Supplemental file—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).

2. Tell us about what your hopes and plans were for employment / volunteering before covid-19? (e.g., short term / summer employment; longer-term goals)

    a. Probe for how Covid-19 affected these plans. (e.g., was job secured before or after covid-19)

3. Have you experienced any challenges in finding or maintaining employment or a volunteer position during the pandemic? Please tell us about that.

    a. (probe for accessibility, accommodations, discrimination, disability disclosure, reduced hours or lay-offs during the pandemic, limited opportunities during the pandemic)
    b. Did you use any strategies to address these challenges?
    c. Probe for working remotely

4. If you have a health condition or disability, did you disclose your disability to your employer / potential employers?

a. Do you feel this impacted your ability to work / volunteer during the pandemic (if so, how and when did you do this?)
b. How and why did you decide to disclose? (probe for working remotely)
    i. Are you happy with your decision and outcome?
c. What accommodations did you ask for?

5. Tell us about your experiences regarding health and safety in the workplace.
    a. Probe for access to and use of PPE, training, communication, workplace health and safety, compliance with infection control protocols etc.
    b. Do you have any suggestions for how your employer could have improved their response to the pandemic?

6. Have you experienced any benefits or facilitators regarding employment or volunteering during the pandemic? Please tell us some examples.
    a. How did you adjust to this new situation?
        i. Probe for coping, psychological well being (self-confidence, quality of life, inclusion etc.)
    b. Can you tell us about any benefits or facilitators of working remotely (if relevant?)

7. What advice do you have for employers and/or other youth who are working or looking for work or volunteer position during a pandemic?

8. Have you applied/received CERB or CESB?
    a. Please tell us about how this affected your decision / ability to work during the pandemic.

9. Is there anything else that you would like to mention about employment, unemployment, volunteering during the pandemic that we did not get a chance to talk about?