

KNOVIA

# Impact Report Knovia Group.

Impact. Growth. Change.

2024

# Introduction to Knovia

**KNOVIA**



**Welcome to Knovia - a group of sector-focused, best-in-class, quality-driven training businesses. We are passionate about vocational education, fulfilling potential, and helping people succeed.**

I want to build on the incredible growth and success we have experienced at Paragon Skills over the last few years and more recently with Tempdent joining the Knovia group of companies. Together, we will expand that reach even further by growing in new and existing sectors and setting the industry benchmark in terms of learner outcomes, drawing on our expertise to support the individual growth and success of our businesses, ensuring that our focus on people and quality remains at the heart of everything we do.

We have huge ambition: our goal is to be the Number One provider in both size and quality within our chosen sectors, offering high-quality vocational training that supports social mobility, has a positive impact on people's lives, and provides much-needed skills to the UK workforce.

**Mark Botha**  
Chief Executive Officer

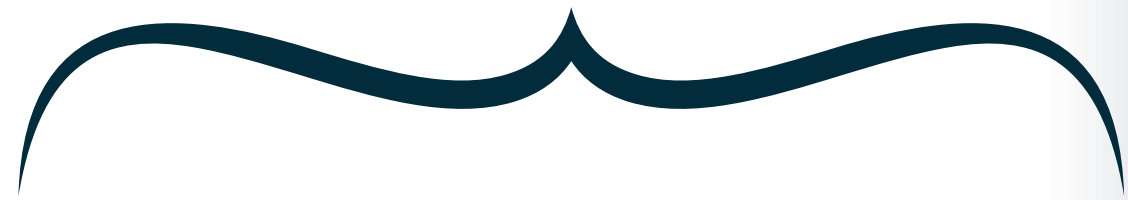
**Impact. Growth. Change.**

# Our impact

# KNOVIA

We are a collective of top-tier education businesses dedicated to enhancing professional capabilities. Our operations focus on sectors that significantly impact people's lives, fostering social progress and career advancement.

# KNOVIA



## paragon skills

## tempdent

★ RATEMYAPPRENTICESHIP  
**BEST 50 TRAINING PROVIDERS**  
2024 - 2025

★ RATEMYAPPRENTICESHIP  
**BEST 50 TRAINING PROVIDERS**  
2024 - 2025

Voted for by learners

Voted for by learners



We have trained



13,647

learners  
in the past 12 months



27,924+

learners  
in the past 5 years



40,000+

learners  
in the past 10 years



4,000+

employers



**Impact.**

Knovia comprises a group of leading, sector-focused, independent education businesses known for their innovative approaches. We excel at enhancing individuals' capabilities, equipping them with the skills to increase productivity, deliver superior service, and advance their careers.



**Growth.**

Our business model is well-funded, highly sustainable, and scalable. By leveraging sector expertise, thought leadership, and innovation, we integrate businesses swiftly and effectively, achieving synergies in a short period.



**Change.**

Our companies thrive under strong, ambitious, and experienced leadership, fostering a culture of growth and success. Our deep understanding of sector-specific challenges, coupled with our commitment to quality, compliance, and operational excellence, positions us as a trusted partner in a highly regulated market.

**Impact. Growth. Change.**

# Social impact

At Knovia, we pride ourselves on being a catalyst for professional and social mobility. Our innovative approach to vocational education in the healthcare and education sectors has empowered countless individuals to advance their careers and make a meaningful impact in their communities.

By offering practical, hands-on training that removes financial barriers, we've opened doors for people from diverse backgrounds, providing them with the skills and qualifications to thrive in their professions while earning as they learn.

Our sector-focused businesses have delivered tangible change by equipping individuals with the tools to be more productive and deliver better services, driving social impact at scale. We've seen firsthand how our commitment to growth and operational excellence has transformed lives and careers, positioning Knovia as a trusted partner in highly regulated industries. With our forward-thinking leadership, we continue to shape the future of professional mobility through vocational education, creating sustainable career pathways and fostering innovation that truly makes a difference.

**90%**

of apprentices had a clearer idea of their future

**81%**

of apprentices have taken on extra responsibilities

**93%**

of apprentices have had improved communication skills

**56%**

of apprentices received a promotion

**86%**

of apprentices stated that time in learning has helped them perform their job better

**65%**

of apprentices received a pay rise

**87%**

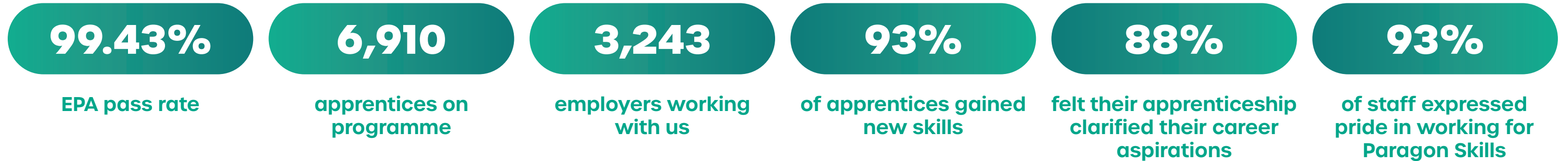
of apprentices developed new skills

Impact. Growth. Change.

# Paragon Skills

KNOVIA

Paragon Skills is dedicated to creating a positive social impact and advancing social mobility through their apprenticeship programmes. By providing high-quality training, Paragon Skills empowers individuals, breaks down barriers to opportunity, and fosters both personal and professional growth. They are deeply committed to creating pathways for success and supporting inclusive growth across communities.



Their apprenticeship programmes offer more than just academic development, equipping learners with essential lifelong skills. 93% of learners report gaining new skills, while their exceptional 99.43% EPA pass rate showcases the high standards of training. Furthermore, 65% of learners achieve a merit or distinction. Paragon Skills' commitment to quality education is reflected in their tailored delivery, consistently ensuring outstanding teaching and learning experiences. They collaborate with over 3,000 employers, many of whom have been long-standing partners.

This year has seen significant growth for Paragon Skills, driven by the dedication of their colleagues, employer partners, and apprentices. Specialising in the Care and Education sectors, Paragon Skills is committed to developing the skills, knowledge, and behaviours necessary for success in vocational careers. They provide exceptional support to learners, building confidence and preparing them to thrive in their professional journeys.

Paragon Skills aims to engage more individuals in apprenticeships and encourage businesses to champion the benefits of vocational training. They firmly believe apprenticeships play a crucial role in addressing some of society's most pressing challenges. The success of Paragon Skills is a testament to the hard work and commitment of their team, who are dedicated to helping learners excel and create lasting careers.

[find out more about Paragon Skills](#)



Impact. Growth. Change.

Tempdent has had a significant impact on apprentices and employers across the UK through their apprenticeship programmes over the past year. Specialising in recruiting and developing highly skilled professionals, Tempdent plays a key role in supporting dental practices and hospitals by delivering quality training that equips learners with essential skills for the dental sector.



**99.8%**

EPA pass rate

**1,572**

apprentices on programme

**1,113**

employers working with us

**92%**

of apprentices gained new skills

**92%**

felt their apprenticeship clarified their career aspirations

**97%**

of staff expressed pride in working for Tempdent

Their apprenticeship programmes go beyond academic achievement, providing apprentices with valuable personal and professional development. 92% of apprentices reported gaining new skills, and 92% said that their apprenticeship helped clarify their future career goals. Additionally, 80% of learners experienced a pay rise during or upon completing their apprenticeship, reflecting the tangible benefits of Tempdent's programmes.

Tempdent's commitment to quality is highlighted by their outstanding 99.8% pass rate, achieved through their trusted blended learning approach. Over the past year, they partnered with 1,113 employers across the country, providing best-in-class training to upskill dental teams and meet the growing demand for highly trained professionals in the industry.

Since their acquisition by Knovia in 2023, Tempdent has seen significant growth and development. The company welcomed 46 new team members this year, further strengthening their capabilities and commitment to delivering leading apprenticeships, training, and recruitment services for the dental industry. Their positive work culture is reflected in a recent staff survey, with an impressive 97% of employees expressing pride in working for Tempdent.

This growth and success are the result of strong collaboration between Tempdent's dedicated team, valued employer partners, and their apprentices, who are passionate about driving the dental industry forward. With these achievements, Tempdent continues to innovate and set the standard as the leading provider of dental apprenticeships and training in the UK.



**find out more about Tempdent**

# Conclusion

KNOVIA

**At Knovia, we are proud to lead the way in delivering impactful, innovative solutions across our group businesses, Paragon Skills and Tempdent. Together, we drive sustainable change by empowering individuals with the skills, knowledge, and tools they need to excel in their careers and make meaningful contributions to their industries. Our apprenticeship programmes go beyond academic achievement, fostering social mobility and creating lasting opportunities for personal and professional growth.**

The achievements of the past year demonstrate the collective dedication of our teams, apprentices, and employer partners. Paragon Skills and Tempdent have not only helped thousands of individuals develop lifelong skills but have also enhanced the sectors they serve by upskilling the workforce and supporting employers. We remain deeply committed to advancing our social and environmental goals, strengthening our partnerships, and contributing to the growth and success of the Care, Education, and Dental sectors.

Looking ahead, we will continue to innovate and expand our offerings, ensuring we provide best-in-class training and development that supports our learners, helps businesses thrive, and addresses some of society's most pressing challenges. Our success is a testament to the passion, expertise, and collaborative spirit of everyone involved, and we look forward to building on this momentum as we shape a brighter, more inclusive future.



**Impact. Growth. Change.**

**KNOVIA**

**Impact. Growth. Change.**