

Impact report

Shaping the future
of care through
apprenticeships

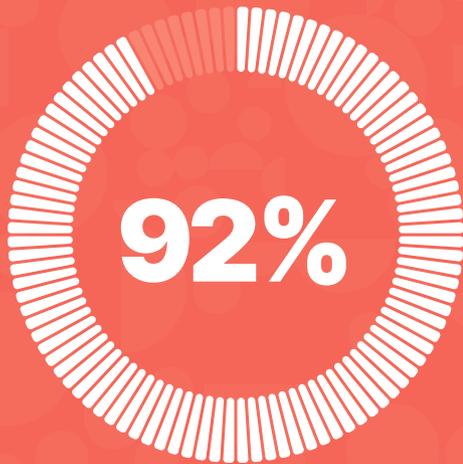
2025

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Welcome from our CEO

Apprenticeships are not a short-term fix, but a strategic investment in long-term workforce resilience; building motivated, confident teams who stay, grow, and lead, while uplifting the quality of care and strengthening the entire sector.



of learners went on to
positive destinations



2025 has been a year of growth, resilience, and measurable impact. At Paragon Skills, our mission remains clear: to change lives through learning. We passionately believe that, when delivered well, vocational learning can be transformative for individuals and their employers. We continually strive to honour our pledge to deliver an outstanding teaching and learning experience to every learner, every time.

The care sector continues to face workforce shortages, high turnover, and increasing regulatory demands. Against this backdrop, apprenticeships are proving to be one of the most effective ways to address these challenges. They build capability, create loyalty, and provide sustainable career pathways in care.

We have seen first-hand how apprenticeships transform recruitment and retention for care providers. They are not a short-term fix, but a strategic investment in long-term workforce resilience. Care settings that embrace apprenticeships develop motivated, confident teams who stay committed, grow in confidence, and lead with skill. This is why Paragon Skills is proud to be recognised as the number one apprenticeship provider in the care sector (in both quality and scale), and why our impact, from improved retention to stronger leadership pipelines, is being felt across thousands of employers and tens of thousands of learners nationwide.

This report celebrates the achievements of our learners, employers, and colleagues, and highlights the measurable difference apprenticeships are making to the care workforce. Most importantly, it demonstrates why choosing apprenticeships is a strategic choice for the future of care: not just filling vacancies, but building careers and creating a profession people are proud to be part of.

The ripple effect of this investment is sector-wide. Training through apprenticeships uplifts the quality of care, enhances regulatory compliance, and raises the professional standing of the workforce as a whole. By building confident, capable teams, apprenticeships do not just benefit individual care settings but strengthen the resilience and reputation of the entire care sector. There is always more to do but we're delighted to share the impact that our market leading programmes have had in 2025.

James Swaffield
CEO, Paragon Skills

Who we are: Paragon Skills

For two decades, Paragon Skills has delivered outstanding apprenticeship training, earning national recognition and in 2023 securing a 'Good' Ofsted rating with strong employer and learner feedback. We are rated 4.8* on Trustpilot with over 870 reviews demonstrating the impact of our training on individuals, businesses and the care sector as a whole.



Rated Good
by Ofsted with
outstanding
employer
and learner
feedback

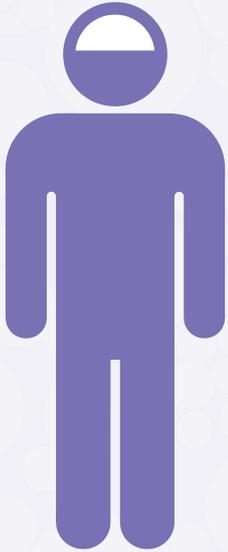
★ Trustpilot



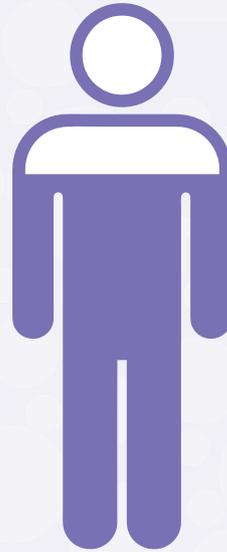
870+
reviews

4.8* on
Trustpilot

Learner

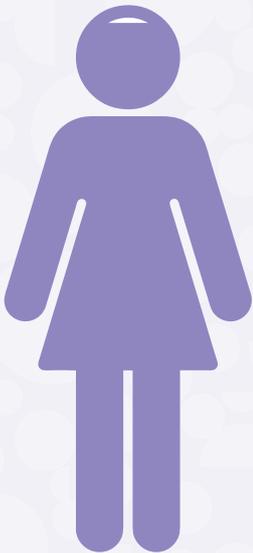


95%
of learners
developed new
skills



75%
of learners
took on extra
responsibilities

Employers



99%
employer
satisfaction



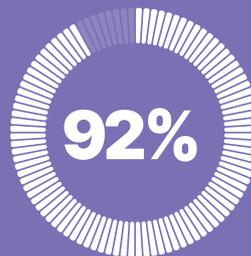
99%
say
apprenticeships
are important

Paragon Skills at a glance

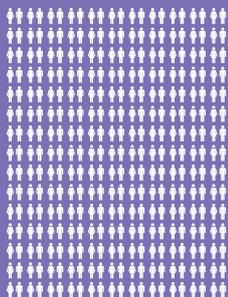
High-quality apprenticeship delivery is our mantra and ensures all our activity aligns with our pledge, **“to deliver an outstanding teaching & learning experience to every learner, every time”**.



National
apprenticeship
provider
specialising
in care and
healthcare
education



92% of learners
moved on
to a positive
destination



8,169
learners signed
up for training
in 2024/25



3,098
employer
partners
supported
nationwide

Why this matters:

Our apprenticeship training gives people in the care sector the skills, confidence and knowledge to excel. We help learners deliver quality care, support businesses to grow and retain talent, and strengthen the sector. By developing capable, compassionate professionals, we're building a future-ready workforce that meets community needs and drives lasting change.

Values, pledge & purpose

At Paragon Skills, our purpose is to inspire people to succeed. Guided by our pledge to deliver an outstanding teaching and learning experience to every learner, every time, we live by our “Five E’s,” bringing passion, energy, and expertise to everything we do. Our enthusiastic and forward-thinking people motivate others to be their best, excel in performance, and deliver with professionalism. Confident and unique, we influence and enhance lives through meaningful learning.

Our Purpose

Inspiring people to succeed

Our Pledge

To deliver an outstanding teaching and learning experience to every learner, every time.

Our Values

energy

experience

energise

edge

execute

We are dedicated to:

**Supporting
care
employers to
build skilled,
sustainable
workforces.**

**Empowering
learners with
the skills and
confidence to
thrive.**

**Strengthening
communities
through
careers in
care and
education.**

Why this matters:

Care providers who invest in apprenticeships gain teams who are capable, engaged, and motivated to stay. This approach directly improves recruitment and retention outcomes, enhances quality of care, and creates a sustainable pipeline of skilled professionals ready to step into future leadership roles.

Employer partners

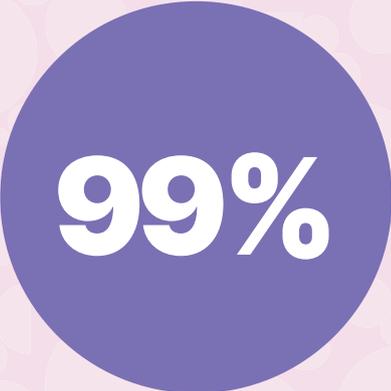
Across England, more than 2,200 care organisations trust us to help them grow, develop, and support their teams. Our employer partners play a vital role in shaping a stronger, more skilled care sector, one that delivers the quality and compassion people deserve. Here are just some of the incredible employers we're proud to work with.



The role of apprenticeships in care

Apprenticeships are not just training programmes; they are catalysts for workforce stability, career growth, and sector-wide impact. In a sector challenged by recruitment, retention, and skill shortages, apprenticeships deliver measurable benefits for learners, care employers, and the wider sector.

90% learner satisfaction



99%

**of employers say
apprenticeships are
important**



95%

**report increased
productivity and
competence**



95%

**say they help fill
critical
skills gaps**



93%

**of learners improved
communication skills**



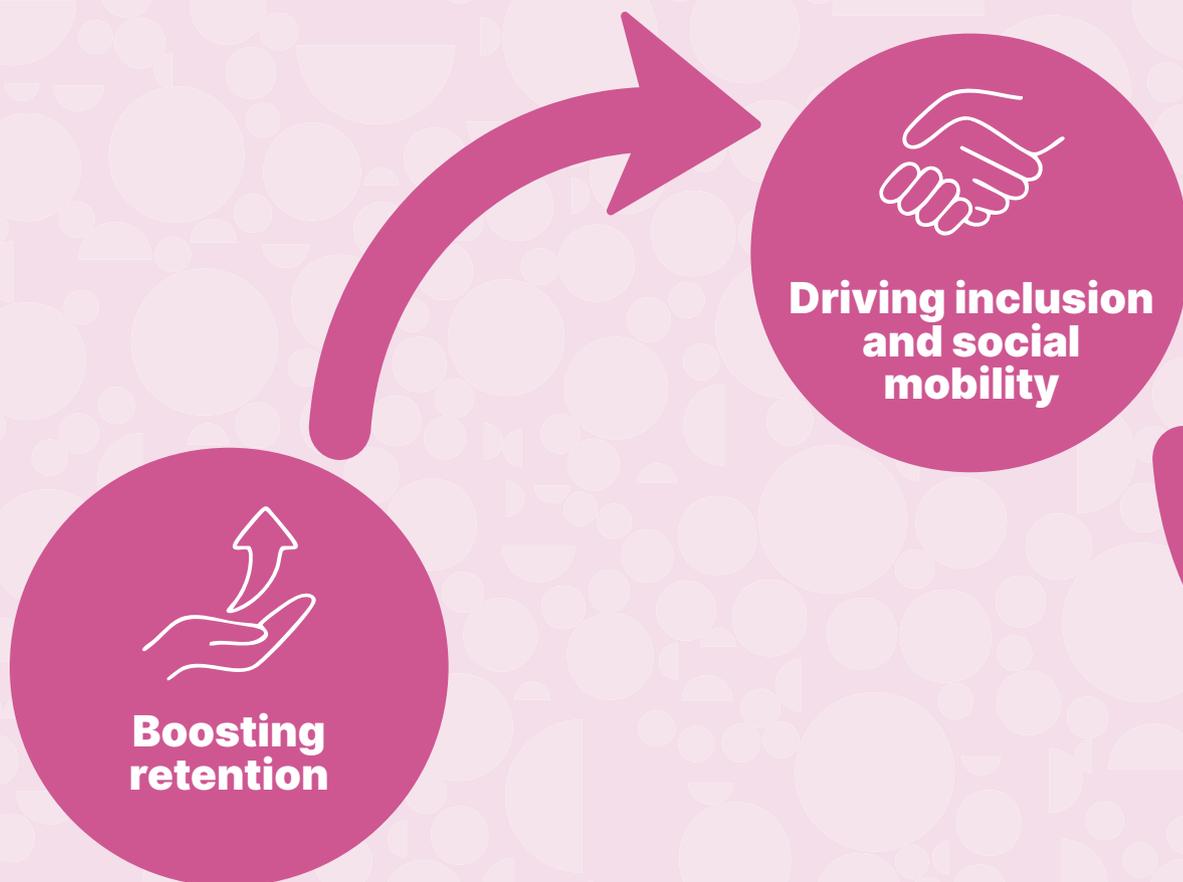
96%

**of learners felt
better prepared for
working life**

Why this matters:

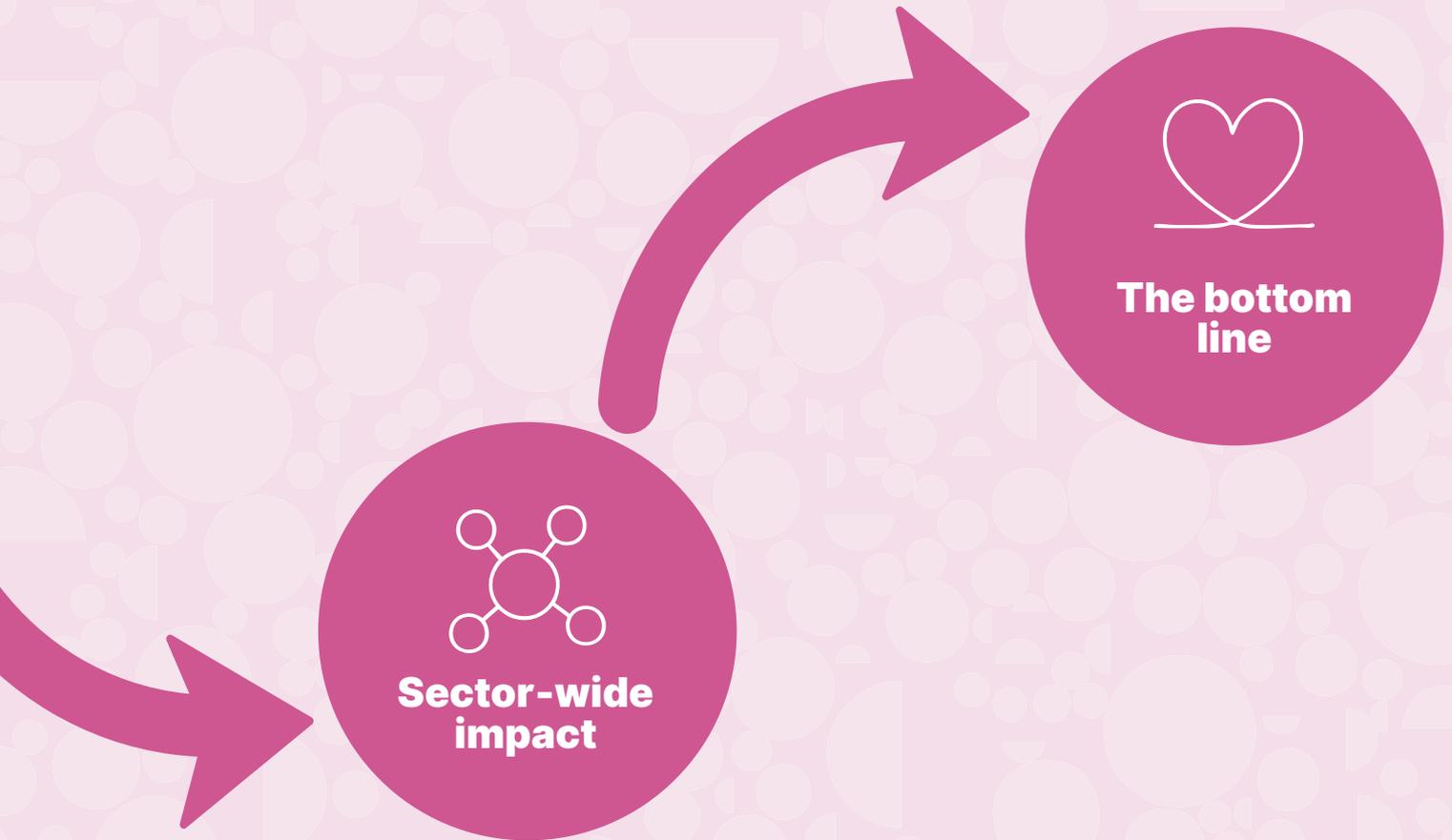
For care employers, this translates into reduced reliance on agency staff, lower recruitment costs, and consistent, high-quality care. Apprentices also gain confidence, practical skills, and clarity on career pathways, ensuring they progress within the sector and become future leaders.

Apprenticeships provide accessible career pathways, welcoming learners from diverse and under-represented backgrounds. This strengthens teams, enhances diversity, and ensures care settings reflect the communities they serve.



Apprenticeship trained staff are more likely to stay, develop, and take on leadership roles. This stability improves outcomes for service users and supports organisational resilience.

Apprenticeships build a pipeline of loyal, skilled employees who deliver excellent care, strengthen businesses, and drive long-term positive change across the care sector.



By equipping learners with skills, confidence, and leadership potential, apprenticeships uplift professional standards across care. They strengthen recruitment pipelines, reduce sector-wide turnover, and contribute to the overall reputation and quality of care delivery.

Our year in numbers

Learners went onto positive destinations

92%

Learners made recommendations that improved business

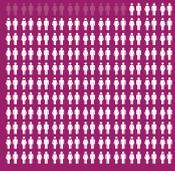
77%

Learners received a promotion

46%

Learners had improved communication skills

93%



8,169

learners supported in
the last 12 months



3,098

employers supported
in the last 12 months



90%

learner
satisfaction



99%

employer
satisfaction



28%

of our learners are
from an ethnically
diverse background



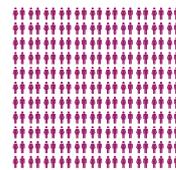
412

learners placed in
the last 12 months
through our free
recruitment service



£16m

levy funds raised*



5,830

levy learners
supported in the
last 12 months*

Our approach to apprenticeships

Training must do more than tick a box; it must create measurable impact, workforce growth, and lasting change. That belief is at the heart of the Elevate Curriculum; a modern, purpose-driven approach to apprenticeships in care. Designed in partnership with employers and industry experts, Elevate focuses on building real-world capability, improving retention, and developing confident, compassionate leaders who will shape the future of care.

99% employer satisfaction

Embedding responsibility and sustainability

Elevate instils professional growth, social responsibility, and sustainability awareness. Apprentices become ambassadors for positive change.

Why Elevate matters for employers:

1

Deliver faster,
deeper impact

2

Improve retention
and reduce
recruitment costs

3

Build a motivated
workforce ready
for progression

4

Embed values
of sustainability,
responsibility,
and continuous
improvement

Why this matters:

Elevate sets a new standard in apprenticeship training, shaping a workforce that leads with confidence, compassion, and ambition. It's more than a programme; it's a movement for progress. Through Elevate, learners gain the skills and mindset to not only tackle today's challenges but to inspire growth, innovation, and lasting change across the care sector.

Learning that drives growth

Elevate combines digital learning, interactive workshops, and hands-on activities led by expert tutors. Apprentices gain practical, job-relevant skills that can be applied immediately.



75%

took on extra responsibilities

The result

Confident learners who apply knowledge with impact, driving performance and innovation across your organisation.

Building skills that stick

The Flipped Learning model develops skills step by step. Core skills are learned online, then reinforced in workshops and real-world application.



95%

developed new skills

The change you'll see

A workforce that retains knowledge, adapts quickly, and grows into higher-level roles.

Creating connections & perspectives

Group workshops give apprentices the chance to network across the sector, fostering collaboration and sharing best practice.



improved communication skills

The growth this sparks

Fresh ideas brought back into your organisation.

Personalised learning, greater engagement

Every apprentice has a dedicated tutor who tailors the learning journey to their strengths, challenges, and career goals.



clear idea of future

How this benefits you

Less wasted training, more completions, and a stronger pipeline of future leaders.

Employer impact

Paragon Skills is committed to creating lasting, measurable impact for our employer partners. Through the Evolve account model, we work closely with care settings to understand workforce challenges, align training with organisational goals, and deliver apprenticeship programmes that drive real change.

Working in partnership with Paragon Skills, the business ensures that we are offering each and every one of our team the best possible training to ensure that they not only grow and develop their skillset and work-based knowledge but also that they grow in confidence and self-esteem.

Tricuro - Employer Partner

Our team acts as an extension of each employer, providing strategic advice, proactive support, and tailored solutions. This partnership approach ensures apprentices are recruited, trained, and retained in ways that strengthen the business, improve team stability, and enhance the quality of care delivered.



100%

100% of strategic employers report increased staff capability and confidence. Evolve turns apprenticeships into strategic tools for workforce transformation, helping care settings thrive today and prepare for tomorrow.

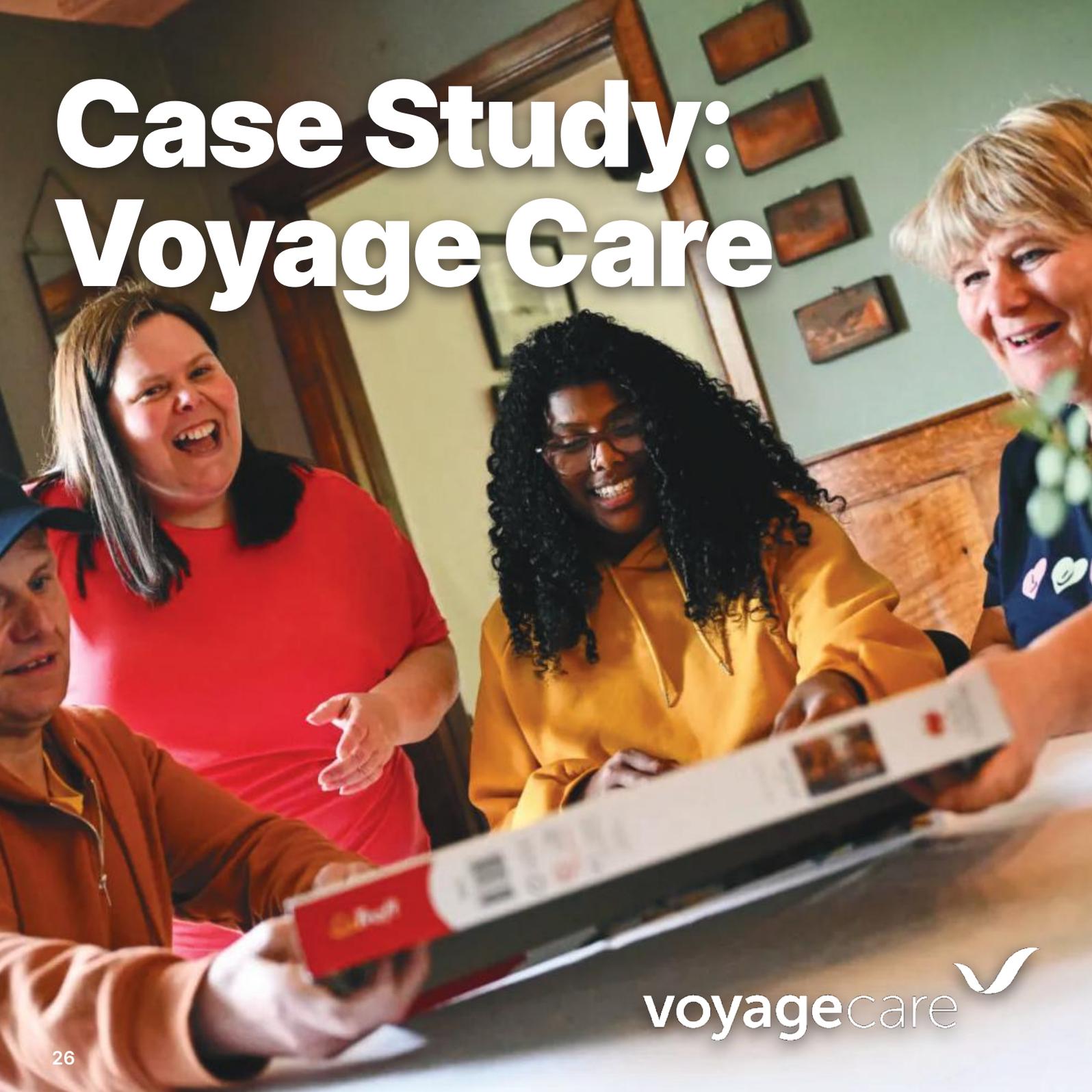


By supporting employers to build sustainable, skilled teams, Paragon Skills contributes to a stronger care sector. Organisations benefit from loyal, competent staff who elevate service quality, reduce reliance on temporary staffing, and embed leadership potential across the business.

Why this matters:

Evolve drives growth in apprentice numbers, strengthens workforce retention, and delivers clear, measurable outcomes by building relationships founded on trust, value, and collaboration. Through this approach, Evolve ensures your apprenticeship strategy creates lasting change and shapes a workforce ready to meet today's challenges and tomorrow's opportunities.

Case Study: Voyage Care



voyagecare 

Driving workforce transformation through partnership

At Paragon Skills, we believe that people power the future of care. The UK care sector continues to face major challenges; from 130,000+ vacancies to high turnover and increasing complexity of care. Our partnership with Voyage Care demonstrates how high-quality apprenticeships can deliver measurable impact, building a skilled, sustainable workforce ready to meet the sector's evolving needs.



130,000+

current live care vacancies in UK

Our tailored approach focuses on practical learning, professional recognition, and long-term retention; ensuring colleagues not only achieve qualifications but grow in confidence and capability.

Skills developed through our partnership



Care & support

Training focuses on developing confidence, professionalism, teamwork, and decision-making, supporting apprentices to grow and thrive in their care careers.



Functional skills

Apprenticeships include core training in English and maths, with knowledge assessed through written tasks, practical activities, and observed sessions.



Leadership & management

Apprentices gain hands-on, role-specific experience, with some programmes such as the Level 3 Lead Adult Care Worker apprenticeship using immersive tools (e.g. VR) to enhance clinical and communication skills.



Confidence & communication

Programmes create clear routes for career progression, helping staff build confidence, competence, and readiness to move into supervisory or leadership roles.

Partnership highlights



Improved retention and internal progression



Nationally recognised qualifications across multiple levels



Career pathways aligned with the Care Workforce Pathway



A strengthened employer brand and “employer of choice” status for Voyage Care

Offering the apprenticeships to our colleagues develops and builds on their skills and boosts their confidence which in turn benefits the people we support.

Voyage Care

Pass rate breakdown

Pass

12%

Merit

46%

Distinction

37%

voyagecare 

Engaging the next generation

With only 8% of the current care workforce under 25, attracting young people is essential to the sector's long-term success. In collaboration with Voyage Care, we've developed the Young Apprenticeship Programme; a pathway that gives 18+ learners the opportunity to earn while they learn, gain practical experience, and build lasting careers in care.



8% of the
current care
workforce
under 25



This initiative builds a sustainable talent pipeline while reducing turnover, agency use, and recruitment costs.

Driving change, together

Embedding
leadership and
professional
standards across
every level

Creating
measurable
improvements
in recruitment,
retention, and
engagement

Building a
resilient,
future-ready
care workforce

Why this matters:

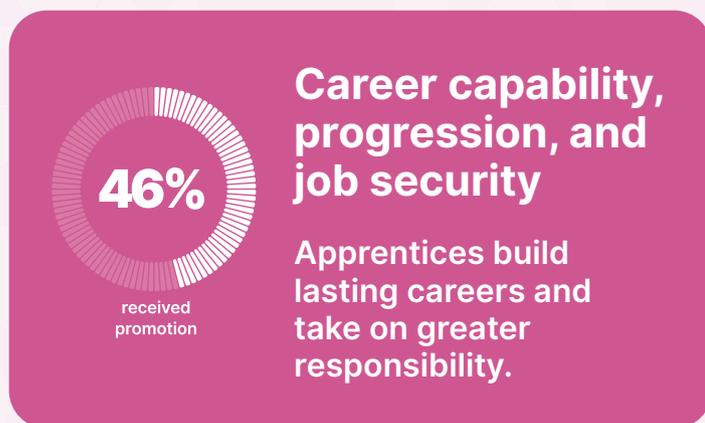
By continuing to collaborate, innovate, and deliver excellence in training, Paragon Skills and Voyage Care are not only meeting today's workforce challenges; we're shaping a stronger, more sustainable future for the care sector.

The impact of apprenticeships

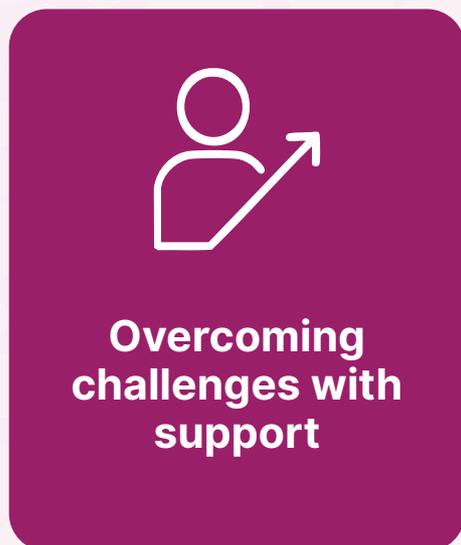
Apprenticeships build a skilled, confident, and productive workforce; addressing critical skills gaps and improving productivity across care and education. Learner feedback from 2024–2025 shows that the vast majority progressed to positive career outcomes, securing jobs, advancing roles, and enhancing employability.

By creating a safe and engaging learning environment where individuals feel respected and motivated, apprenticeships drive lasting growth; leading to stronger retention, clearer progression pathways, and a workforce equipped for the demands of today and tomorrow.

Two areas of most impact:



Personal Tutors guide and empower every learner:



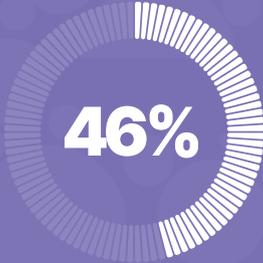
Our learner impact



went onto positive destinations



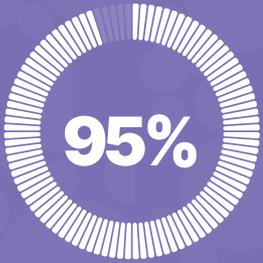
helped perform job better



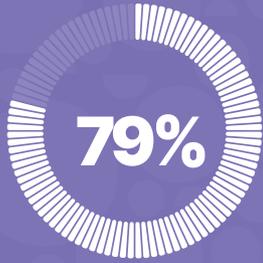
received promotion



received pay rise



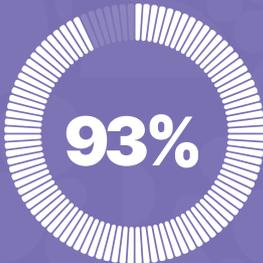
developed new skills



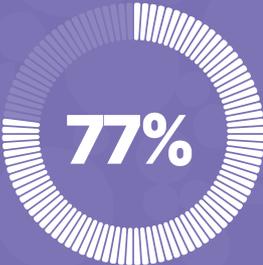
took on extra responsibilities



clear idea on future



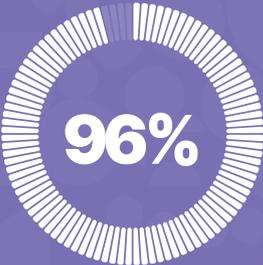
improved communication



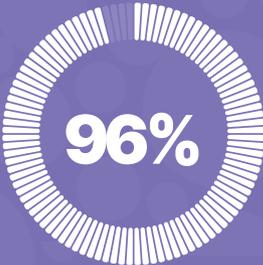
made recommendations that improved business



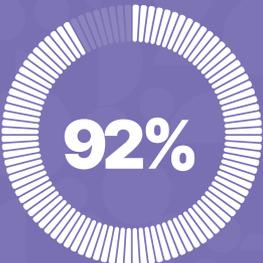
helped protect online and in real-life



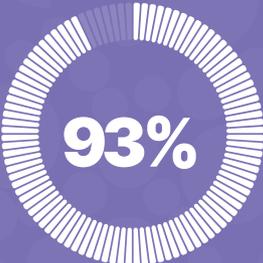
helped keep physically/mentally well



helped prepare for working life



CIAG provided helped discover goals and ambitions



CIAG helped understand different routes to achieve goals

The impact goes further:



Apprenticeships drive social mobility by making skilled careers achievable for everyone



They improve inclusion by welcoming candidates from under-represented groups



They boost productivity and help close skills gaps across industries



They support lifelong learning, ensuring a workforce that can adapt and grow with change

Why this matters:

Apprenticeships attract and develop talent that grows within the care sector, building a diverse and motivated workforce. They strengthen succession planning, improve retention, and support social equity while meeting the sector's skills needs, creating lasting value for care organisations and their communities.

Customer satisfaction

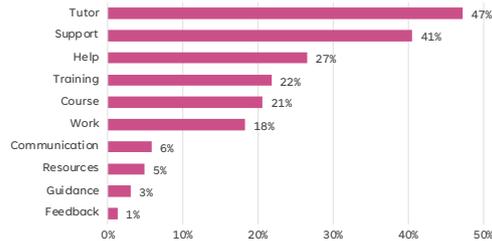
At Paragon Skills, customer satisfaction sits at the heart of everything we do. We measure our success not only by the skills our learners gain, but also by the experiences of apprentices and the organisations they work for.

By prioritising personalised support, clear communication, and a seamless learning journey, we ensure both learners and employer partners feel valued, confident, and supported throughout every stage of the apprenticeship process. This focus on satisfaction drives higher engagement, stronger retention, and measurable impact across care settings.

Learner satisfaction breakdown

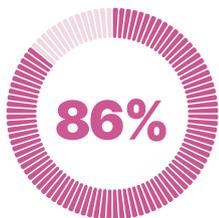


90%
learner
satisfaction

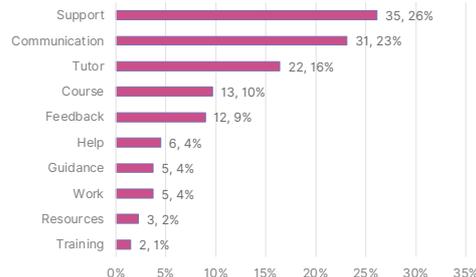


I was nervous about studying again, but the encouragement I've had from my tutor has made all the difference. The platform is easy to use, and I've gained so much knowledge I can apply in my role.

Employer satisfaction breakdown



86%
employer
satisfaction



The staff from Paragon Skills continuously go out their way to ensure the apprentice gets all the support they need. They also keep me in the know throughout.

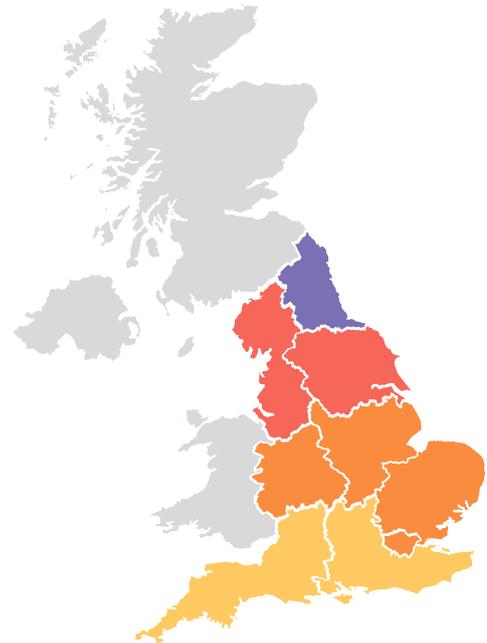
Our reach

Paragon Skills works with a wide network of employer partners across England, delivering apprenticeship training in every region of the country. Our national reach ensures that, wherever learners and employers are based, they can access the same high-quality, consistent training and development, supporting skills growth and career progression across the UK.

We take pride in delivering employer-tailored and flexible apprenticeship training with a truly national reach. Our programmes are designed in partnership with employers to meet the specific needs of their workforce, ensuring that learning is directly relevant to real workplace demands. By focusing on practical skills and long-term development, we help apprentices and employers alike to achieve meaningful career and business progression across every region of the UK.

Learner reach

This map highlights where our partners are located and where we have delivered training over the past year.

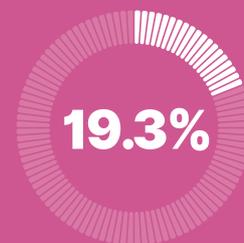


Why this matters:

Partnering with a trusted national provider gives you access to proven training across England and a growing network of employers building skilled, motivated teams. By connecting learners and employers across regions, we help bridge gaps and maintain consistent standards nationwide.

We encourage people from under-represented and minority backgrounds to consider apprenticeships because they bring fresh perspectives, strengthen workplaces, and reflect the communities we serve.

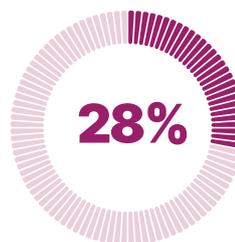
Over recent decades, the UK's labour market has become noticeably more ethnically diverse. According to the latest census data, about **19.3%** of the working-age population in England and Wales are from Asian, Black, Mixed or Other (non-White British) ethnic groups.



of the UK's labour market are ethnically diverse

Diversity reach

Our apprenticeship programmes are reaching ethnically diverse learners. In the past 12 months, **28%** of our learners are from a minority background.



of Paragon Skills learners are from an ethnically diverse background

This reflects our commitment to building an inclusive learning environment that represents the communities our learners serve. Having a higher level of diversity among our apprentices brings fresh perspectives and strengthens the future of the care workforce, ensuring it remains compassionate, culturally aware, and equipped to meet the needs of everyone it supports.

Representation in the labour market

Diversity is essential to the strength and effectiveness of the care sector. The people receiving care come from a wide range of backgrounds, cultures, and life experiences, and a diverse workforce helps ensure that care is truly person-centred. When teams include people with different perspectives and lived experiences, they are better equipped to understand, empathise, and respond to the varied needs of those they support. A diverse workforce also fosters innovation and collaboration, helping organisations find creative solutions to challenges and improve the overall quality of care.

Diversity drives meaningful change

Stronger decision making & innovation

Diverse teams bring varied experiences and viewpoints, improving problem-solving and fostering innovation

Business performance

Evidence shows that integrating diverse talent leads to improved financial performance, growth, and resilience

Why this matters:

Diversity in apprenticeships brings fresh perspectives, innovation, and balance to the care sector. By opening opportunities to people from all backgrounds, we strengthen teams, reflect the communities we serve, and build a more inclusive, resilient workforce for the future.

Learner quotes

Learner feedback is incredibly important to us as it provides genuine, first-hand insight into the impact of our training. These authentic voices not only build trust and transparency but also help future learners and employers make confident, informed choices about joining Paragon Skills.

My level 2 experience has been amazing, throughout the course I was nervous, but being guided by my tutor it's just been such a smooth, pleasant journey ... doing this apprenticeship was so worth it ... I will definitely be back for my level 3.

I've not previously done an apprenticeship and I felt scared regarding the process of it all. But with the help of my tutor I felt confident in myself. She was so supportive throughout the whole course ... Paragon Skills has such a wonderful group of people ...

This was the most professional training course I have done. I had the same tutor all the way through. ... She was very supportive and helpful ... I highly recommend Paragon Skills

My tutor was absolutely amazing throughout my learning journey. She was not only knowledgeable but also incredibly supportive and encouraging ... Her belief in me never wavered, and that gave me the confidence to keep going.

I've just completed my apprenticeship programme, and I couldn't be more grateful ... the company provided an environment that was both supportive and inspiring ... My tutor's knowledge, patience, and genuine dedication ... were truly remarkable

I was really nervous about beginning an apprenticeship ... My tutor has been amazing ... She has supported me in building my confidence, giving me constructive feedback and growing within my role."

I recently completed my Level 3 in Health and Social Care with Paragon Skills, and I couldn't be more grateful for the support and guidance I received throughout the course. ... Paragon Skills has been fantastic ... genuinely committed to helping learners succeed.

My journey completing the Level 2 Diploma in Adult Care ... I felt fully supported throughout the whole journey ... The structure of the programme was clear and manageable ... My tutor ... was absolutely fantastic ... made the whole process feel achievable.

Recruitment

Recruiting the right people is one of the biggest challenges in care. High demand, staffing shortages, and time pressures make it overwhelming. Paragon Skills offers a free apprenticeship recruitment service to simplify the process and connect you with candidates who fill vacancies and grow with your organisation.

412 learners placed in the last 12 months through our free recruitment service



Over 50% of adult social care providers report difficulty recruiting



412

learners placed in the last 12 Months



325

adverts placed in the last 12 Months

A service built for impact

How It works in four steps:

1

Promotion

We promote your vacancy across national job boards, reaching a wide audience.

2

Interview

We shortlist candidates and coordinate interviews

3

Feedback

You provide feedback; we support your decision.

4

Enrolment

Once chosen, we manage enrolment onto the apprenticeship programme.

Why this matters:

Recruiting through apprenticeships supports succession planning, improves retention, and boosts productivity; all at no cost to employers. With a broad national reach, it builds your reputation while promoting social mobility and diversity across the care sector.



Case study: Learner

**Manuela Peach
Lead Adult
Care Worker
Apprentice**

Growing confidence, inspiring change

After redundancy from her finance role during the Covid-19 pandemic, Manuela Peach joined the care sector to make a difference. She began as bank staff supporting people with learning difficulties and autism, quickly progressing to a senior support worker role through dedication and a desire to learn.



“My Level 3 gave me the confidence to improve our service, and I’ve encouraged my colleagues to start their own apprenticeship journeys.”

With support from her tutor and manager, Manuela became an advocate for learning and development in her workplace. She now plans to progress into management, continuing her journey of growth and leadership.

Completing her Level 3 Lead Adult Care Worker apprenticeship gave Manuela the confidence and knowledge to improve care quality, strengthen safeguarding, and share best practice with her team.

Why this matters:

Manuela’s story shows how apprenticeships unlock potential, boost confidence, and build stronger teams. By developing skilled, motivated people from within, the care sector benefits from lasting growth and better outcomes for those it supports.

The impact of reinvesting levy funding

Many large employers do not fully use their apprenticeship levy, and up to 25% of unspent funds can be transferred to support apprenticeships in other organisations. Levy transfers help smaller businesses access quality training while enabling larger employers to invest in developing skills across their sector and community.

Driving change through shared investment

92%

of learners had
a clear idea
on their
future

Learners access
high-quality
training that
transforms
careers

95%

of learners
performed
their jobs
better

Employers in
critical sectors
strengthen
their workforce
without financial
barriers



£16m

in levy funds
successfully transferred*



5,830

learners supported
by levy funds*

Why this matters:

For large employers, unused levy funds can become a powerful CSR tool that strengthens reputation and social impact. For SMEs, funded apprenticeships remove barriers to building skilled, sustainable teams. For learners, they open access to training that supports long-term career success and growth.

Social Impact

At Paragon Skills, our commitment to environmental, social, and governance (ESG) principles is deeply embedded in everything we do and forms the foundation of our strategy within the care sector. Our ESG approach is focused on creating meaningful, measurable impact; supporting learners to thrive, enabling care employers to build sustainable workforces, and strengthening the communities we serve.

398 volunteering hours
were completed
by our colleagues

ESG and Social Impact at the heart of Paragon Skills

Empowering people



We create inclusive apprenticeship opportunities, supporting social mobility and building a diverse, engaged, and equitable workforce for the care sector.

Strengthening communities



Our training drives measurable local and national impact by equipping care professionals with skills that improve service quality, strengthen recruitment pipelines, and enhance sector-wide standards.

Protecting the environment



We are committed to sustainable practices within our operations and promote awareness of environmental responsibility within our training programmes.

Championing good governance



We ensure strong compliance, accountability, and a culture of integrity across all our programmes and partnerships.

Why this matters:

At Paragon Skills, our ESG approach drives real impact across the care sector. We empower diverse learners, strengthen communities through high-quality training, promote sustainability, and uphold strong governance. Together, these values build a skilled, ethical, and resilient care workforce for the future.

Awards

Paragon Skills is proud to be recognised for excellence in care sector training through multiple industry awards. Being nominated for these accolades is an achievement in itself, highlighting the strength of our partnerships, the dedication of our team, and the outstanding progress of our learners. Winning is more than a moment of celebration; it's a testament to the lasting impact we create for care employers, learners, and communities across the UK.



The Perfumery Art School UK Ltd
Best Online Perfumery School - Western Europe



Why this matters:

Each award highlights our commitment to quality, innovation, and measurable impact. For our partners, this recognition proves that investing in apprenticeships with Paragon Skills delivers stronger teams, improved retention, and a workforce ready to meet the changing needs of the care sector.

Conclusion

Apprenticeships with Paragon Skills are more than training programmes; they are powerful catalysts for growth, resilience, and lasting impact across the care sector.

Our programmes equip learners with the skills, confidence, and leadership potential they need to excel in their roles, opening doors to career progression and creating pathways into senior positions.

For care employers, our apprenticeship model strengthens teams, improves retention, and enhances operational performance. By embedding practical, relevant training into day-to-day work, staff become more capable, engaged, and committed, reducing turnover and reliance on temporary staffing, while driving higher-quality care delivery.

The benefits extend beyond individual organisations. By developing a skilled, motivated, and confident workforce, Paragon Skills contributes to raising professional standards, improving service quality, and addressing sector-wide recruitment and retention challenges. Our commitment to inclusion, social mobility, and innovation ensures that the impact of apprenticeships is felt across communities and the care sector as a whole.

From measurable learner outcomes to strengthened businesses and a more resilient sector, the evidence is clear: investing in apprenticeships with Paragon Skills creates a ripple effect of positive change. Together, we are shaping a future-ready workforce capable of meeting today's challenges and driving long-term progress in care. Our focus remains on delivering meaningful impact, ensuring that every learner, employer, and community benefits from the growth, development, and innovation we champion.

**paragon
skills**



Paragon Skills is a leading national training provider delivering first class apprenticeship programmes across a variety of sectors since 1998. Our dedicated Personal Tutors will integrate seamlessly with your business and be on hand to support your employees every step of the way.

We're passionate about learning and are committed to providing an outstanding experience for all our learners and employers.

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