

Table S1. Industries in which Workers were employed

Workers' Industry	n (%)
Healthcare	15 (48.4)
Arts, entertainment, and recreation	7 (22.6)
Scientific/technical services	3 (9.7)
K-12 education	2 (6.5)
Construction	1 (3.2)
Transportation and warehousing	1 (3.2)
Administrative support	1 (3.2)
Security	1 (3.2)

Table S2. Workplace and Healthcare Professionals' Occupations.

Workplace and Healthcare Professional Occupations	n (%)
Workplace professionals	
WorkSafeBC case manager	2 (12.5)
Workers union advocate	1 (6.3)
Healthcare professionals (employed at concussion clinic)	
Occupational therapist	5 (31.3)
Kinesiologist	2 (12.5)
Psychologist	1 (6.3)
Physician	1 (6.3)
Neuropsychologist	1 (6.3)
Physiotherapist	1 (6.3)
Clinical counselor	1 (6.3)
Office manager	1 (6.3)

Table S3. Themes and sub-themes extracted from Worker interviews

Overarching Theme	Theme	Sub-Theme	Sub-Theme
1. Facilitators to concussion recovery and RTW	A) Modifications	A1) Modifications for concussion recovery	A2) Modifications for RTW
	B) Supportive managers and colleagues		
	C) Patient resources		
	D) Access to healthcare professionals	D1) Techniques to help them cope with and understand their concussions	
	E) Social support	E1) Family support	E2) Peer support
	F) Strategies to cope with PCS		
2. Time off work			
3. Barriers to concussion recovery and RTW	A) Administrative barriers	A1) Locating forms, filing claims	
	B) Barriers related to accessing information	B1) Had to find own information	B2) Not provided with any extra information or resources
	C) Physician-related barriers	C1) Felt physicians did not provide enough information/treatment for their concussion or persistent symptoms	C2) Challenges related to diagnosis and treatment: undiagnosed, misdiagnosed
	D) Lack of mental health resources post-concussion	D1) Physicians prescribed medication instead of treating underlying issue	

E) Lack of social support or understanding from support networks		
F) Lack of understanding from workers' compensation boards and insurers	F1) Difficulty with claims, suspicion from insurers	
G) Lack of understanding from workplaces: employers, managers, colleagues	G1) Lack of awareness about modifications/accommodations post-concussion; industry-specific modifications	G2) Lack of awareness of long-term impacts of concussion and concussion recovery

4. Recommendations to support concussion recovery and RTW

A) Improve concussion resources	A1) Better resources for patients recovering from concussion (e.g., advocate)	
B) Wider reaching concussion awareness, education, and training at all levels	B1) Training and education to increase understanding and empathy with respect to concussion recovery for workplaces, insurers, workers' compensation boards, and families/caregivers	B2) Increase awareness of limitations due to concussion symptoms and long-term effects of concussion
C) Mental health resources for concussion recovery		
D) Standardize concussion care		

Table S4. Themes and sub-themes extracted from Workplace and Healthcare Professionals interviews

Overarching Theme	Theme	Sub-Theme	Sub-Theme
1. Current RTW practices/procedures	A) Advocating for patients/clients		
	B) Administrative	B1) Intake assessments, injury legitimacy, processing claims and complaints	
	C) Generating RTW plan	C1) Difficulty collaborating with workplaces	
	D) Provide patients/clients with concussion information		
2. Workplace gaps	A) Systemic issues	A1) Access to all populations (e.g., rural)	A2) No resources on how to treat different concussion 'trajectories'; no standardized response
	B) Lag in time from injury to involvement in case		
	C) Lack of knowledge among insurers and workers' compensation boards	C1) Believe every concussion follows the same recovery pattern; lack of understanding	
	D) Lack of understanding of concussion among the individual with the concussion		
	E) Lack of mental health information/resources post-concussion		

3.
Recommendations
to support
concussion recovery
and RTW

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| A) Increased concussion education for all individuals involved in concussion recovery, including the individual themselves | A1) Every concussion is different | |
| B) Increased awareness on accommodations/workplace modifications post-concussion | B1) Industry-specific recommendations/guidelines | B2) Collaboration between stakeholders involved in RTW |
| C) Better resources for families/caregivers | | |
| D) Standardize concussion care and messaging | | |
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Table S5. Length of Time Workers were off Work Post-Concussion.

Length of Time	n (%)
No time off	5 (16.1)
Returned to work after 1-2 days	1 (3.2)
Returned to work after 1 week	3 (9.7)
Returned to work after 2 weeks	1 (3.2)
Returned to work after 3 weeks	2 (6.5)
Returned to work after 4 weeks	2 (6.5)
Returned to work after 12 weeks	4 (12.9)
Long-term disability or leave	11 (35.5)
Unspecified time off work	2 (6.5)