

Appendix A: Selection of interviewees and interviews conducted

Workstream 1

Early in 2019, we used Open University online sources, our pre-existing knowledge and word of mouth to identify innovations that were claimed to be, or we perceived as, linked to improving the OU's ability to develop the workplace capability of students. Sources included:

- scholarship websites;
- Quality Enhancement Lunchtime seminars;
- Employability enhancement seminars;
- internal conference programmes;
- ORO;
- and, the main OU website.

There was no intention to be exhaustive in this search, we were more concerned with scoping an illustrative range of innovations across institutional, qualification and module levels. We also wanted to ensure we identified examples from both undergraduate (UG) and postgraduate (PG) qualifications. Subsequently, we used the list of innovations and word of mouth to draw up a list of potential participants to invite for interview.

There were 13 participants (2 of whom were interviewed as a pair) who were involved in innovating in different ways. 5 participants were connected with institution-wide innovations, the remainder were associated with specific module or qualification innovations (4 at UG level and 4 at PG level).

Participant number	Position/focus	Date and duration of interview
Participant 1	Academic/PG	31 May 2019 (42m:02s)
Participant 2	Institution-wide	23 May 2019 (40m:31s)
Participant 3	Institution-wide	13 June 2019 (45m:03s)
Participant 4	Academic/PG	11 July 2019 (41m:01s)
Participant 5	Institution-wide	16 April 2019 (51m:04s)
Participant 6	Institution-wide	27 June 2019 (57m:13s)
Participant 7	Institution-wide	31 May 2019 (49m:10s)
Participant 8	Academic/UG	Joint interview:
Participant 9		15 May 2019 (45m:08s)
Participant 10	Academic/PG	28 March 2019 (59m:31s)
Participant 11	Academic/PG	2 July 2019 (45m:03s)
Participant 12	Academic/UG	11 April 2019 (45m:48s)
Participant 13	Academic/UG	23 May 2019: (37m:47s)

Workstreams 2 and 3

We identified colleagues who were involved in the refresh of the MSc Systems Thinking in Practice core modules and/or work related to the establishment of the Level 7 Systems Thinking Practitioner apprenticeship.

As a result, we conducted interviews with 6 immediate colleagues:

Colleague number	Position/role	Date and duration of interview
Colleague A	Academic/Module team member	14 May 2019 (29m:31s)

Colleague number	Position/role	Date and duration of interview
Colleague B	Support staff/Module team member	1 August 2019 (50m:17s)
Colleague C	Support staff/Module team member	25 July 2019 (41m:00s)
Colleague D	Academic/Department colleague	1 August 2019 (47m:44s)
Colleague E	Academic/Department colleague	30 July 2019 (33m:47s)
Colleague F	Support staff/Department colleague	31 July 2019 (29m:19s)

Three of this study's co-investigators (RI, MR and RS) also participated in a recorded interview:

Co-investigator initials	Role	Date and duration of interview(s)
RI	Lead on Level 7 Systems Thinking Practitioner apprenticeship	29 July 2019 (55m:00s)
MR	Lead for refresh MSc STiP core modules/Representing ASTiP in a number of apprenticeship trailblazer committee meetings	18 July 2019 (1h:07m:26s)
		5 August 2019 (1h:11m:54s)
RS	Module production author on TB871	18 July 2019 (46m:38s)