14)	**	(.59, 2.14)	***	(-1.42,1.24)	*
Gender	.01 (-.09, .15)		-.01 (-.16,.13)		.01 (-.10,.17)		-.03 (-.17,.06)		-.02 (-.17,.06)		-.08 (-.45,-.06)	
Age	-.05 (-.02, .00)	*	.05 (.00,.02)		-.05 (-.02,.00)		.06 (.00,.02)		.02 (.00,.02)		.03 (-.01,.03)	***
Parents farmed	.02 (-.08, .16)		-.04 (.24,.04)		.00 (-.13,.14)		.00 (-.11,.12)		.01 (-.11,.12)		.14 (.20, .58)	
School A [#]	-.06 (-.35, -.02)	*	.01 (.18,.21)		-.04 (-.31,.06)		-.06 (-.28,.03)		.01 (-.28,.03)		-.03 (-.39,.14)	
School B [#]	.05 (-.02, .30)		.05 (.04,.35)		-.03 (-.27,.10)		-.02 (-.20,.11)		-.03 (-.20,.11)		.03 (-.17,.37)	
School C [#]	.03 (-.06, .23)		-.07 (-.35,.01)	*	-.02 (-.20,.12)		-.09 (-.30,-.03)	*	-.09 (-.30,-.03)	*	.03 (-.14,.32)	
School E [#]	-.01 (-.17, .10)		.03 (.10,.22)		.00 (-.16,.14)		-.02 (-.17,.09)		.01 (-.17,.09)		-.01 (-.24,.21)	**
Mid-program [@]	.00 (-.06, .06)		.00 (-.07,.08)		.00 (-.07,.07)		-.09 (-.13,-.01)	*	.13 (-.13,-.01)	**	-.13 (-.26,-.06)	***
Final-year [@]	-.05 (-.10, .01)		-.11 (-.17,-.03)	**	.00 (-.07,.07)		-.14 (-.14,-.03)	**	.35 (-.14,-.03)	***	-.25 (-.35,-.16)	*
Main effects												
AHE Hooved	.06 (-.01, .14)		.10 (.02,.20)	*	-.08 (-.17,.00)		.09 (-.01,.14)		.05 (-.01,.14)		.09 (-.01,.23)	
AHE Cat/Dog	.00 (-.07, .07)		-.04 (-.14,.02)		.10 (.05,.21)	**	-.06 (-.12,.01)		-.10 (-.12,.01)	*	-.07 (-.22,.01)	
AHEAqua/Rod/WL	.04 (-.02, .12)		.04 (.03,.14)		.02 (-.05,.11)		.04 (-.03,.11)		-.08 (-.03,.11)	*	.12 (.08,.31)	**
PREF Hooved	.40 (.34, .47)	***	.02 (-.05,.10)		-.14 (-.21,-.06)	***	-.10 (-.14,-.01)	*	-.12 (-.14,-.01)	*	.08 (-.01,.21)	
PREF Intensive	.07 (.01, .12)	*	.53 (.46,.58)	***	-.08 (-.13,-.01)	**	.09 (.01,.11)	*	-.01 (.01,.11)		-.01 (-.09,.08)	
PREF Companion	-.03 (-.11, .02)		-.15 (-.28,.13)	***	.36 (.40,.54)	***	-.10 (-.16,-.04)	**	-.10 (-.16,-.04)	**	.04 (-.03,.17)	
PREF Aqua/Lab	-.15 (-.24, -.11)	***	.06 (.00,.14)		.04 (-.02,.12)		.43 (.31,.42)	***	.18 (.31,.42)	***	.02 (-.07,.13)	
An	.05 (.00, .10)	*	-.02 (-.07,.04)		.00 (-.05,.06)		-.02 (-.06,.03)		.04 (-.06,.03)		-.11 (-.21,-.05)	**
WL/Zoo/Exotic	.02 (-.06, .14)		-.03 (-.17,.07)		.06 (.01,.23)	**	-.03 (-.13,.06)		-.13 (-.27,.09)	***	-.08 (-.34,-.02)	*
IMP An Welfare	.00 (-.13, .14)		-.03 (-.23,.09)		.00 (-.14,.16)		-.02 (-.17,.09)		.04 (-.05,.20)		-.03 (-.31,.13)	
IMP Inter/Pers	.02 (-.05, .14)		.04 (-.02,.21)		-.00 (-.12,.10)		.09 (.04,.23)	**	-.02 (.13,.06)		.29 (.55,.87)	***
IMP Inc Fin Knowl	.01 (-.06, .08)		.02 (-.06,.12)		.02 (-.05,.11)		-.03 (-.10,.04)		-.11 (-.18,.04)	**	.11 (.09,.33)	**
INT Cont Ed	.01 (-.03, .05)		.02 (-.03,.07)		.05 (.00,.10)		.09 (.02,.10)	**	-.03 (.02,.10)		.02 (-.04,.10)	
WRK Same state	-.01 (-.05, .03)		.04 (-.01,.08)		.08 (.03,.11)	**	-.02 (-.05,.03)		-.01 (-.05,.03)		.02 (-.04,.09)	
WRK Metro/no AH	-.13 (-.22, -.08)	***	.01 (-.08,.09)		.19 (.14,.30)	***	.11 (.02,.16)	**	.09 (.02,.16)	*	.05 (-.04,.19)	
WRK Rural	.23 (.14,.25)	***	.07 (.00,.13)		-.12 (-.16,-.04)	**	.07 (-.01,.09)		.08 (-.01,.09)		-.02 (-.11,.07)	
R ²	0.63		0.49		0.48		0.29		0.25		0.24	
AdjustedR ²	0.61		0.48		0.47		0.27		0.22		0.22	
Largest VIF	2.8		2.8		2.8		2.8		2.8		2.8	

MP, Mixed Practice (clinical practice with a large animal component); IAP, Intensive Animal Production; CAP, Companion Animal clinical Practice; VNP, composite variable for intent for Laboratory Animal Medicine, Public Health, Government or Diagnostic services, Industry and Biomedical Research and/or Academia; NV, Not Work in the veterinary profession; BE, Business/Entrepreneurship; [#] Veterinary School D referent; [@] Entry level referent; Gender 0 = male, 1 = female; AHE, self-rated animal handling experience; Hooved species e.g. cattle, sheep, goats, alpacas, llamas and/or deer, horses; Aqua, aquatic species e.g. fish, crustaceans and/or molluscs; Rodents, e.g. rabbits and/or rodents; WL, wildlife (e.g. birds, reptiles, native mammals, frogs, amphibians); Intensive species e.g. poultry, pigs; Companion, dogs, cats, pocket pets, birds; Lab An, laboratory animals; PREF, preference to work with this species after graduation; IMP, importance of non-technical aspects of veterinary work for respondents; Inter/Pers Skills, effective communication, team work, self-care; Fin Knowl, financial knowledge; INT, Cont Ed, interest in engaging in continuing education; WRK, expected characteristics of post-graduation work for respondent; Metro, capital city/metropolitan area; AH, requirement to do after hours patient attendance (calls or care for in-hospital patients); * $p < .05$, ** $p < .01$, *** $p < .001$