



John O'Conner

Creating better spaces to live and work

Opportunities in a Landbased Sector

- Horticulture
 - Landscaping
 - Pest Control
 - Tree Management
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Who Are John O'Connors?



- Established in 1969
- Family run business
- Employ over 600 staff
- Grounds Maintenance, Arboriculture
& Pest Control



John O'Conner Apprenticeship Scheme



Commenced 2011

Horticultural Apprenticeships
Business Administration

Now 2024

Horticultural Apprenticeships L2 & L3
Human Resources L3
Business Admin L3
Operational Manager L5
Plus Pest Control, Digital Tech, Arboriculture, Accounts

Team Leader L3
Project Manager L4
Chartered Manager L6

Award winning Scheme



Horticulture Apprenticeships

Clearly defined Apprenticeship Pathways

- Level 2 Landscape or Horticultural Operative
- Level 3 Landscape or Horticultural Supervisor
- New Level 5 Horticulture and Technical Manager Apprenticeship (degree level)



New Starter Development Programme

		Operative							
Milestone		1	2	3	4	5	6	7	8
Activity	Successful Recruitment	Company Induction & Health & Safety Module	Complete Machinery Module	Pass Theory Driving Test (subject to age)	Undertake Driving Lessons	Achieve Driving Licence	Horticultural Knowledge Module	Complete Linemarking Module	Employed as Operative on Hort team or as Ride on Driver or as Groundsman
Timescale		Week 1	1-8 Weeks	6-10 Weeks	11-20 Weeks	24-26 Weeks	9-26 Weeks	9-26 Weeks	27 Weeks
Health & Safety Module		Machinery Module		Horticultural Knowledge Module			Linemarking Module		
Manual Handling		Machinery Maintenance		Grass cutting			Machinery Set-up		
COSHH		Operation of Ped Mower		Border maintenance			Winter Marking		
HAVS		Operation of Strimmer		Pruning Practices			Summer Marking		
RAMS		Operation of Hedgecutter		Hedgecutting			Fastliner/Robot		
PPE		Operation of Blower		Summer & Winter Bedding			Initial Marking		
		Introduction to Ride On Mower		Leaf Clearance					



Thank you

Find out more at
www.johnoconner.co.uk