

Supplementary Table. Themes and sub-themes that emerged from the exit interviews and feedback

Helpful aspects of the programme	
Vast nature of content covered	<p>Addressed a wide range of concerns and therapeutic techniques</p> <p>‘much needed insight into all the important aspects that have to be considered while providing therapy services to clients.</p> <p>The inclusion of various therapeutic interventions that could be used for the welfare of clients presenting with a wide range of psychological concerns was truly helpful about the program.’</p> <p>Easily followable content which was organised from easy to difficult</p> <p>Highlighted concerns that one was less trained in</p> <p>Covered intense and challenging concerns like grief and trauma</p> <p>Applicable to individuals with diverse levels of experience</p> <p>‘The program was beautifully and meticulously planned keeping in mind the diversity of professionals undertaking the training in terms of content, timings and format.’</p> <p>High relevance to the post-covid scenario</p> <p>‘The modules about grief, trauma and depression. The overall approach to addressing post covid needs.’</p> <p>Helpful supplementary reading material</p> <p>‘The video sessions were helpful, but more than that, the research papers and supplemental reading material provided was wonderful.’</p> <p>Well sequenced order of concerns in the modules</p>
Practical learning	<p>Interactive nature of online live sessions</p> <p>‘Engaging in discussions with experts was the highlight of the program, as it enabled people worldwide to share experiences and questions, fostering a deeper sense of insight and motivation to embrace new methods and enhance our skills.’</p> <p>Provided information on important do’s and don’ts’</p> <p>Role play recordings</p> <p>‘The role-playing activities and tests effectively assessed our understanding.’</p> <p>Highlighted ethical considerations and referral needs</p> <p>‘Helpful in knowing the legal side, and more about referrals’</p>
Difficulties faced during the programme	
Difficulty in course completion	<p>Less time to complete the reading material</p> <p>Technical glitches while accessing the LMS through phones</p>
Suggested modifications	
More intensive training	<p>Further specialised training to deal with intense concerns like trauma</p> <p>‘More therapy specific trainings like trauma focussed’</p> <p>Longer role plays depicting real time</p> <p>Longer expert talks in the form of lecture series</p> <p>‘Include lecture series instead of reading materials’</p> <p>Training for intervention in other age groups, like children</p> <p>‘The topic of issues, challenges and psychological concerns that are on the rise among children, teens and young adults in the post covid era could have been included as a part of the course.’</p>
Further interaction	<p>Discussion forums on LMS to connect with other participants</p> <p>‘A forum created by the end of the programme for all participants to connect and ask questions would be beneficial.’</p> <p>Live sessions for every module</p>
Case-based discussion	
Helpful aspects	<p>Validation from peers about challenges faced</p> <p>‘I felt that I am not the only one having these difficulties. Everybody has a story to say which validated my struggles’</p> <p>Application of skills learnt to clinical cases</p> <p>‘As a new career psychologist, I learned a lot of things, specifically how turning theory into practice was integrated in the program content’</p> <p>Insight on broader perspectives of handling the case</p> <p>Exposure to cases handled by colleagues in different settings</p> <p>Helpful directional expert guidance in peer dialogue</p>
Themes elicited based on qualitative analysis including quotes from participants	