



Komatsu Apprenticeship Program

Creating value together



Unlock your potential with a Komatsu Apprenticeship

Our purpose

Creating value through manufacturing and technology innovation to empower a sustainable future where people, businesses and our planet thrive together.

Our values

Ambition

With a 'challenging spirit' and without fear of failure, we innovate and always aspire to do more.



Perseverance

Even when the work is difficult, we remain committed to our promises and reliably carry them through to completion.



Collaboration

Creating value comes from teamwork, inclusion, respect, diversity and a win-win approach to all relationships.



Authenticity

To earn and maintain trust, we always act with sincerity, integrity and honesty, and communicate transparently.



Our Story

Since 1921, Komatsu has stood for unrivalled quality and reliability. Our enduring global success stems from the principles of our founder, Meitaro Takeuchi, who envisioned a sustainable future built through quality, technological innovation, globalisation and talent development.

These defining principles, along with an emphasis on safety, compliance and social responsibility, remain part of our Komatsu DNA. Today, Komatsu is a leading global supplier of essential equipment, technologies and services for the construction, mining, forest, energy and manufacturing industries. Our purpose is to create value through manufacturing and technology innovation to empower a sustainable future where people, businesses and our planet thrive together.

For us, the key to achieving this is by putting our employees at the heart of our business, because we know that to sustainably grow Komatsu we need the trust of our customers – trust which can only be gained through engaged employees who are both valued and respected.

At Komatsu, we know a lot about big machines, from their tiniest bolt, to the most intelligent operating systems. But above all, we realise that there's one thing that makes a good machine a great one: people. People power our ideas, they drive our development, they stand behind the innovations that lead to advances like autonomous machines and hybrid technology.

Unlock your potential and join the Komatsu family by applying to the apprenticeship program.

Komatsu Apprentices Program

Komatsu's Award Winning Apprentices Development System (ADS) is a leading benchmark for training nationwide, offering a comprehensive and innovative approach that has revolutionised the way apprentices and trainees are trained and developed in the industry. It has earned widespread recognition, including Silver for Large Employer of the Year and Silver for Employing Australian Apprentices at the National Training Awards in 2022.

Upon completion of Komatsu's Award Winning apprenticeship program, Komatsu's customer facing people will be approximately one year ahead of an equivalent conventionally trained apprentice who has completed an apprenticeship outside of this system. This is due to our futuristic and innovative training methods incorporating VR/AR and our highly proficient educators. Komatsu also recognises the importance of equipping apprentices with important life skills, such as mental health awareness, public speaking, road safety and fatigue management, drug and alcohol awareness, and a variety of business skillsets.

What can I expect as a Komatsu Apprentice?

- Learn valuable, nationally recognised job skills and qualifications
- Work with state-of-the-art equipment of an Original Equipment Manufacturer (OEM) company
- Learn while earning an income
- Be supported by a dedicated Apprentice Technical Capability team
- Be provided with mental health awareness and resilience training
- Opportunity to advance your career globally by leveraging from cross-functional development
- Enjoy training sessions based in Brisbane or Perth, with all expenses covered
- Gain access to all Komatsu Employee Benefits, including an industry-leading leave policy
- Continual training and upskilling for ongoing career development.
- Join a team that encourages employees to contribute ideas and drive positive change

Program Awards

Large Employer of the Year Award

The Large Employer of the Year Award recognises large businesses and enterprises with 100 or more full-time equivalent employees that have achieved excellence in the provision of nationally recognised training to their employees.

Komatsu won Silver for the Large Employer of the Year Award in 2022 at the National Training Awards.

Nationally recognised training refers to training that is based on a national training package or accredited course which results in a person receiving a formal qualification or Statement of Attainment issued by a Registered Training Organisation. This includes Australian Apprenticeships.



Australian Apprenticeships Employer Award

The Australian Apprenticeships Employer Award recognises those employers who have made innovative improvements in training which provide beneficial outcomes for their apprentices and/or trainees in Australia and to their local community.

Komatsu also won Silver for the Australian Apprenticeships Employer Award in 2022.



Our Apprenticeship Streams

Komatsu offers a range of apprentice streams in locations across Australia and New Zealand. Applications are accepted during the month of July, with apprenticeships commencing the following January.

Plant Mechanic - AUR31220 Certificate III in Mobile Plant Technology

As an Apprentice Plant Mechanic, you will be trained to diagnose and repair faults in machinery to minimize downtime and meet maintenance schedules. You will learn skills such as repairing electrical and electronic circuits, engine components, braking systems, and hydraulic power systems. By becoming proficient in these essential skills, you will become a highly skilled plant mechanic capable of ensuring machinery runs smoothly and increasing efficiency.

Electrician - UEE30820 Certificate III in Electrotechnology Electrician

As an Apprentice Electrician, you will work on high voltage electrical systems and equipment, diagnosing and repairing issues, conducting routine maintenance inspections and overhauls of electric wheel motors and alternators. You may also replace major components such as engines and main electric cables across various equipment, including Electric Drive Dump Trucks, Wheel Loaders, and Rope Shovels.

Automotive Electrician - AUR30320 Certificate III in Automotive Electrical Technology

As an Apprentice Automotive Electrician, you will play a crucial role in the installation and maintenance of electrical components in a wide range of earthmoving machinery and mining equipment. Your primary responsibilities will involve working on 12V to 24V systems, testing electrical components, repairing and maintaining electronic ignition and air conditioning systems. You will also diagnose and fix issues with engine control systems, faulty ignitions and wiring.

Mechanical Fitter - MEM30219 Certificate III in Engineering Mechanical Trade

As an Apprentice Mechanical Fitter, you will learn how to repair and maintain mechanical and hydraulic plant equipment, both mobile and stationary. This includes using engineering techniques and precision measuring instruments to work to manufacturers' standards.

Electrical Fitter - UEE33020 Certificate III in Electrical Fitting

As an Apprentice Electrical Fitter, you will receive extensive training in assembling, fitting, and repairing electrical machinery. The training program covers topics such as electrical safety, wiring work, and troubleshooting problems in AC and DC circuits. You will also learn to work with single and three-phase low voltage machines, terminate cables and cords, and connect electrical control circuits.

Boilermaker - MEM30319 Certificate III in Engineering Fabrication Trade

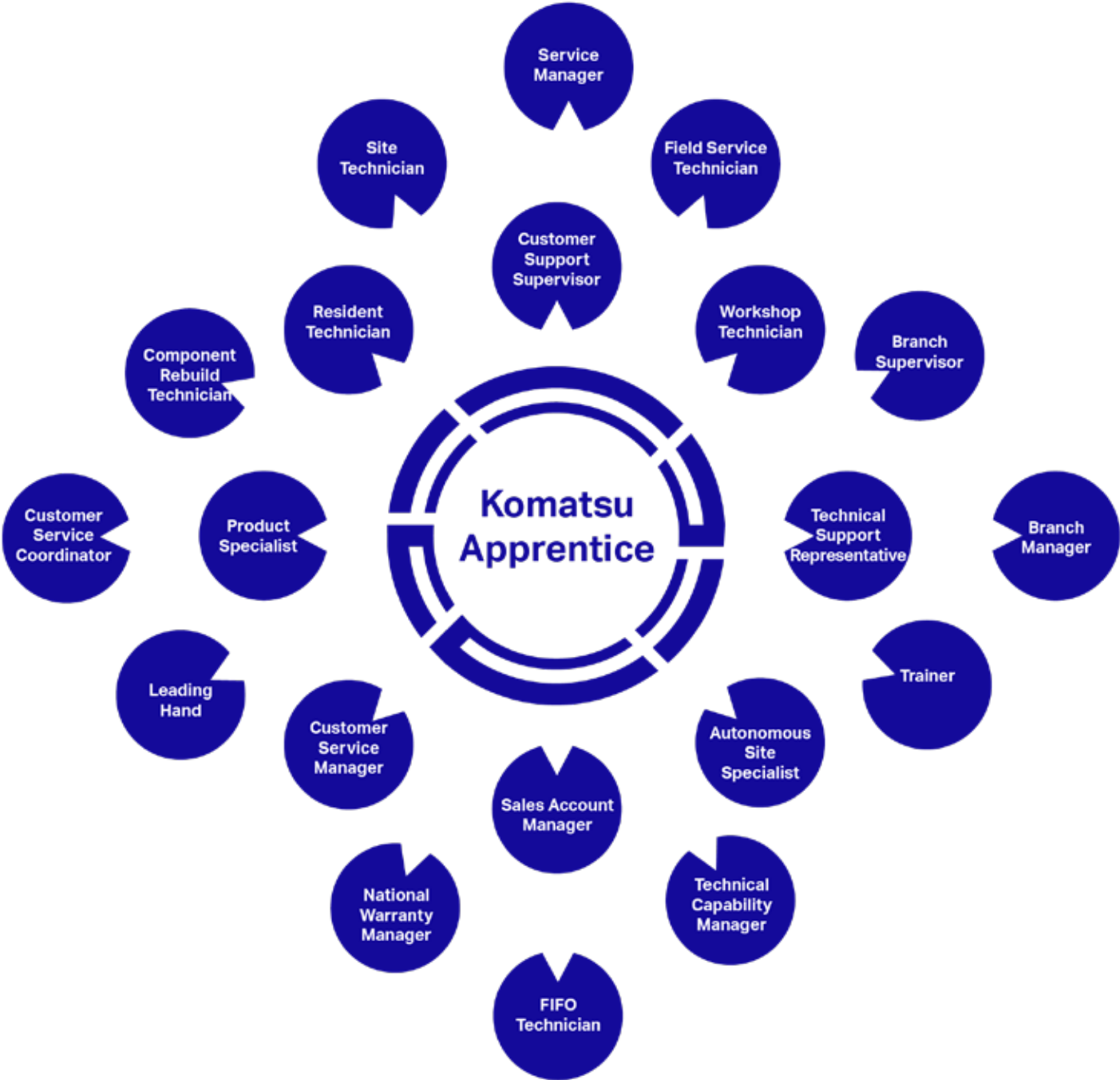
As an Apprentice Boilermaker, you'll learn to construct, maintain and repair mobile and stationary plant and equipment. You'll align structures and plate sections, use hand, welding and power tools to assemble equipment, and gain expertise in welding techniques. You'll also use heat, pressure and cutting tools to join metal parts and perform quality checks.

Parts Interpreter / Customer Service Representative - AUR31020 Certificate III in Automotive Sales

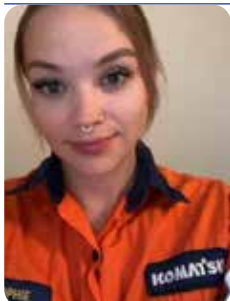
As a Parts Interpreter Apprentice you will learn how to sell automotive spares, replacement parts, and accessories such as air and oil filters, entire engine and transmission assemblies, and hydraulic components to our customers. This apprenticeship can lead to various career opportunities both within Komatsu and across various industries.

Where could a career with Komatsu lead?

At Komatsu, we're proud to offer one of the most sought-after apprentice programs in the industry. Our program not only provides you with valuable skills, but also opens up a world of possibilities for your future. As a global leading company that invests in people, we believe in fostering a culture of continuous learning and growth. Whether you aspire to become a skilled tradesperson, product specialist, or branch manager, our apprentice program offers limitless adventures and opportunities for you to thrive.



Hear what our Apprentices have to say:



Sophie O'Doherty

20yrs old, 3rd Year Apprentice Automotive Electrician | Location - Perth, WA

• *Why did you start your apprenticeship with Komatsu?*

I wanted to do something different and thought electricians would be an interesting career path. I did a pre-apprenticeship during school and loved it, so I decided to apply to Komatsu and was lucky enough to get the job.

• *What do you enjoy most about your job?*

I enjoy the hands-on aspect of the job the most, I love being able to complete a machine build start to finish and have the satisfaction of seeing it leave the workshop working again.

• *Why would you recommend an Apprenticeship with Komatsu?*

I highly recommend it to anyone who enjoys critical thinking and looking for a hands-on career. The ability to be able to learn while earning money is a great privilege of doing a trade.



Megan Allen

37yrs old, 3rd Year Apprentice Plant Mechanic | Location - Auckland, New Zealand

• *Why did you start your apprenticeship with Komatsu?*

Komatsu first stood out for me because they don't discriminate against age or gender. If anything they welcome inclusion and diversity. At the time I was 34 and thought I might be too old to start an apprenticeship but Komatsu were keen to take me on.

• *What do you enjoy most about your job?*

I love being able to learn new skills every day. Everything from how to use tools, to how to fix a hydraulic or electrical fault. Most of my days are never the same.

• *Why would you recommend an Apprenticeship with Komatsu?*

The Komatsu apprenticeship provides life-changing technical skills through a comprehensive learning experience. You'll gain knowledge on the entire machine, including the engine, hydraulics, and electrical components. Plus, a business management course will teach you about how Komatsu operates.



Jyden Brewer-Shearman

20yrs old, 3rd Year Apprentice Plant Mechanic | Location - Perth, WA

• *Why did you start your apprenticeship with Komatsu?*

At Komatsu, safety is paramount, particularly in mining. Safety standards are consistently emphasised throughout the site and briefings. The company's reputation in the industry makes me proud to work here.

• *What do you enjoy most about your job?*

Komatsu has a great workplace culture and community. There's a sense of pride and comradery within the team. I enjoy coming to work each day and learning new tasks that help me develop into a qualified mechanic. The social side too is great whether it's a "Go-Karting" team building day or just a BBQ with everyone for lunch.

• *Why would you recommend an Apprenticeship with Komatsu?*

Komatsu offers limitless opportunities in an industry with long-term stability. As industry leaders, Komatsu prioritises our training and growth, keeping us ahead of the game. With global opportunities and ongoing training, we never know where we'll end up within the company.



Hayley Paar

22yrs old, 1st Year Apprentice Parts Interpreter / CSR | Location - Melbourne, Victoria

Why did you start your apprenticeship with Komatsu?

I have always loved machinery, I grew up around it my whole life, so I thought I may enjoy also working with it. I wanted to gain more knowledge and understanding of the machinery. My goal is to be the person people want to come to if they have an issue. To be the expert in the field.

What do you enjoy most about your job?

What I enjoy most is the feeling I get when I'm going to work. I am waking up and doing something I really love and enjoy. I also enjoy that every day is different, it is never the same and I am constantly learning something new.

Why would you recommend an Apprenticeship with Komatsu?

At Komatsu there's always greater opportunities to gain more skills, knowledge and build amazing relationships with those around you. You have constant support and guidance, Komatsu truly cares about all their employees and giving you the support you need to be successful in your role.



Ben Fletcher

23yrs old, 2nd Year Apprentice Plant Mechanic | Location – Mackay, QLD

Why did you start your apprenticeship with Komatsu?

I was looking for a company that would put me at the forefront of the earth moving machinery industry. Not only have I had the opportunity to experience first-hand the truly innovative and first class technology Komatsu offers in its machines, but I have also had the opportunity to learn from the endless wealth of knowledge possessed by the people behind these machines

What do you enjoy most about your job?

Working on and learning about the machines with incredible people who are passionate about what they do and are so willing to take the time to share with you their wealth of knowledge that they have acquired over the years.

Why would you recommend an Apprenticeship with Komatsu?

The apprentice program that Komatsu has offers so much opportunity. The training staff and facilities are phenomenal and the workshops and tradespersons are so willing to take the time to pass on their knowledge. All in all it makes you feel as though you are getting a first class education in the trade.



Chloe Reynolds

26yrs old, 2nd Year Apprentice Plant Mechanic | Location - Mt Thorley, NSW

Why did you start your apprenticeship with Komatsu?

I started my journey with Komatsu as I heard that their apprenticeship program was outstanding. Komatsu's key values really stuck out to me in regards to looking after their team, wanting us to exceed and be the best versions of ourselves we can whilst undertaking excellent training and having great support.

What do you enjoy most about your job?

The people, my team, always willing to lend a helping hand and to support me throughout my apprenticeship. The technical side of our work, keeps you interested and wanting to expand your knowledge. There are endless amounts of opportunities to learn and grow within the business.

Why would you recommend an Apprenticeship with Komatsu?

The support I have had within the first year has been unmatched. To come from a previous career path which had very little support, it has been refreshing to come into such a great company who genuinely cares about their workers and has your best interest at heart.

Komatsu Apprentice Program

With the largest factory-owned branch network in Australia, Komatsu will provide you with unrivalled access to stock, parts, expertise and endless career opportunities both nationally and internationally.



Apprenticeship Program Recruitment Process

Application



Submit your application online by uploading your resume, school results, and select which apprenticeship stream best suits you. Apprentice Information Evenings will also be held across Australia which allows you to meet the team, experience the workshop environment and equipment.

Assessment



Shortlisted applicants will receive via email game-based assessments and instructions on how to conduct a short video interview.

Interview



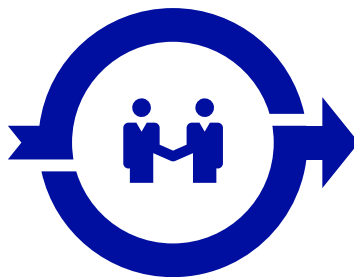
Applicants will get the opportunity to attend an Engagement Centre to experience group activities, gain exposure to the workshop and meet fellow Komatsu employees. You will be invited to a face-to-face interviews.

Pre-Employment Checks



Successful applicants will then proceed to pre-employment checks which involves: medical assessments, drug and alcohol screening and reference checks.

Offer



Congratulations! You have now completed the Recruitment Process and will receive a formal offer.

Onboard



You will receive your Welcome Pack and be assigned a Manager to ensure you're prepared to commence your apprenticeship.

How to prepare your application for the Komatsu Apprenticeship Program

- Understand the company: Research Komatsu both nationally and internationally
- Apprenticeship Streams: Research what Apprenticeship Streams are available within that specific intake as this can change from year-to-year
- Consider completing work experience / traineeships / pre-apprenticeship program relevant to the apprenticeship stream you are interested in.
- Speak with industry experts, technicians, and apprentices to further your knowledge
- Update your resume – ensure it is current and accurate
- Gain additional skills: Enrol into extra-curricular activities as this will promote personal growth and development
- Save the date for when applications open as you do not want to miss this opportunity
- Attend industry events / Career Expos / Branch guided walk throughs
- Speak to your Career Advisor
- Focus on your school results: It is important to pass English and Maths subjects therefore do your best

For more tips and insights refer to our webpage – <https://www.komatsu.com.au/careers/apprentice-program>

Inclusion and diversity

Komatsu provide an environment where diverse and global employees can work safely and healthily as one team, with respect for each individual.



EveryONE counts: Is Komatsu Australia's inclusion and diversity roadmap to building a culture where we value each individual's contribution, as well as the contribution of our collective organisation. We want to achieve a sustainable improvement on the inclusion of women, first nations people and minority groups in leadership positions and in the frontline.



'Say Again?': Our internal initiative that reinforces our focus on building an inclusive workplace. "Say Again?" is designed to open up conversations that would lead to positive change and is a way to call out inappropriate and often unconscious comments and behaviour, without being confrontational. Say again? Provides this opportunity to everyone in the Komatsu network



Work180 Endorsement: Komatsu is proudly endorsed by WORK180, an organisation that promotes standards that raise the bar for women in the workplace. WORK180 is trusted by millions of women around the world and its endorsement is synonymous with employers committed to diversity, equity, and inclusion and we keep them all accountable.

Corporate Social Responsibility

Building from core commitments to ethics and safe conduct, our Corporate Social Responsibility (CSR) priorities are; Enhancing people's quality of life, developing future generations and growing with society.

Remaining true to our founding spirit, we strive to be a valued community partner across the globe, supporting sustainable efforts that reach far beyond Komatsu. To enhance sustainable actions, we also focus on CO₂ reduction, renewable energy use, water conservation and waste reduction.



Live your Dream: A Komatsu initiative sponsoring 10 employees every year with \$10,000 each to support a charity/non-profit organisation that fulfils their sense of purpose.



One World One Komatsu: Is how Komatsu fosters a sense of global unity through shared sustainability-focused activities. This will help each employee feel proud of being a member of the Komatsu Group by contributing to a sustainable future.



Beacon Foundation: For over 20 years we have been a partner of the Beacon Foundation, supporting young people to successfully transition from education to meaningful employment.



Clontarf Foundation: Komatsu supports the Clontarf Foundation to improve the education, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander people, equipping them to participate more meaningfully in society.

Komatsu Training Academy

Our Apprentice Program is managed through our Komatsu Training Academy (KTA). As a Registered Training Organisation (RTO), KTA adhere's to strict quality standards to ensure that our training programs meet the highest industry standards.

KTA also boast two purpose built education centres - located in Brisbane and Perth. Our facilities offer a highly interactive and technologically advanced learning environments, with spacious classrooms and state-of-the-art equipment. Additionally, our workshop labs are specifically designed to deliver hands-on training for mining and construction class machines, ensuring that students gain practical skills and experience. Our training facilities also incorporate a number of simulators, providing the ability for novice trainees to safely learn on a range of machines - from a small utility machine, right up to an ultra-class mining machine.

Our innovative and futuristic training facilities assist with delivering a platinum level of training, helping to create career development opportunities for current and future generations.





Find out more

To find out more about the Komatsu Apprenticeship Program and to unlock your potential today, scan the QR code on the left or visit

[Komatsu.com.au/careers/apprentice-program](https://www.komatsu.com.au/careers/apprentice-program)

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