



Supporting Professional Growth: COTEC's Role in Workforce Development and Capacity Building

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- Across Europe, the Occupational Therapy profession is experiencing significant workforce **shortages** that threaten the **sustainability** of services and the **wellbeing of practitioners**.
- Insufficient staffing levels contribute to **increased workloads, reduced service capacity** and **longer waiting times** for individuals requiring rehabilitation.
- Strategic workforce planning is therefore essential to ensure **sufficient training capacity, equitable distribution, and long-term retention** of occupational therapists across Europe.

COTEC's support for workforce planning involves data gathering and benchmarking, pan-European advocacy, policy representation, and professional support initiatives that inform and empower National Associations and stakeholders to plan, develop, and sustain OT workforces across Europe.

33 Member Associations

**More than 220,000
Occupational Therapists**



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Regional workforce planning is essential to ensure that occupational therapists are trained, recruited, and retained in areas of greatest need, particularly in rural and underserved communities where access to rehabilitation services is often limited.

This collective approach supports evidence-informed advocacy, facilitates workforce mobility, and aligns national efforts with broader European and global rehabilitation priorities, including those set out by the World Health Organization.

Coordinated action across these levels is therefore essential to ensure a resilient, sustainable occupational therapy workforce capable of meeting current and future population health needs across Europe.

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Council of Occupational Therapists
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