

The Employability and Career Hub for Occupational Therapists (EACHOT) – inspiring change in occupational therapists to innovate their own future employability and career progression.



Dr Mandy Graham
EACHOT co-creator



Session content



- 🌄 Introduce the Employability and Career Hub for Occupational Therapists (EACHOT) project background.
- 🌄 Present the EACHOT project process.
- 🌄 Share an overview of the EACHOT website.
- 🌄 Conclusions.

Employability and Career Hub for Occupational Therapists (EACHOT) project creator and lead

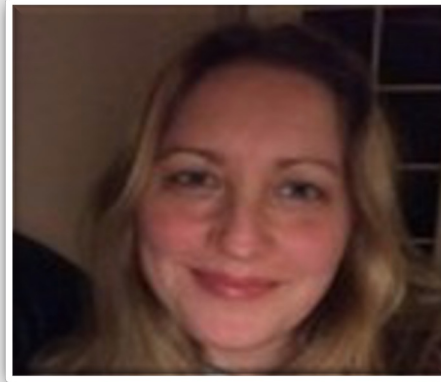
Dr Lisa Taylor – Elizabeth Casson Fellow - 2024-2026

“It has been a privilege to create and lead the EACHOT project. I have applied authentic co-creation principles throughout the project process resulting in an EACHOT website that has been created **by** occupational therapists **for** occupational therapists, to support individual employability and career progression.

The engagement, effort and contribution to the EACHOT project and the passion for our profession of the five fantastic co-creators and over 100 UK occupational therapists, has been inspirational for me. I hope that you enjoy hearing about how the EACHOT project was implemented and the resulting EACHOT webpages which were launched on 30 January 2026.”



The EACHOT co-creators



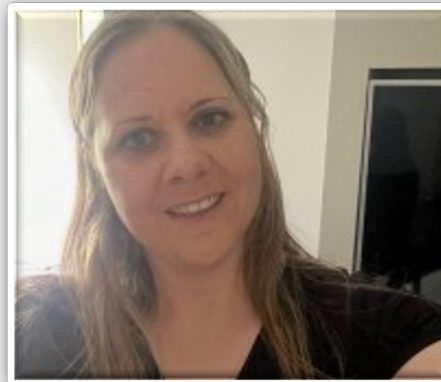
Catriona (Cat) Brown



Dr Mandy Graham



Georgia Joseph



Emma Laird



Millie Pollitt

Introduction/rationale

- 🌱 The EACHOT is needed as the occupational therapy workforce in the UK is reported to have a poor work life balance and lack of opportunities for progression (Royal College of Occupational Therapists, 2023).
- 🌱 Retention, mental health and wellbeing of staff needs to be the focus of workforce development (NHS, 2023), regardless of workplace context.
- 🌱 “Occupations should meet the creative, recreative, social and vocational needs of the patients” – Elizabeth Casson (1930).
- 🌱 Working as an Occupational Therapist should enable us to meet our creative, recreative, social and vocational needs but should also achieve a work life occupational balance.
- 🌱 The EACHOT website provides information, resources, activities and connections, to facilitate an individualised, inspiring, innovative and sustainable solution for employability and future career progression.

References:

- Casson (1930) *The Dorset House School of Occupational Therapy Re-Development and Extension Plans* John Wright and Sons Ltd Stonebridge Press Bristol <https://radar.brookes.ac.uk/radar/file/fd4ec4a7-3b1e-4f5f-bc34-eaefc7d39675/1/DH-4-3.pdf>
- NHS (2023) *NHS Long Term Workforce Plan* 30 June 2023 <https://www.england.nhs.uk/publication/nhs-long-term-workforce-plan/>
- Royal College of Occupational Therapists (2023) *Workforce survey report 2023* <https://www.rcot.co.uk/latest-news/workforce-survey-report-2023>

Objectives









- To use co-creation principles to create an EACHOT website developed **by** occupational therapists **for** the occupational therapy community.
- The EACHOT will support an individual's agency, self-efficacy and confidence around employability and career progression, using a life-long, life-wide approach to employability regardless of their occupational therapy context and / or length of career.

Methods



EACHOT Phase 2 Questionnaire Survey

You are invited to participate in this questionnaire survey. This questionnaire survey is Phase 2 of the Employability and Career Hub for Occupational Therapists (EACHOT) Elizabeth Casson Fellowship project (please see <https://elizabethcasson.org.uk/news-announcements/7763/>). The EACHOT will support agency, self-efficacy and confidence for Occupational Therapists to proactively develop their employability and career. Phase 1 of this project gathered information from the EACHOT occupational therapy community via three discussion forums – exploring experiences, knowledge and needs of Occupational Therapists in the area of employability and career progression.

-  The project applied co-creation principles (Chambers et al., 2022; Dibley et al., 2012; Jansen and Pieters, 2017) with occupational therapists from across the UK, representing a wide range of personal, clinical and career progression contexts.
-  **Phase 1 (May-July 2024):** Three discussion forums (experiences, knowledge and understanding, and needs) n=50. Thematic analysis and descriptive statistics.
-  **Phase 2 (August-December 2024):** Questionnaire survey (n=81) and interactive feedback activities (n=100+). Member checking. Thematic analysis and descriptive statistics.
-  **Phase 3 (January 2025-December 2025):** Creation of the EACHOT webpages. Two phases of member checking and feedback and review (October 2025 and December 2025).
-  Proactive efforts were made to facilitate participation from under-represented and marginalised groups.
-  Five co-creators worked with the EACHOT project lead throughout.

References:

- Chambers, J, Wyborn, C, Klenk, N, Ryan, M, Serban, A, Bennett, N, Brennan, R, Charli-Joseph, L, Fernández-Giménez, M, Galvin, K, Goldstein, B, Haller, T, Hill, R, Munera, C, Nel, C, Österblom, H, Reid, R, Riechers, M, Spierenburg, M, Tengö, M, Bennett, E, Brandeis, A, Chatterton, P, Cockburn, J, Cvitanovic, C, Dumrongrojwathana, P, Durán, A, Gerber, J, Green, J, Gruby, R, Guerrero, A, Horcea-Milcu, A, Montana, J, Steyaert, P, Zaehring, J, Bednarek, A, Curran, K, Fada, S, Hutton, J, Leimona, B, Pickering, T, Rondeau, R (2022) Coproductive agility and four collaborative pathways to sustainability transformations, *Global Environmental Change*, Volume 72, 2022, 102422, ISSN 0959-3780, <https://doi.org/10.1016/j.gloenvcha.2021.102422>.
- Dibley, A, Yenicioglu, B, Clark, M (2012) *How Collaborative Innovation and Co-Creation Can Deliver Value: A Stakeholder Approach*, January, 2012 University of Reading
- Jansen, S and Pieters, M (2017) *The Seven Principles of Complete Co-Creation* BIS Publishers The Netherlands

Results



Ten content areas were identified to be embedded within the EACHOT website.

- 📌 Employability and career guidance and support.
- 📌 Career stories and case exemplars.
- 📌 Space for social connection and belonging.
- 📌 Career development.
- 📌 How to use and build the evidence base for occupational therapy.
- 📌 Facilitating an accessible and equitable workplace.
- 📌 Financial literacy.
- 📌 Using existing frameworks to support employability and career progression.
- 📌 Building my networks and community.
- 📌 Working towards occupational balance.

The EACHOT content is accessible, spanning a range of engaging formats in response to needs identified from the discussion forums and the questionnaire survey results.

Conclusions and significance to the Occupational Therapy profession

- 🌐 The EACHOT website for UK occupational therapists, facilitates a proactive and individualised approach to an individual's employability and career progression, across the working context and career trajectory of any Occupational Therapist.
- 🌐 The EACHOT model could be adapted demographically and culturally for use across the WFOT regions.
- 🌐 **“The EACHOT project is creating a movement by occupational therapists for occupational therapists and about empowering the profession”**. This quote from an EACHOT community member reflects the impact of the EACHOT not only to inspire innovation of an individual Occupational Therapist's future but the potential impact of the EACHOT on the wider occupational therapy profession.
- 🌐 You can find more information about the EACHOT project at the Elizabeth Casson Trust website <https://elizabethcasson.org.uk/>

