

Supplementary Table 1. Comparison of adult participants in two time points (OSU/Vanderbilt versus Chicago/UCSF/UTHSC).

Combined	Odds Ratio	95% CI	p value
<i>Age Group</i>	1.00	(0.98, 1.03)	0.9012
<i>Sex</i>	0.58	(0.30, 1.12)	0.1057
<i>1 year job loss</i>	0.68	(0.17, 2.77)	0.5851
<i>5 year job loss</i>	0.71	(0.26, 1.95)	0.5025
<i>Missed days</i>	0.92	(0.48, 1.74)	0.7908

Supplementary Table 2. Employment status of adults with sickle cell disease

What is your current employment status? Please select 1 or more of these categories.	Total	Male (n= 24)	Female (n= 32)	Other
<i>Employed for wages (part- time or full-time)</i>	23 (39.7%)	9 (37.5%)	13 (40.6%)	1 (100%)
<i>Self-employed</i>	5 (8.6%)	3 (12.5%)	2 (6.2%)	0
<i>Out of work for 1 year or more</i>	7 (12.1%)	4 (16.7%)	3 (9.4%)	0
<i>Out of work for less than 1 year</i>	5 (8.6%)	2 (8.3%)	3 (9.4%)	0
<i>A homemaker</i>	2 (3.5%)	0	2 (6.2%)	0
<i>Retired</i>	5 (8.6%)	1 (4.2%)	4 (12.5%)	0
<i>Unable to work (disabled)</i>	1 (1.7%)	0	1 (3.1%)	0
<i>Prefer not to answer</i>	14 (24.1%)	4 (16.7)	10 (31.2%)	0

Supplementary Table 3. Estimated wages by educational attainment utilizing U.S. Census Bureau data

Educational attainment	Average 2021 income (\$)	Estimated daily wage (\$)
<i>No high school diploma</i>	30,378	126.58
<i>High school, no college</i>	50,401	210.0
<i>Some college</i>	64,378	268.24
<i>Bachelor's degree or higher</i>	115,456	481.07
<i>Not reported- national average</i>	70,784	294.93