

Supplementary Table 1: Themes and subthemes generated from the analysis

Themes	Theme description	Subthemes
Individual strengths	Perception regarding how the characteristics and strengths of individuals with Down syndrome contributed to their employment and retention	<ol style="list-style-type: none">1. Qualification and training2. Individual characteristics
Family support	The continuous support from the family members was also perceived to facilitate employment opportunities for Individuals with Down syndrome.	<ol style="list-style-type: none">1. Continuous motivation2. Providing resources
Conducive workplace	The workplace setting plays an important role in the employment experience for individuals with Down syndrome. Therefore, an inclusive workplace was perceived to boost employment opportunities for them.	<ol style="list-style-type: none">1. Supportive colleagues and employers2. Employers' incentives
Inclusive community	Acceptance from the community was perceived to drive employability for individuals with Down syndrome in general.	<ol style="list-style-type: none">1. Inclusive community
Supportive environment	Fostering better employment attitudes towards individuals with Down syndrome and people with disabilities, in general, resulted in a better, more inclusive environment comprising laws, regulations, and policies.	<ol style="list-style-type: none">1. Promoting integration into the workforce2. Inclusive policies and regulations

Supplementary Figure 1 . Thematic map of perceived drivers of employment for individuals with Down syndrome

