

Table 1

Summary of Participant Information

Focus Groups:	Pseudonyms:	Descriptions:
Group 1	Hano	25 year old white, Afrikaans male from the Western Cape Province. Speaks primarily English in social settings and at home. Recently graduated from an LLB law degree at the University of Stellenbosch and is currently in the beginnings of his internship as a candidate attorney.
	Tumo	24 year old, English speaking white male from Mpumalanga. Graduating with a BCom LLB degree from the University of Stellenbosch and entering into the paralegal field in Cape Town.
	Annelie	25 year old, white female. She is Afrikaans and from Gauteng. Recently graduated from a BCom LLB degree at the University of Stellenbosch and moving forward to becoming a candidate attorney at a company.
	David	24 year old white, Afrikaans male from Gauteng. Studies BEng industrial engineering at the University of Stellenbosch and has goals of working as an industrial engineer in Johannesburg.
Group 2	Tinus	22 year old white Afrikaans male, studying information technology at the University of Free State in the Free State. He is also a MCSD Microsoft certified programmer and is starting his own business.
	Amanda	22 year old Afrikaans female from the Eastern Cape. She is studying BSocSci Nursing at the University of Free State and is currently in her nursing practical years at a public hospital in Bloemfontein.

	Magda	24 year old white, Afrikaans female currently in her 4 th year of a BSocSci degree in nursing at the University of the Free State but started her degree at the University of Pretoria.
Group 3	Liana	24 year old white, Afrikaans female from the province of Kwazulu Natal and currently residing in Cape Town. She has an undergraduate and honours degree in forensic accounting from North West University in Potchefstroom. She is currently in the final year of an honours in chartered accounting which amounts to six years of study in total.
	Eben	23 year old white, Afrikaans male originally from Bloemfontein and currently residing in the Western Cape. He has completed a BEng Industrial Engineering degree, as well as a MEng in Development and Management Engineering at the North West University. Currently he is working as a consultant in the field of industrial engineering.
	Keanu	25 year old, white, English speaking male from the Western Cape. He started a degree in film, television and directing in 2016. Due to the repercussions of Covid-19 he is currently home and self-employed.
	Keagan	24 year old white, English speaking female from Gauteng. She has completed qualifications in graphic design, animation and special effects as well as prosthetics. She is currently working as a pet sitter in Cape Town.
Group 4	Tatiana	25 year old black female from Gauteng. She is from a Zulu and Pedi background and speaks isiZulu and English at home. She did her undergraduate and honours degrees in psychology at the University of Pretoria. Currently she is in her 2 nd year of a clinical psychology master's degree as a clinical intern in Grahamstown.

	Katana	24 year old black female. Studied her undergraduate and honours degrees in Psychology (BSocSci Honours) at the university of Pretoria. Applied and gained entrance for a masters in Psychology but since then has had to take a break due to economic and Covid-19 related factors. She is currently working in Qatar as an HR co-ordinator and is preparing to continue her psychology master's degree as soon as possible.
Group 5	Thendo	27 year old black male from Limpopo. He is Vhavenda, speaks English and Tshivenda studied LLB law at the University of Venda. He is working towards becoming a compliance officer.
	Nduvho	25 year old black female, she is English and Tshivenda speaking and from Limpopo. She is currently finalising her Bachelor of Nursing Science at the University of Venda with plans to become a professional nurse.
Group 6 (single interview)	Phathu	27 year old black male from Limpopo. He is currently studying his LLB law degree at the University of Venda. He is multilingual, predominantly speaking Tshivenda and English.