

**Supplemental Table 1:** Recovery coach training experience interview guide and sample responses

Interview Questions & Prompts	Sample Responses
<p>Tell me about your training experience for the linkage and retention programs:</p> <p>What stood out to you or was memorable?</p> <p>What information or topics were new to you?</p>	<p><i>“RCA was really interactive... I did peer support prior to Voices of Hope (VOH)... RCA was way more beneficial to the work we do here [compared to the state certification]”</i></p> <p><i>“Harm reduction [was new to me]... I didn’t know what harm reduction entailed... I always thought harm reduction was... the same as how I was explaining enabling to someone [previously in my AA background]... I just didn’t have the knowledge”</i></p> <p><i>“[the Harm Reduction as a Recovery Pathway trainer] asked me, Well do you want [people in active opioid use] to die?’ and I said ‘No’... so it opened my eyes to look at it in a different light.”</i></p> <p><i>“The motivational interviewing (MI) training taught me how to do open-ended questions... keep the conversation ... [and] broaden the entire conversation”</i></p>
<p>Tell me about your experience in the MOUD Competency training.</p>	<p><i>“[Taking MOUD is] stigmatized... [potential participants] say ‘you’re not really sober if you’re on these medications’... now I can explain the difference between opioid [physical] dependence and opioid use disorder... it’s good we go over it in detail like we do.”</i></p> <p><i>“Participants use [the flyer] to make a decision... [it is then] easier to make a decision or have an understanding of why MOUD is used”</i></p>
<p>What did you think about the interactive components of this training?</p>	<p><i>“the best [training] experience at any job I’ve ever had... a lot of workplaces will throw you in but having one-on-one [role plays to practice] was very helpful”</i></p> <p><i>“in other recovery jobs you are taught to be their friend and have to adapt skills on your own... this training taught me a whole other way to talk to people.”</i></p>
<p>Tell me about how your views on MOUD may or may not have changed.</p>	<p><i>“whole perspective has changed. I understand addiction better, understand chronic illness better, the disease</i></p>

	<p><i>process, how the medications work, and see how they help people live successful lives”</i></p> <p><i>“[MOUD] is saving lives, it’s keeping people alive ... [now I believe] everybody’s recovery looks different, whatever works for that person works for them. I have a lot of conversations with other people, like in fellowships, and explain [MOUD] to them.”</i></p>
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