

Table 1

List of interviewees: Female and male career changers, including anonymisation codes

Career changers – nursing training	anonymisation codes	Female career changers – male-dominated training	anonymisation codes
Healthcare nurse	M_BW_1	Female IT specialist (Specialisation in applications development)	W_BW_1
Healthcare nurse	M_BW_2	Female IT systems management assistant	W_BW_2
Healthcare nurse	M_BW_3	Female joiner	W_BW_3
Healthcare nurse	M_BW_4	Female joiner	W_BW_4
Healthcare nurse	M_BW_5	Female joiner	W_BW_5
Geriatric nurse	M_BW_6	Female toolmaker	W_BW_6
Geriatric nurse	M_BW_7	Female gardener (Specialisation in vegetable cultivation)	W_BW_7
Geriatric nurse	M_BW_8	Female inland bargeman (Patent)	W_BW_8
Geriatric nurse	M_BW_9	Female orthopaedic technician * * Mixed-gender (training) occupation, but worked exclusively in a male-dominated environment	W_BW_9
Nurse (generalist training)	M_BW_10	Female automotive mechanic	W_BW_10
		Female automotive mechatronics technician	W_BW_11

Table 2

List of interviewees: Experts, including anonymisation codes

Experts	
Nursing professions	anonymisation codes
Representative of a welfare organisation	EXP_1
Employee representative in the care sector	EXP_2
Representative of the care sector (federal level, political)	EXP_3
Representative of the care sector (federal level, political)	EXP_4
Representative of the care sector (federal level, political)	EXP_5
Male-dominated STEM, skilled trades and construction occupations	anonymisation codes
Representative for the advancement of women in engineering	EXP_6
Representative for the advancement of women in STEM	EXP_7
Representative for the advancement of women in the craft trades	EXP_8
Representative for the advancement of women in the craft trades	EXP_9
Social partner in the industrial sector	EXP_10
Social partner in the industrial sector	EXP_11
Representative of the construction sector (federal level, partly political)	EXP_12
(Female) entrepreneur in the craft sector	EXP_13
Cross-sectoral	anonymisation codes
Psychologist specialising in career change (career counsellor)	EXP_14
Researcher in the field of inequality/gender studies	EXP_15
Representative of an initiative to promote gender equality in the labour market	EXP_16
Representative of an initiative to promote gender equality in the labour market	EXP_17