

**Supplemental Table 1.** Categorization of codes for wellness domains and factors impactful to wellness

<b>Wellness Domain<sup>1</sup></b>	<b>Description</b>	<b>Examples</b>
Social	State of well-being in which individuals and communities feel they understand, are a part of, and are accepted by their social environment, and are comfortable expressing their feelings, needs, identities and opinions <i>Including processes [methods] and outcomes [experiences] of social wellness</i>	Isolation, equity, diversity, discrimination, race, religion, ethnicity, family support
Mental	State of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community	Mindfulness, mental health, mental illness or disorder, anger, sadness, emotions
Physical	Perception and expectation of well-being of an individuals' body, including the active and continuous effort to maintain optimum levels of physical activity and focus on nutrition, as well as self-care and maintenance of a healthy lifestyle <i>Acknowledging physical health and limitations can co-exist in a healthy environment</i>	Exercise, physical activity, physical health, nutrition, symptoms of burnout
Intellectual	State of well-being in which individuals are enabled to pursue creative, mentally-stimulating activities that expand their knowledge, develop skills, and foster life-long learning and teaching, towards a goal of self-actualization <i>Including processes [how] and outcomes [deliverables] of intellectual wellness</i>	Learning, tools, outcomes, teaching, goals, learning needs
Occupational	Protection and promotion of workers/learners by preventing and controlling occupational diseases and accidents, and by elimination of conditions hazardous to health and safety at work/school, and the development and promotion of healthy and safe work/learning, work learning environments and organizations <i>Including processes [responsibilities] and outcomes [trajectories] of occupational wellness</i>	Work, (resident) rotation, job, lab, research (assistantship or similar)
<b>Impactful factor<sup>2</sup></b>	<b>Description</b>	<b>Examples</b>
Individual	The individual learner or group of individual learners undefined by program	Persons
Program	The type of program the learner is enrolled in	Undergraduate Health Sciences, Graduate Science or Postgraduate Medical Education
System	The academic institution or system the learner is housed within	University, Higher Education at a Medical School, Royal College of Physicians and Surgeons of Canada, Alberta Health Services

<sup>1</sup>Domains of wellness described within an overall feeling of well-being (i.e., feeling balanced or good generally)

<sup>2</sup>Factors were double-coded with domains of wellness where possible to gain as much detailed understanding of what learners were experiencing

**Supplemental Table 2.** Distribution of responses for wellness domains negatively impacted by the COVID-19 pandemic

<b>Wellness domains negatively impacted by COVID-19<sup>1</sup></b>						
<b>Cronbach's <math>\alpha=0.74</math></b> <b>Bartlett test of sphericity p-value&lt;0.001</b> <b>Kaiser-Meyer-Olkin Sample Adequacy=0.76</b>	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Mean (SD)<sup>2</sup></b>
	<b>N (%)</b>	<b>N (%)</b>	<b>N (%)</b>	<b>N (%)</b>	<b>N (%)</b>	
<i>Social Wellness</i>	16 (4.20%)	43 (11.29%)	55 (14.44%)	132 (34.65%)	135 (35.43%)	2.14 (1.15)
<i>Mental Wellness</i>	19 (4.99%)	40 (10.50%)	47 (12.34%)	158 (41.47%)	117 (30.71%)	2.18 (1.12)
<i>Physical Wellness</i>	37 (9.71%)	86 (22.57%)	47 (12.34%)	121 (31.76%)	90 (23.62%)	2.63 (1.32)
<i>Intellectual Wellness</i>	25 (6.58%)	63 (16.58%)	51 (13.42%)	135 (35.53%)	106 (27.89%)	2.38 (1.23)
<i>Occupational Wellness</i>	38 (10.00%)	84 (22.11%)	108 (28.42%)	92 (24.21%)	57 (15.00%)	2.87 (1.21)

<sup>1</sup>Pearson correlation coefficient with WHO-Five indicates strong correlation between well-being and impacted domains of wellness ( $r=0.61$ )

<sup>2</sup>Five-point Likert scale; range from 5 (strongly disagree) to 1 (strongly agree)

<sup>3</sup>Master of Science or Doctor of Philosophy

N, number of respondents; SD, standard deviation; %, proportion of respondents

**Supplemental Table 3.** Themes from open ended questions in learner needs assessment during COVID-19 related to training program

Question	Undergraduate Bachelor Students <sup>1</sup>	Graduate Science Education <sup>2</sup>	Undergraduate Medical Education <sup>3</sup>	Postgraduate Medical Education <sup>4</sup>
<i>In your own words, please describe what wellness in general means to you.</i>	General well-being Mental wellness Physical wellness	General well-being Mental wellness Physical wellness Occupational wellness	General well-being Mental wellness Physical wellness Occupational wellness	General well-being Mental wellness Physical wellness Occupational wellness
<i>In your own words, please describe your own wellness as a result of the current COVID-19 pandemic.</i>	Social wellness Mental wellness Physical wellness Intellectual wellness	General well-being Social wellness Mental wellness Physical wellness Occupational wellness	General well-being Social wellness Mental wellness Physical wellness Intellectual wellness	General well-being Mental wellness Physical wellness
<i>As a learner what concerns you the most about the COVID-19 pandemic?</i>	Mental wellness Intellectual wellness Individual outcomes Program processes Program outcomes Financial wellness	Intellectual wellness Program processes Occupational wellness System outcomes Financial wellness Funding systems	Intellectual outcomes Program outcomes System outcomes Occupational wellness Program processes System processes	Physical wellness Intellectual wellness Program outcomes System outcomes Occupational wellness Program processes System processes
<i>As a learner what concerns you the least about the COVID-19 pandemic?</i>		Intellectual wellness Individual processes		
<i>Please describe any wellness tools or strategies that you find helpful in coping with the COVID-19 pandemic.</i>	Social wellness Individual strategies Mental wellness Individual strategies Physical wellness Individual strategies	Social wellness Program strategies Mental wellness Individual strategies Physical wellness Individual strategies	Social wellness Individual strategies Mental wellness Individual strategies Physical wellness Individual strategies	General well-being Individual strategies Social wellness Individual strategies Physical wellness Individual strategies
<i>What additional wellness supports would you like to see offered to your as a learner during the COVID-19 pandemic?</i>	Financial wellness System support	Mental wellness Individual support Intellectual wellness Program support Financial wellness System support	Social wellness Program support	Mental wellness Program support
<i>Is there anything you would like to add about wellness initiatives for learners during the COVID-19 pandemic?</i>	Social wellness System processes [of communication]	Social wellness System processes [of communication]		

Interrater agreements: <sup>1</sup>(A.K. & K.M.), 87.5%; <sup>2</sup>(S.C. & A.B.), 83.1%; <sup>3</sup>(S.S. & M.P.), 64.2%; <sup>4</sup>(S.C. & R.K.), 86.9%