



# Komatsu Apprenticeship Program

Creating value together



Unlock your potential with a Komatsu Apprenticeship

**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 Apprentice Program

Komatsu's Award Winning Apprentice 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. Upon completion of Komatsu's 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
- You may have the opportunity to enjoy training sessions based in Australia 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



# Apprenticeship Overview

## Heavy Diesel Mechanic

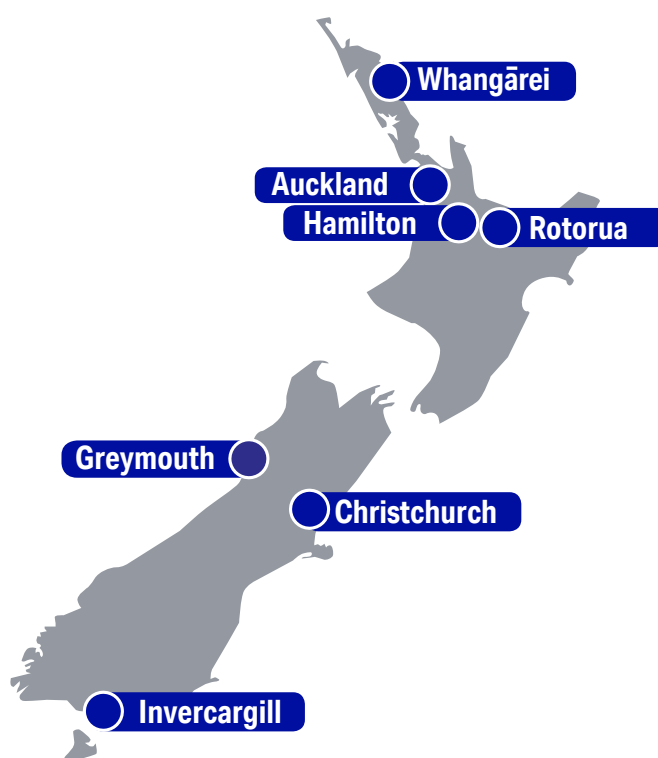
Certificate in Heavy Automotive Engineering – Plant and Equipment (Level 3-4)

Heavy Diesel Mechanics are skilled professionals who specialize in repairing and maintaining heavy machinery used in various industries such as construction, agriculture, and mining. They possess a diverse skill set and utilise a range of tools and techniques to diagnose faults in machinery, carry out regular maintenance inspections, and repair or replace defective components. This includes expertise in repairing and replacing electrical and electronic circuit systems, diagnosing and repairing engines and engine components, repairing mobile plant braking systems, hydraulic fluid power systems, transmissions, drive assemblies, and tracked type drive and support systems. By ensuring that machinery is operating efficiently and effectively, Heavy Diesel Mechanics minimise downtime and meet maintenance schedules to keep businesses running smoothly.



## Branch locations

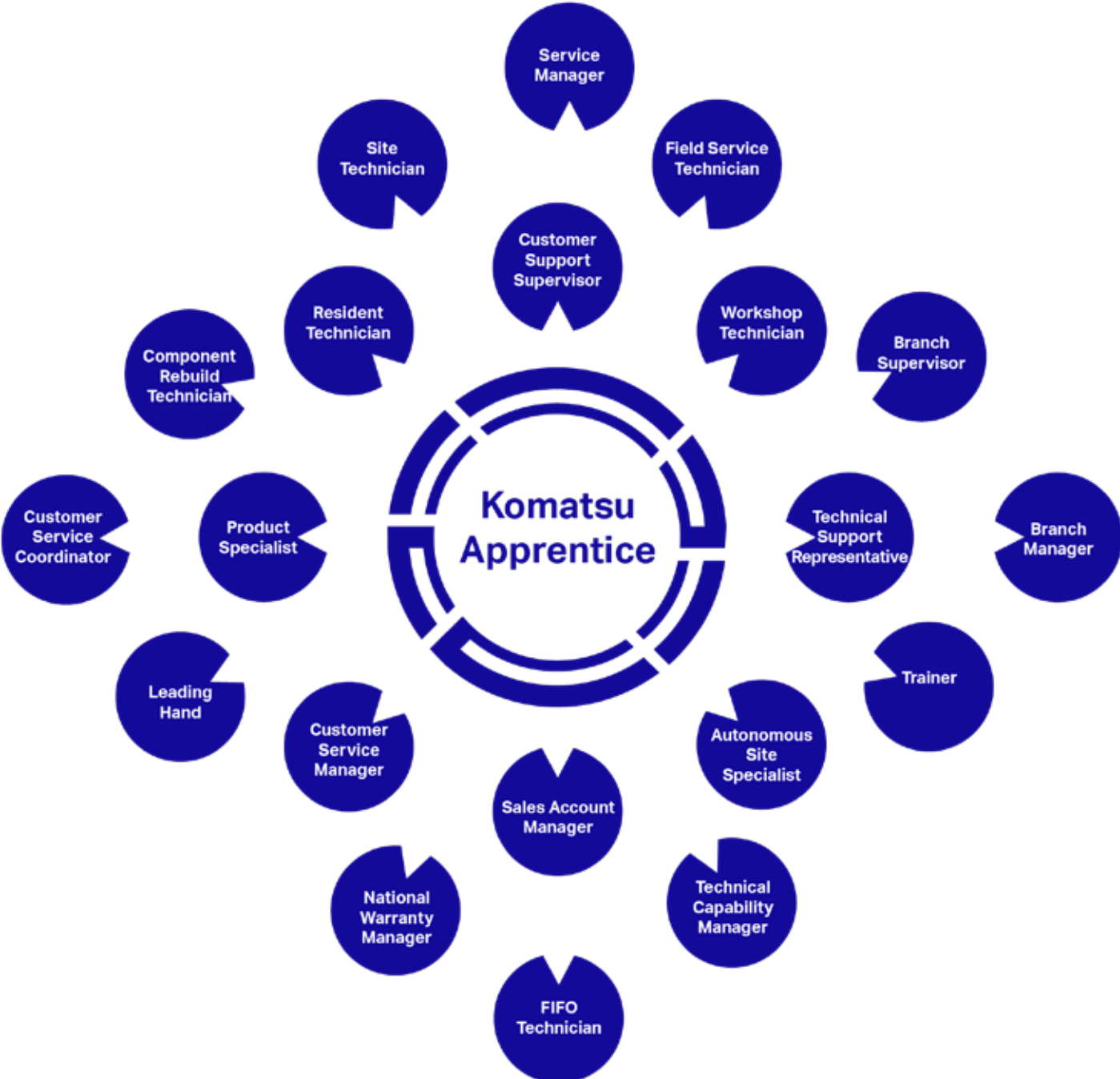
- Auckland
- Whangārei
- Invercargill
- Christchurch
- Rotorua
- Hamilton
- Greymouth



*Note: Applications not accepted at all locations every year*

# 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:



### Alex Campbell

31yrs old, 4th Year Heavy Diesel Technician | Location - Christchurch NZ

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

Former Marine Engineer from Fiji that had to retrain for New Zealand certification (SIT) and Komatsu offered me the apprenticeship straight out of polytech. I liked the look of Komatsu and the benefits while studying as a apprentice.

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

Everything, being out in the field, getting to see different places, the travel. Much more hands on study then other courses you have done. Learnt a lot from all the different mentors in different locations, different ways of doing the job. When I had my baby, they really looked after me and my family were really flexible so took off the stress being a new father.

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

A great company to work for, learn a lot from being on all different types of machines, staff are great and learn heaps from everyone and heaps of material. Got to travel to Australia every year and the training is nonstop privilege of doing a trade.



### Jeshua Blockley

20yrs old, 3rd Year Heavy Diesel Technician | Location - Auckland NZ

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

I did a lot of work experience in the industry and I reached out to Komatsu and did work experience for a year with them in Whangarei, and then applied for the apprenticeship program . I joined as their reputation in the industry was of a high standard.

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

Each day is different with different challenges and great learning from a various people so we pick new and different learnings along the way. We get to travel throughout New Zealand at different branches and customer locations and get to work on wide range of machinery.

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

There is a fine team in the workshop that you get to learn off every day. The ability to travel throughout NZ and AU while learning and being able to work towards being trade certified through a global company. Good if you are switched on and can work flexible hours and locations.



### Alexander Green

21yrs old, 2nd Year Heavy Diesel Technician | Location - Auckland NZ

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

I was a fleet manager at my old job, and it got boring doing the same thing every day. I saw that Komatsu had an apprenticeship program and I really liked the hands-on aspect of the training. When we had an open day at Komatsu I liked the look of the facilities and the team was very friendly and accommodating

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

I enjoy the hands-on training, the ability to travel to different customer locations, and the wide variety of workshop and field work exposure. The travel to the AU Apprentice training facility was awesome to see and the trainers were really knowledgeable

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

The Komatsu training within the industry is definitely a cut above the rest, the theory through MITO to the extra training that Komatsu provides in pumps, hydraulic systems, engines, and components and even a business management certificate. No other company offers that sort of extra training.



## Cajun Butler

18yrs old, 2nd Year Heavy Diesel Technician | Location – Hamilton, NZ

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

I have always enjoyed tinkering with all types of machinery. Komatsu leading in the earthmoving industry and having a strong reputation lead me wanting to apply for an Heavy Diesel Technician apprenticeship.

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

Being surrounded by a supportive knowledgeable team and the fact that no two days are the same, every day is a new challenge!

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

Komatsu values diversity and inclusion and is committed to creating a safe and supportive work environment for all employees. This would provide an apprentice with a positive and enjoyable workplace.



## Megan Allen

37yrs old, 3rd Year Heavy Diesel Technician - 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.

## Apprentice Program Recruitment Process

### Application



Submit your application online by uploading your resume, school results, and select which apprenticeship stream best suits you.

### Assessment



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

### Interview



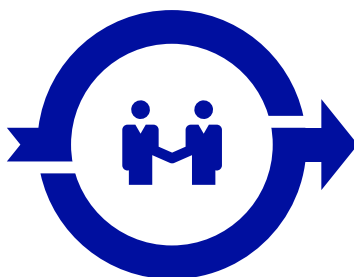
Applicants will get the opportunity to attend an Engagement Centre to experience group activities, gain exposure to the workshop and meet fellow Komatsu employees. You will be invited to a face-to-face interviews.

### 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 Apprentices 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.co.nz/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 reinforce's 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

## 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 CO<sub>2</sub> 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.

# Komatsu and nib Blues Partnership

Komatsu New Zealand is proud to partner with the nib Blues Women's team.

Komatsu employs more than 4,000 people in Australasia and is at the forefront of its industry in actively pursuing a policy of redressing gender and cultural imbalance.

The company's partnership opens opportunities for the nib Blues to access best-practice advice from throughout the world, while providing Komatsu with a 'team of high achieving role models' to inspire its Apprenticeship Development System.

"All companies in our sector are currently battling for fresh talent and yet so many are still only drawing from 50 percent of the population," Komatsu chief executive Phil Pritchard said.

"We have achieved close to a 20 percent female intake and once we get rolling, it will be easier to get to 30 percent and even 50 percent in time."

Technical innovation is making it increasingly possible for the company's heavy machinery to be driven and serviced, creating career opportunities for all genders.

Andrew Hore, CEO of the Blues said Komatsu's commitment to diversity would help drive the development of women's rugby.

"Komatsu are equally passionate about growing female involvement in their industry and have a proven record of community support. There is direct relevance to the women's competition and to our team."

Phil Pritchard welcomes the collaboration between the Blues and Komatsu. "The Blues women's team is a powerhouse with amazing talent," he said. "Their drive and dedication to compete at the highest level is exactly the mind set we want to in-still in our apprentices."

Mr. Pritchard said the partnership would not only showcase the nib Blue's remarkable female rugby players while also shining light on the opportunities available in the utilities, construction and mining industry.

"Many are not aware of the diverse roles and career paths available working with evolving and sustainable technologies. From apprentices to engineering, sales, and service technician roles, we want to make sure women are given greater opportunities to make their mark."





## MITO

Te Pūkenga is a national network that provides integrated learning opportunities for learners, employers, and communities in Aotearoa New Zealand. Its mission is to equip them with the skills, knowledge, and capabilities needed for the country's present and future workforce. Te Pūkenga strives to combine the best of campus-based and work-based learning delivery methods to provide a better learning experience for all stakeholders.

MITO is a division of Te Pūkenga, also known as the New Zealand Institute of Skills and Technology. It focuses on supporting on-the-job learning for people working in the automotive industry. MITO collaborates with learners, their employers, and training providers to ensure that learners have the best possible opportunities to learn and advance in their careers while contributing to a skilled workforce. MITO works closely with industry partners to deliver accredited qualifications.

When you finish an apprenticeship with Komatsu, you can rest assured that you will earn an accredited qualification from a reliable partner.





Official Partner of the nib Blues women's team.



## Find out more

If you are eager to learn more about Komatsu's Apprenticeship Program and want to kickstart your career, scan the QR code on the left or visit <https://www.komatsu.co.nz/careers/apprentice-program>

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