



# Leussink

Think. Solve. Engineer.

## ► **SHAPE YOUR FUTURE:**

Engineering Apprenticeships  
at Leussink



**Jason Leussink**

*Managing Director*

## **Think. Solve. Engineer. Your journey starts here.**

Welcome to Leussink! We're thrilled that you're considering joining our team.

At Leussink, we believe in the power of apprenticeships to shape the future of the engineering industry.

This booklet is designed to introduce you to our company, what we do, and the exciting opportunities that await you here.

Choosing an apprenticeship is a significant step in your career journey, and we want you to feel confident and motivated as you explore the possibilities at Leussink.

Our team is dedicated to providing you with the skills, knowledge, and support you need to succeed and grow.

We look forward to helping you achieve your career goals.

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## ► Who We Are

Leussink has a rich history rooted in innovation and excellence. Founded in 1977, our company started in a humble home garage with a vision to deliver top-notch engineering solutions.

Over the decades, we have grown into a leading name in the industry, renowned for our commitment to quality and customer satisfaction. Our journey has been marked by continuous growth, technological advancements, and an unwavering dedication to our craft.

### OUR MISSION

At Leussink, we design, manufacture, supply, install, and service specialised engineering components and systems for the industrial, manufacturing, mining, transport, defence, and other affiliated engineering and heavy equipment based industries.

We strive to provide exceptional engineering products and services that exceed our clients' expectations, along with fostering a culture of innovation, integrity, and excellence, empowering our employees to achieve their full potential and deliver outstanding results.

### OUR VISION

Our company is firmly focused on engineered and manufactured solutions that modernise and revolutionise workshops and production facilities around Australia through the creation of tailored welding and fixturing systems, portable metrology measuring solutions, engineered and manufactured solutions, and foundry machinery solutions.

Our vision is to become an industry leader, recognised for our innovation, skilled workforce, and commitment to sustainability. We aim to continuously evolve, embracing new technologies and methodologies to meet the ever-changing needs of our clients and the industry.

## ► Who We Are

### Our Cornerstones



#### ACCURACY

With the latest technology in CAD Modelling, CNC machining, welding, and fabrication techniques, as well as comprehensive metrology services and reporting, we ensure the highest levels of accuracy and quality control for all our projects.

Our precision and attention to detail guarantee that we meet and exceed the stringent requirements of our clients.



#### REPUTATION

Leussink's reputation for excellence is well-earned. We were recently honored with the Komatsu Australia Supplier of the Year Award, a testament to our unwavering commitment to quality, punctual delivery, effective client communication, and a positive company culture.

This recognition underscores our dedication to maintaining the highest standards in all aspects of our business.



#### VERSATILITY

Our versatility sets us apart in the engineering industry. We offer a comprehensive range of engineering services, including design, machining, fabrication, assembly, metrology reporting, and project management.

This extensive service offering allows us to handle diverse projects and provide tailored solutions to meet the unique needs of our clients.

## ► What We Do

Leussink is a leader in the engineering industry, offering a wide range of engineering services and products tailored to meet the needs of our diverse clientele. Our expertise includes precision machining, fabrication, and assembly. We pride ourselves on delivering high-quality solutions that meet the stringent requirements of our customers.

Leussink has had the privilege of working on some remarkable projects across a variety of industries, including:

- steel producers locally and internationally,
- mines and mining equipment manufacturers,
- leading educational and research institutions,
- Australia's only nuclear facility, and
- a diverse range of general manufacturers and infrastructure providers.



## ► Our Values

Our core values are not just principles we uphold; they are the driving forces that shape our company culture. These values foster a collaborative, supportive, and dynamic work environment where every team member is encouraged to strive for excellence, embrace new ideas, and act with honesty.

This culture not only enhances our workplace but also ensures that we consistently deliver superior results to our clients, reinforcing our reputation as a leader in the engineering industry.



### QUALITY

From the materials we use to the final product, we adhere to the highest standards to ensure excellence. This commitment to quality is reflected in our work and our continuous pursuit of improvement. We meet or exceed our customers' expectations and our own high standards.



### INNOVATION

Innovation drives our growth and success. We continually invest in the latest technologies and training to stay ahead in the industry. Our innovative approach allows us to tackle complex challenges and deliver cutting-edge solutions to our clients.



### PROFESSIONALISM

We are passionate, committed and proud of what we do at Leussink.

We undertake our work in a structured and disciplined manner, with clearly defined objectives and actions. We're committed and accountable to our customers and ourselves. We lead by example.



### INTEGRITY

We believe in doing business honestly, respectfully and openly, building trust with our clients, partners, and employees. We consistently inform, seek feedback, instill belief and provide support. We work as a team to achieve our objectives.

## ► Our People



**JASON LEUSSINK**  
**Managing Director**

Jason embarked on his own apprenticeship journey at Leussink in 1988. Starting out as an apprentice on the workshop floor, Jason honed his skills to and was chosen to represent Australia at the WorldSkills Olympics in 1993, the elite world championships for vocational skills. Jason managed a great achievement, finishing in fourth place in the Turning category.

Today, Jason continues the tradition of being a family-owned business and as the managing director, leads our company with a vision of innovation and excellence. His commitment to quality and growth drives our company forward.



**IAN PURSEY**  
**Workshop Manager**

Ian started with Leussink in 1986 as a first year apprentice Fitter & Machinist. As part of his first role, Ian operated a Cincinnati Milling Machine, machining tensile stress test pieces for tubemakers, before he operated manual lathes and progressed to CNC lathes and machining centres, generating programs using Mastercam Software.

Now in charge of the Workshop at Leussink, Ian has fond memories of his time on the floor. One of Ian's proudest moments at Leussink was his involvement in the installation and operation of the Zayer Memphis Machining Centre.

## ► Our People



**TROY WOODS**  
**Senior CNC Machinist**

Troy came to Leussink with previous experience as a Fitter and Turner at working with manual mills, lathes, and borers. After joining Leussink, Troy began to work with the CNC machines and became fascinated by their capabilities.

Over his 20 years at Leussink, Troy has mastered various machines, from CNC lathes and milling machines to EDM wire cutting. He enjoys the entire process—from programming to machining—and finds great satisfaction in creating something from raw material to finished product.



**GIANNI AGIUS**  
**1st Year Qualified Tradesman**

Gianni started his apprenticeship in late 2019 and qualified as a 1st year tradesman in January 2024. He first learned about Leussink's apprenticeship program through his high school careers advisor and was impressed by the company's commitment to innovation and quality craftsmanship.

Gianni enjoys the consistency of working with underground mining parts at Leussink, and finds satisfaction in contributing to essential industries, working on large-scale jobs that challenge and engage him.

## ► A Day in the Life

Covering key areas within the engineering industry, a Leussink apprenticeship offers you an unparalleled opportunity to gain a valuable trade qualification while working on a diverse range of innovative projects.

The engineering industry is the backbone of manufacturing, playing a critical role in the creation of machinery, infrastructure, and countless everyday products. As a CNC Machinist or Welder, you'll be part of an essential sector that drives innovation and economic growth.



A typical day for an apprentice is dynamic, ever changing, and rewarding. Here's a quick overview of what you can expect:

- **Morning Briefing:** Start your day with a team meeting to discuss goals and tasks.
- **Hands-on Training:** Work alongside experienced professionals, learning and applying new skills.
- **Job Assignment:** Contribute to ongoing projects, gaining real-world experience.
- **Mentorship Sessions:** Regular check-ins with your mentor to review progress and address any challenges.
- **End-of-Day Review:** Reflect on the day's work and plan for tomorrow.

# 10 TIPS FROM OUR APPRENTICES



## 1. Prioritise Safety:

Take workplace safety seriously and understand your responsibilities as an employee. Safety is paramount.



## 2. Stay Curious

Always ask questions and seek to understand the reasons behind each task. The more you're willing to learn, the more valuable you become as a tradie.



## 3. Be Proactive

Show initiative and enthusiasm for learning. Don't wait for opportunities - create them.



## 4. Network

Build strong relationships with your peers and mentors. Networking can open doors and provide valuable support.



## 5. Be Punctual

Always be on time and reliable. Punctuality demonstrates respect and commitment.



## 6. Take Ownership

Fully engage with your apprenticeship. Understand the requirements and objectives of your qualifications to ensure success.



## 7. Stay Organised

Manage your time effectively. Submit work before deadlines if you can to show you are organised and reliable. Keep a logbook of completed jobs to track your progress.



## 8. Invest in your Future

If possible, invest in training. Learn new skills through TAFE programs that match your background. Become the most valued player in the workplace.



## 9. Set Goals

Identify what you want to achieve during your apprenticeship and discuss these goals with your supervisor. Break down your learning goals into stages to give you a clear pathway to success.



## 10. Seek Feedback

Regularly ask for feedback on your performance and use it constructively to improve your skills.

# ► Apprenticeship Program

## CERTIFICATIONS

- Certificate III in Engineering - Fabrication Trade (MEM31922)
- Certificate III in Engineering - Mechanical Trade (MEM30219)

## DURATION

- 4 years

## REQUIREMENTS

- Be over 16 years of age
- Have legal rights to work in Australia
- Language, Literacy and Numeracy (LLN) at a Year 10 high school level
- Good mathematical skills
- An enthusiasm for practical skills in metal machining or fabrication and welding

## WHAT'S PROVIDED

- One-on-one training
- Supply of uniforms and safety equipment
- Use of power tools and hand tools
- Trade qualification course provided by TAFE
- Payment of all training fees
- Great further career opportunities

## WHAT YOU'LL DO

- Work alongside a team of Mechanical Engineers, Fitters, Machinist & Fabrication tradespersons to develop knowledge and experience in the machining of metal components, and assembly or welding & cutting operations, focusing on precision techniques and equipment.
- Use the latest software to schedule and track your job, and stay informed on all developments.
- At least one day per week of study at Wollongong TAFE. Reports provided by TAFE to confirm attendance, completion of work and assignments.

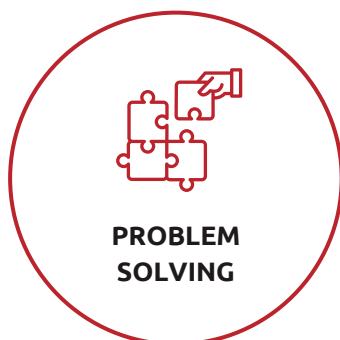
## ► Apprenticeship Program

### LEARNING OUTCOMES

Through a mixture of theory and practical course work, you will learn to:

- Read and understand technical drawing and instructions to perform the manufacturing process
- Perform MIG and TIG welding techniques according to industry and Australian standards
- Measure using precision tooling to understand tolerance and fit requirements
- Learn to use metal shaping machines, including lathes, mills, gear cutters, etc to make individual parts for various industries
- Receive accreditation for the skillsets learned along the way

### SKILLS & COMPETENCIES GAINED





## ► Why Join the Leussink Apprenticeship Program?

### **GAIN A NATIONALLY ACCREDITED TRAINING QUALIFICATION**

Earn a nationally recognised qualification, with the first year covered by a Government grant and the remainder paid for by Leussink. This investment in your education ensures you graduate debt-free and fully qualified.



### **TRAIN IN A REAL WORKING ENVIRONMENT ON REAL ENGINEERING ISSUES**

Experience hands-on training in a real working environment, using industry-leading equipment. This practical approach ensures you develop the skills needed to excel in the metalworking industry.

### **ALL TOOLING & UNIFORMS SUPPLIED**

Leussink provides all the necessary tools and uniforms, allowing you to focus on your training without any additional expenses.



## ► Employment Benefits

As an apprentice, you'll enjoy the same benefits as all Leussink employees, including competitive wages, and opportunities for career progression.

With each successive year the pay increases, so that by the time you complete your apprenticeship and become a qualified tradesperson, you will be on full above-award pay.

You'll also enjoy:

- Annual leave (20 working days a year)
- Personal leave (up to 10 days a year)
- Annual leave loading
- Annual performance reviews
- Ongoing training opportunities
- Uniforms & safety equipment (including prescription safety glasses if required)
- Employee recognition awards & service recognition awards
- Employee referral bonus scheme
- Opportunities for paid overtime



### **CAREER PROGRESSION AND POST-APPRENTICESHIP OPPORTUNITIES**

Completing an apprenticeship at Leussink opens doors to numerous career opportunities, including:

- Full-Time Positions: Permanent employment within our company as a CNC Machinist, Metal Fabricator, or Welder.
- Supervisory Responsibilities: Leading-Hand positions.
- Specialisation Roles: Opportunities to specialise in areas of interest.
- Further Education: Support for pursuing additional certifications and training.

## ► FAQs

### **Q) What are the rosters like?**

**A)** Normal hours of work are 7am to 3.30pm, Monday to Thursday, with a half hour lunch, and 6am to 12pm on Friday. However, these hours are subject to change and can vary from time to time. Typically, there is paid overtime available, depending on the workload.

### **Q) How do I get paid as an apprentice?**

**A)** As a Leussink apprentice, your pay is in accordance with above award wages and is determined by age and the year level you are at in your trade. Your pay is deposited weekly into your nominated bank account.

### **Q) What happens once I've applied online?**

**A)** Once you've applied online and met the eligibility criteria (over 16 years old and have legal working rights in Australia) you will be invited to come into our office for a face to face interview.

### **Q) Will training be provided?**

**A)** Yes. You will receive your trade training through Wollongong TAFE. You will also receive critical safety training and any relevant high-risk work licences required to complete the requirements of your role during your apprenticeship.

### **Q) Is there any eligibility criteria I need to be aware of?**

To be eligible for Leussink apprenticeship program, you must be:

- 16 years of age or over at the time of your application
- An Australian citizen
- Willing to undergo any police, character, health or other checks, as required
- Prepared to study a Diploma-level qualification

### **Q) Will I be provided a uniform?**

**A)** Yes. You will be supplied with uniforms and all PPE that is required for your role.

## ► FAQs

**Q) How long does the application process take?**

**A)** The application process normally takes a few weeks or less if you have completed work experience with the company.

**Q) What should I include in my application?**

**A)** Try to cover the following information if you can:

- Why you want to be an apprentice with Leussink
- The details of two references (who are not relatives) with their phone numbers, emails and role titles
- Information around your work history, which would include role titles, dates of employment, duties performed and explanation of any periods of unemployment
- Your contact details including address, contact number and email
- What makes you a good candidate and what you hope to achieve in a career with Leussink

**Q) What happens if I'm unsuccessful?**

**A)** If you are unsuccessful you will be notified formally via email.

**Q) Do you offer trade upgrades?**

**A)** Leussink offers both trade upgrades and dual trade opportunities. When a vacancy becomes available it will be advertised internally.

**Q) Do you offer any work experience opportunities?**

**A)** Yes in fact that is the best way to prove your value to the company and demonstrate how quickly you learn. This can be applied for by emailing the company and requesting a work experience position. You'll get a taste of most skillsets required (at a basic level) and help you decide if a trade in Engineering Metalwork is for you.

## ► How to Apply

### ARE YOU READY TO SHAPE YOUR FUTURE WITH LEUSSINK?



Visit [www.leussink.com.au/about/careers](http://www.leussink.com.au/about/careers) and complete the online application form.



Call us directly on **02 4260 7777**.



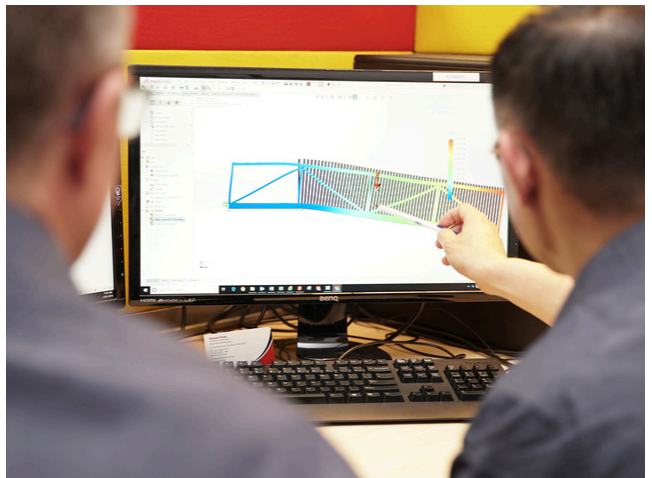
Email us at [employment@leussink.com.au](mailto:employment@leussink.com.au).

Ensure you provide all required documents and information.

If you are selected as a potential candidate, you will be contacted directly to organise an interview.

Successful applicants will be sent a formal offer, with unsuccessful candidates also being notified.







## **THINK. SOLVE. ENGINEER.**

For over 40 years, Leussink has been tackling problems that other businesses deem too difficult. Our dedication to providing best-fit solutions in short time frames has afforded us the opportunity to work with some of Australia's and New Zealand's most iconic manufacturing, resource and production companies. Proudly family-owned and operated, Leussink is unwavering in our pursuit of new challenges and engineering achievements.

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