Personal	Impact on employment	Study (N)	Study reference
Education / training post-injury	Positive influence on employment: – higher level of education (high school or above) – vocational retraining – attaining post-secondary education	114 167 152 169 259 1362 1398 1329 192 559 5925 459 20143 234 118 181 60 1323 176 353	Castle 1994 Conroy and McKenna 1999 Gunduz 2010 Jang et al. 2005 Krause 2003 Krause and Reed 2009* Krause et al. 2010* Krause et al 2012* Kurtaran et al. 2009 Marti et al. 2012 Meade et al. 2004 Murphy et al. 2003 Pflaum et al. 2006 Tomassen et al. 2000 van Velzen et al. 2009 Rowell and Connelly 2010 Hilton et al. 2017 Jetha et al. 2014 Ferdiana et al. 2014 Huang et al. 2017
Household income	Higher household income group had higher vocational satisfaction. The lower income group had greater improvements in vocational satisfaction over the course of the 10-year study.	434	Cao et al. 2014
Secondary health conditions	In 10 papers, secondary health conditions are a barrier to employment (e.g., medical complications, bowel incontinence, urinary tract infection, chronic pain, depression, pressure ulcer) **Exception:** Hirsch et al. 2009 (N=620; pain, fatigue, sleep) Krause et al. 2011 (N=781; health status) Meade et al. 2011 (N=5925; secondary health conditions) Matthew et al. 2013 (N=108; pressure ulcers) Ramakrishnan et al. 2011 (N=84; medical co-morbidities.)	195 1013 781 403 559 103 234 83 219 2986	Anderson and Vogel 2002 Botticello et al. 2012 Hirsch et al. 2009 (psych functioning) Franceschini 2012 Marti et al. 2012 (pain) Mann et al. 2013 (pain) Wehman et al. 2000 Burns et al. 2010 (depression) Lin et al. 2009 (depression) Tsai et al. 2014 (catheter indwelling in bladder, pain)
Functional independence	Functional independence increases the likelihood of being employed	195 1013 14620 169 72 109 234 2986	Anderson and Vogel 2002 Botticello et al. 2012 Cohen et al. 2012 Jang et al. 2005 Murphy et al. 2009* Ramakrishnan et al. 2011 (personal care) Tomssen et al. 2000 Tsai et al. 2014

Personal	Impact on employment	Study (N)	Study reference
	Independence in bladder emptying is positively associated with return to work	192 2986	Kurtaran et al. 2009 Tsai et al. 2014
	Physical function was the most important in relation to return to work in patients with SCI	167	Jeong et al. 2015
Psychological component (locus of control, values placed on work, expectations)	Positive influence on employment: – endorsement of gender norms – internal locus of control – valuing work – positive expectations toward work – positive attributional style (the individual's propensity to "internalize" positive employment outcomes to his/her own attributes, capabilities or functioning – personal sense of motivation – family and rehabilitation professionals serving as extrinsic motivators – social participation is correlated with wellbeing, decreased anxiety and depression – subjective wellbeing – hope and sense of direction – gaining self confidence – self-efficacy and secure attachment	83 459 57 109 181 60 30 60 13 44 190 4 84	Burns et al. 2010 Murphy et al. 2003 Schonherr et al. 2004 Wehman et al. 2000 Rowell and Connelly 2010 Murphy et al. 2011 Boyle et al. 2014 Hilton et al. 2017 Ramakrishnan et al. 2016 Reed et al. 2016 Umucu et al. 2016 Willbanks et al. 2015 Blake et al. 2017
Relationship status	Positive influence on employment – participants in a relationship at the time of injury were 3.5 times more likely to be employed at 2 years post discharge – married participants	60 461 1323	Hilton et al. 2017 Hwang et al. 2015 Jetha et al. 2014
Social Roles	Participating in more social roles had a positive influence on employment for young/middle aged, and older adults	1323	Jetha et al. 2014
Wheelchair skills	People with better wheelchair skills are more likely to return to work. Manual wheelchair users have higher employment rates than power wheelchair users	118 30 2986	van Velzen et al. 2009 Hastings et al. 2011 Tsai et al. 2014
Activity / participation factor	**Impact on employment**	**Study (N)**	**Study reference**
Sport participation	Participation in organized sports was associated with increased likelihood of employment.	149	Blauwet et al. 2013**
Social Participation	Decreased social participation reduces the odds of being employed	3162	Tsai et al. 2017
* These studies are based on data from the National Spinal Cord Injury Statistical Center (NSCISC) in the United States. Generally speaking, two different types of analyses are undertaken (1) retrospective analysis of data in the			

Personal	Impact on employment	Study (N)	Study reference
database (2) a cross-sectional survey that is sent out to individuals identified from the database. Given that the same eligibility criteria are often used for studies relating to work and employment, it is likely that the data from the same individuals are being used for multiple studies. **The definition of employment varies among different studies. These studies consider full-time students to be unemployed while others include students within the definition of employment.			