**Supplementary Table S1—Interview guides, focus group discussion guides, measures**

**Interview guide (youth)**

**Demographics**

1. I would first like to ask you some demographic questions

What is your gender?

What type of disability do you have?

2. What is your employment status?

* (employed (part / full time) / volunteering (if yes, probe for the following):
  + name of employer (type and size of company and location)
  + How long have you been working for XX company?
  + How did you find the job?
  + 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. Have you experienced any challenges in finding employment? (probe for accessibility, accommodations, discrimination, disability disclosure)
2. did you disclose your disability to your employer / potential employers?
   1. (if so, how and when did you do this?)
   2. why did you decide to disclose?
   3. What accommodations did you ask for
3. Do you feel that being a man / woman influences your employment experiences (and/or ability to find work / ask for accommodations)?
4. What advice do you have for others who have a disability who may be having a difficult time finding employment?
5. Is there anything else that you would like to mention that we did not get a chance to talk about?