| Gagne's flow steps       | Details of each step                                                                 |
|-------------------------|--------------------------------------------------------------------------------------|
| **First step**-Gain attention of trainees | Demographic data are collected. Part I introductory video on impact of improper segregation/disposal of clinical wastes motivates trainees to learn |
| **Second step**-Inform trainees of objectives | Part II of introductory video introduce categories of bins and clinical wastes |
| **Third step**-Stimulate recall of prior learning | Trainees complete the pre-VR questionnaire to assess familiarity and confidence on proper clinical wastes segregation/disposal |
| **Fourth step**-Provide learning guidance and feedback | Trainees wear headset and dispose 10 types of randomly appear clinical wastes into proper bins in the VR environment. Each trainee completes two games. App system feedback about accuracy, for example, if the trainee puts the recyclable waste into the recyclable bin, system will comment: "right" *vice versa*. |
| **Fifth step**-Assess performance | The App in VR system feedback performance, including overall accuracy rate and time for complete totally 20 actions in first and second VR games (10 action in each game and with break between two games) to each trainee. |
| **Sixth step**-Eliciting performance | Trainees complete post-VR questionnaire for familiarity, confidence and usefulness of the new model training compared to regular model. |
| **Seven step**-Enhancing retention and transfer | Trainees get the record of their performance and watch the introductory video again for reinforcement the key concepts |
