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| APPENDIX A:  Table 3. *A Description of the Social-level Themes Extracted from Individual Interviews* | | | | | |
| Level | Themes | Sub-themes | n | Percentage | Verbatim examples |
| Social | 1. Family support | * Supportive parents * Parents’ lack of   involvement   * Supportive siblings | 12  12  4 | 100%  100%  33.3% | *“My parents support me every day”; “I mean like my family is backing like supporting me”*; *“You can say my parents they just motivate me in what I want.”*  *“None of them is educated”;* *“They don’t know what IT is.*”  *“She’s just supporting”; “My brother was talking about.”* |
| 2. School  environment | * LO teachers * School marks | 12  7 | 100%  58.3% | *“It’s my miss”; “Our teachers: Ms Ndzamela and Mrs Gosani”*  *“My marks in”; “my teacher said I’m good at”; “At school I think*  *I’m good at.”* |
| 3. Role  models | * Lack of role models * Chance encounters * Media role models | 12  8  8 | 100%  66.7%  66.7% | *“I haven’t met anyone who’s doing..”; “Never met anyone with my career.”*  *“The people that I’ve met”; “I’ve met also.”*  “*Generations*”; “*Muvhango”;* “*On television”; “TV.”* |
| 4. Friends | * Support structure * Negative influence | 10  12 | 83.3%  100% | *“We can help each other”; “My supporter”; “Friends that help you stick”; “Give me advice.”*  *“I don't want to listen to friends”; “Enemies”; “I won’t make it.”* |
| 5. Cultural  influences | * Narratives of suffering * Cultural gender   conceptualisations   * Resistance to   western values | 12  5  12 | 100%  41.6%  100% | *“Those suffering”; “Tears and blood”; ” Struggle”; “Our parents are suffering”; “It’s all about people.”*  *“Since I am a man”; “Head of the home”; “He’s talking everybody*  *listens.”*  *“The Xhosa people”; “Not forget where you come from.”* |