Supplement 1: Consolidated Criteria for Reporting Qualitative Research (COREQ checklist)

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| **No. Item**  | **Guide questions/description** | **Location in manuscript** |
| **DOMAIN 1: RESEARCH TEAM AND REFLEXIVITY** |
| *Personal Characteristics*  |  |  |
| 1. Interviewer/facilitator | Which author/s conducted the interview or focus group?  | Methods, para **3** |
| 2. Credentials | What were the researcher’s credentials?  | Author list |
| 3. Occupation | What was their occupation at the time of the study?  | Methods, para **3** |
| 4. Gender | Was the researcher male or female?  | Methods, para **3** |
| 5. Experience and training | What experience or training did the researcher have?  | Methods, para **3,5** |
| *Relationship with participants*  |  |  |
| 6. Relationship established | Was a relationship established prior to study commencement?  | Methods, para **3** |
| 7. Participant knowledge of the interviewer  | What did the participants know about the researcher?  | Methods, para **3** |
| 8. Interviewer characteristics | What characteristics were reported about the interviewer/facilitator?  | Supplemental file 1 (interview guide) |
| **DOMAIN 2: STUDY DESIGN** |  |  |
| *Theoretical framework*  |  |  |
| 9. Methodological orientation and Theory  | What methodological orientation was stated to underpin the study?  | Methods, para **1, 5** |
| *Participant selection*  |  |  |
| 10. Sampling | How were participants selected?  | Methods, para **2** |
| 11. Method of approach | How were participants approached?  | Methods, para **2;**  |
| 12. Sample size | How many participants were in the study?  | Results, para **1** |
| 13. Nonparticipation | How many people refused to participate or dropped out? Reasons?  | Methods, para **2** |
| *Setting* |  |  |
| 14. Setting of data collection | Where was the data collected?  | Methods, para **3** |
| 15. Presence of non-participants | Was anyone else present besides the participants and researchers?  | Methods, para **3** |
| 16. Description of sample | What are the important characteristics of the sample?  | Results, para **1**; Table 1 |
| *Data collection*  |  |  |
| 17. Interview guide | Were questions, prompts, guides provided by the authors? Was it pilot tested?  | Methods, paras **3-4**; Supplemental File 1(Interview guide) |
| 18. Repeat interviews | Were repeat interviews carried out? If yes, how many?  | N/A (no repeat interviews) |
| 19. Audio/visual recording | Did the research use audio or visual recording to collect the data?  | Methods, para **3** |
| 20. Field notes | Were ﬁeld notes made during and/or after the interview or focus group? | Methods, paras **6-7** |
| 21. Duration | What was the duration of the interviews or focus group?  | Methods, para **3** |
| 22. Data saturation | Was data saturation discussed?  | No |
| 23. Transcripts returned | Were transcripts returned to participants for comment and/or correction?  | No |
| **DOMAIN 3: ANALYSIS AND FINDINGS**  |  |
| *Data analysis*  |  |  |
| 24. Number of data coders | How many data coders coded the data?  | Methods, para **6** |
| 25. Description of the coding tree | Did authors provide a description of the coding tree?  | Methods, para **6** |
| 26. Derivation of themes | Were themes identiﬁed in advance or derived from the data?  | Methods, para **6** |
| 27. Software | What software, if applicable, was used to manage the data?  | Methods, para **6** |
| 28. Participant checking | Did participants provide feedback on the ﬁndings?  | No |
| *Reporting*  |  |  |
| 29. Quotations presented | Were participant quotations presented to illustrate the themes/ﬁndings? Was each quotation identiﬁed?  | Results (throughout); Table 2 |
| 30. Data and ﬁndings consistent | Was there consistency between the data presented and the ﬁndings?  |  |
| 31. Clarity of major themes | Were major themes clearly presented in the ﬁndings?  | Results (throughout); Table 2 |
| 32. Clarity of minor themes | Is there a description of diverse cases or discussion of minor themes?  | Results (throughout); Discussion (throughout) |

Supplement 2: Interview Guide**\***

**Interview guide**

Thank you for taking part in this study. Please let us know if you have any questions before we start. Feel free to let us know if you would like to take a break at any time or if there are any questions that you would like to skip or do not feel comfortable with.

1. What is your employment status?
* employed (part / full time); / volunteering (including internship, co-op placement) if yes, probe for the following):
	+ (type and size of company and location)
	+ How long have you been working for this company?
	+ How did you find the job?
	+ How do you get to work? (i.e. transit, own car, etc.)
	+ Please tell me about any accommodations that you asked for (e.g., flexible time, accessible workspace etc.)?
		- How did you ask for them and when?
	+ Can you describe what you do on a typical day?
	+ What do you like most about working / volunteering here? (probe for inclusion)
	+ Do you have any opportunities for professional development or advancement? (probe for type of opportunities; or why lack of opportunities)
	+ Do you feel included, respected and valued by your employer and co-workers? (if no, probe why not).
1. Tell us about what your hopes and plans are for employment / volunteering now that we are beginning to return to a “new normal” in the COVID-19 pandemic? (e.g., short term / summer employment; longer-term goals)
	1. Probe for how Covid-19 affected these plans. (e.g., was job secured before or after covid-19)
	2. Probe for what the “new normal” means to them (e.g., how, if at all, is it different from the “old normal”; are they feeling more or less hopeful about the future now than in earlier stages of the pandemic; have expectations changed in looking for work/volunteer opportunities)
	3. Probe for working from home and onsite presence
	4. Probe for workplace accommodations
		1. Do you feel differently about asking for workplace accommodations now than you did prior to the pandemic?
2. Are you currently experiencing any challenges in finding or maintaining employment or a volunteer position during this phase of re-opening and loosened restrictions during the COVID-19 pandemic? Please tell us about that.
	1. (probe for accessibility, accommodations, ableism, discrimination, disability disclosure, reduced hours or lay-offs during the pandemic, limited opportunities during the pandemic, greater uncertainty about the future due to unpredictability of the pandemic and pandemic-related policies)
	2. Did you use any strategies to address these challenges?
	3. Probe for working remotely / working from home
3. If you have a health condition or disability, did you disclose your disability to your employer / potential employers?
	1. probe whether this was before, or during the pandemic
	2. Do you feel that disclosing impacted your ability to work / volunteer during the pandemic

(if so, how and when did you do this?)

* 1. How and why did you decide to disclose? (probe for working remotely)
		1. Are you happy with your decision and outcome?
	2. What accommodations did you ask for?
1. Tell us about your experiences regarding health and safety in the workplace.
	1. Probe for access to and use of PPE, training, communication, workplace health and safety, compliance with infection control protocols etc.
	2. Do you have any suggestions for how your employer could have improved their response to the pandemic?
	3. Tell us about your comfort level with returning back on site
2. Have you experienced any benefits or facilitators regarding employment or volunteering during this phase of the pandemic (re-opening, loosened restrictions)? Please tell us some examples.
	1. How did you adjust to this new situation?
		1. Probe for coping, psychological well being (self-confidence, quality of life, inclusion etc.)
	2. Can you tell us about any benefits or facilitators of working remotely (if relevant?)
		1. Probe for which modes of communication used with colleagues/co-workers and supervisors (i.e., email, phone, text, video conferencing, etc.) and whether work relationships have changed (e.g., feeling more or less socially connected, is it easier/more comfortable to communicate virtually vs. in-person etc.)
3. What advice do you have for employers and/or other youth who are working or looking for work or volunteer position during this phase of the pandemic?
4. Have you applied for / received any government related supports during this phase of the pandemic?
	1. Please tell us about how this affected your decision / ability to work during this phase of the pandemic.
5. Is there anything else that you would like to mention about employment, unemployment, volunteering during this phase of the pandemic that we did not get a chance to talk about?

**\*Adapted from:** Lindsay, S, Ahmed H.School and employment-related barriers for youth and young adults with and without a disability during the COVID-19 pandemic in the greater Toronto area. Adolescents. 2021;1:442-460.