Supplemental File 1: Topics and discussion questions

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| Topic | Discussion Questions |
| Introduction and goal setting | 1) Introduce yourself and tell a little bit about yourself.  2) Why did you decide to join the project and what do you hope to get out of it?  3) Please tell us about a goal that you may have related to school or work.  4) Would you rather go to school or work?  5) Would you rather be in a science based career, an arts career or perhaps business? |
| Life skills | 1) What essential life skills might you need to master before applying for a job?  2) If you have already started this process, what are some of the challenges you've encountered and how have you solved them/plan to solve them? |
| Managing disability at work | 1) How do you/would you cope with any disability-related issues at work (such as pain, fatigue, lifting, etc.)?  2) How would you go about disclosing your disability and asking for accommodations at work?  3) What would you do if you experienced discrimination because of your disability (either from a coworker or boss)?  4) Have you been given/discovered any useful tools/strategies to manage your disability at work, and if you do, could you share? |
| Family role in supporting employment | 1) What role do your parents/siblings/relatives play in your job finding efforts? (Do they also work? Are they supportive?)  2) Tell me about a time where you've felt really grateful for your family and the support they provide. |
| Aspirations and expectations | 1) How did you decide to pursue the career pathway you are currently doing/planning to do and who/what had the most impact?  2) What do you hope to do after you finish school (either high school, college/university, post-grad, etc.)?  3. What aspirations and expectations do you have for your future workplace? (I.e., what do you want to be)? |
| Volunteerism | 1) Tell us about a volunteer experience you had. How did you find out about this placement? Why did you choose it?  2) Did you have any benefits/challenges within your positions?  3) Discuss any advantages and disadvantages of volunteering.  4) Would you rather volunteer in a school or a hospital? (or elsewhere)? |
| Finding a job | 1) Tell us about a time when you looked for a job or volunteer position. How did you go about it?  2) Where do you look for jobs? How do you find out about new positions?  3) Do you anticipate any challenges in finding work? If so, how will you go about overcoming them? |
| Social networking and community resources | 1) Have you ever used social media to find a job? If so, what sites do you use and why? Do you have any networking stories you would like to share?  2) What are some strategies you have in finding out about employment opportunities?  3) How can you draw on your social networks and community resources to find a job?  4) Would you rather spend time on Facebook, Twitter, or LinkedIn? Do you know what platform works best for your needs? |
| Preparing for job interviews | 1) Tell us about how you go about preparing to deliver your resume or getting ready for an interview. What are some strategies that work for you?  2) What are some things that you may need help with in regards to looking for work?  3) Tell us about a time when you went for a job interview. What went well, what did you feel like you could improve on, and how did you prepare?  4) If you were in an interview for your dream job, what is one word or phrase you would use to promote yourself for the position?  5) If you could interview one person in the world, who would it be and why? |
| When has your disability been an asset to you? | 1) Tell me about a time when your disability has been an asset to you.  2) If you could do any job what would it be? |
| Career pathways and transitions | 1) Tell us about any plans you have/did have after high school - what challenges are you facing and what strategies did you implement to overcome them?  2) Tell me about a time you felt excited for a challenge? How did you make yourself feel brave?  3) Would you rather pursue a university program, a vocational college program, a gap year, or the work force? |
| Referrals and next steps | [Referrals private messaged to participants] |