



# Apprenticeships

in the bulk liquid storage sector

**MAKE A  
DIFFERENCE  
WITH US**

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[www.tankstorage.org.uk](http://www.tankstorage.org.uk)

## JOIN US IN MAKING A DIFFERENCE

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*"The bulk liquid storage industry is growing and developing and we want you to come on this journey with us. Join us in shaping the future."*





## ABOUT US

The tank storage sector is the pulse of our day-to-day life. It provides an essential link in the supply chain for a large variety of liquid products, from transport and heating fuels, to chemicals and food-grade products such as animal feeds and fats, oils and molasses. As a key link needed to facilitate the transportation of liquid products, terminals are present in ports and airports, logistic platforms and along rivers, canals and pipelines.

These logistics hubs are central to the UK economy, supporting our domestic commerce in bulk liquid products and connecting it with overseas markets.

Terminals are an essential part of global infrastructure networks, ensuring that bulk liquids are supplied when they are needed and in the quantities required. Terminal operations are present throughout the world with storage hubs becoming established in Europe, the United States, Middle East and Asia to provide the necessary storage required for global commerce in bulk liquids.

This dynamic and growing industry supports over 4,000 direct UK jobs and draws on the expertise and talent of a highly skilled, innovative and resourceful workforce. It also places great emphasis on training and development to give employees at all levels the opportunity to learn and grow. For more information about the sector, visit [www.tankstorage.org.uk](http://www.tankstorage.org.uk)

# YOUR FUTURE

The bulk liquid storage industry offers rewarding and diverse career opportunities, and many of them don't require a degree. While your future career may feel like a long way off, an apprenticeship in the sector may be an ideal route to bringing it closer.

An apprenticeship will give you the valuable skills, knowledge, experience and qualifications to forge your future, while still getting paid. Whatever skills you have, chances are the bulk liquid storage industry needs them.

And there are many opportunities to advance and grow within your path or to other new and exciting positions within the sector.

For more information about apprenticeships, you can visit [www.gov.uk/apply-apprenticeship](http://www.gov.uk/apply-apprenticeship)

To find out more about the bulk liquid storage sector and career opportunities, visit [www.tankstorage.org.uk](http://www.tankstorage.org.uk)

## The apprenticeship route

- Gain knowledge, hands-on experience and the valuable skills employers need, while earning a wage and getting holiday pay.
- Work alongside experienced staff.
- Gain a qualification in your chosen field.
- Following your apprenticeship you might continue working for your employer or go on to higher education at a college or university.
- The cost of the training is covered by your employer or the government, so no student loans are required while studying as an apprentice.

You can apply for an apprenticeship while you are still at school but you will need to be 16 or over by the end of the summer holidays to start. For more information about apprenticeships, download the [National Apprenticeship Service Guide](#) and visit [www.apprenticeships.gov.uk](http://www.apprenticeships.gov.uk).



# BECOME AN APPRENTICE

The bulk liquid storage sector is committed to developing future talent. An apprenticeship in bulk liquid storage offers a gateway to a career and represents an ideal route to numerous and exciting roles within the sector.

There are many reasons to become an apprentice in the bulk liquid storage sector. Even in these uncertain times, the sector is growing and evolving, and new and exciting opportunities are opening up for the next generation of talent. By becoming an apprentice, you could be working for one of the many great companies that make up this exciting industry.

You will be earning a salary from day one, with no debt from your studies. You will be learning and growing, knowing that your path offers a great gateway to an inspiring career in the sector.

Check out some of the apprenticeships available today in the sector and make a difference with us.



## **Bulk Liquid Terminal Technician Apprenticeship**

The Bulk Liquid Terminal Technician Apprenticeship is a sector leading programme which includes classroom-based training and learning, practical skill development and assessment, as well as onsite training and competency assessment against the Level 3 Diploma for a Bulk Storage Operator Technician at the apprentice's workplace. The two-year programme offers an unrivalled learning experience and provides wider focus on process and occupational safety, human factors and emergency response, aligning this with technical operations. To find out more about the Bulk Liquid Storage Apprenticeship, visit [www.reynoldstraining.com/apprenticeships/](http://www.reynoldstraining.com/apprenticeships/)

## **Maintenance and Operations Engineering Technician**

The Level 3 Maintenance and Operations Technician apprenticeship programme is delivered by Humberside Engineering Training Association (HETA), a provider in Grimsby. It covers seven specialisms: Electrical, Mechanical, Control & Instrumentation Technicians, Electrical System and Process Control Technicians, Electromechanical Technicians and Plant Operations Technicians. This is a 3-year programme consisting of a year within the HETA training centre covering practical skills and classroom theory-based training. Apprentices will then join a Company from Year 2 for onsite development and assessments. The programme offers a wide variety of skilled learning and employment opportunity preceded by an unforgettable Outward Bound Team Building Adventure. To find out more, visit [www.heta.co.uk/apprenticeships-1/apprenticeships](http://www.heta.co.uk/apprenticeships-1/apprenticeships)



**HEAR  
FROM OUR  
APPRENTICES**



## **JAMES WATTS**

### **Electrical Technician**

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*How did you come across this opportunity in the tank storage sector?*

Whilst carrying out my A-Levels in 2016, I was actively looking for apprenticeships in oil and gas and utility based companies in Pembrokeshire. I wanted to complete an apprenticeship because it offered 'hands-on' experience and I felt that this would be more beneficial to me. After a series of tests, I was invited to an interview with Puma Energy UK where I was successful in obtaining an apprenticeship as a technical operator.

*What has been your career journey to date?*

The first year of my apprenticeship was based at Pembrokeshire College, which consisted of a diploma in Operations and Maintenance. This included carrying out machining tasks on lathes and milling machines, as well as domestic electrical installations. Following the completion of my first year in college, I was then offered the chance to join the Instrument/Electrical maintenance team, which I accepted. The next three years of my apprenticeship were on day release to college and working on site four days a week as part of the Instrument/Electrical team at the Terminal. There were broad ranges of experience at the terminal which included responding to all electrical faults on site and carrying out preventative maintenance on equipment such as switchgear and motors to working on voltages ranging 12V to 11kV. This on-site experience has really helped improve my capabilities whilst still gaining the theoretical knowledge from studying my NVQ and HNC in Electrical Engineering.

*What skills and competencies have you developed?*

As I progressed, I was given more responsibilities which began with carrying out minor jobs independently and then progressed to larger tasks such as running projects. This involved me having to seek quotes for parts to identify what would work and what wouldn't. This experience and responsibility has improved my confidence level and helped me to gain a better understanding of the job.

*What are your career aspirations? Do you think you can fulfil them within the tank storage industry?*

I was fortunate enough to be offered permanent employment with Puma Energy UK following completion of my apprenticeship. In the future, I hope to progress within Puma Energy further and challenge myself with new opportunities and career goals.

For more information, visit [www.pumaenergy.com](http://www.pumaenergy.com)

## **JACK LLEWHELLIN**

### **Control & Instrumentation Technician**

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*What has been your career journey to date?*

During the first year of my apprenticeship, I was based at the Hallen site. I got a chance to experience every aspect of how the site works, shadowing site operators and mechanical engineers and understanding the tasks they had to carry out. Working with a small team of electrical staff, we worked through pre-planned maintenance tasks and got to fault find on a variety of assets. The second year, I was based with a small installation team and I got to travel the country assisting with various electrical installations.

*How have you found your experience working in the tank storage industry?*

Since completing my apprenticeship, I have managed to pursue a career as an Electrical Craftsman working on Top Tier COMAH sites. In 2019, I progressed into a technician role where I have learned more about the technical instruments used and the control systems. There have been plenty of development opportunities working for CLH-PS.

For more information, visit [www.grupoclh.com](http://www.grupoclh.com)





## JOHN WILLIAMS

### Operator Apprentice

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#### *How did you come across this opportunity in the tank storage sector?*

It all started from seeing the advertisement of the job on the internet. Upon reading the job description and looking into CLH-PS, I knew this was something I needed to apply for. I also knew it would give me the opportunity to learn about such an interesting and integral industry to the running of the country and the world. After I attended the interview, I was certain this was what I wanted to do and I was extremely happy when I received the call informing me that I had got the job.

#### *What was your educational or working background at the time?*

I had already completed an apprenticeship in machining which I also thoroughly enjoyed, but I still wanted to learn! I feel an apprenticeship is the best way to learn a new skill, whilst working at the same time, and helps you grow within the team you will eventually be joining.

#### *How would you describe your apprenticeship journey?*

The first day of the apprenticeship for me was 9<sup>th</sup> September 2019. Upon arriving at Reynolds Training for my first day, everyone was very welcoming and the facility at the CATCH centre was of a good standard. Within the first few weeks, I attended the TSA conference. It was a brilliant experience to be able to talk to such knowledgeable people from good companies, with the best reputations within the industry, so early on. The apprentices were asked to speak to the people on the stalls and listen to the

presentations put on by experts and gather information from them to learn as much as we could. We then made a presentation for our managers back at the CATCH centre.

I learnt a lot at the TSA conference about the industry, but the main take away was just how, together, everyone had the same goal in driving for the safest possible environment and how willing companies were to learn from each other's mistakes. Throughout the journey of the apprenticeship, this has been reiterated within every single section we have learnt from the Reynolds Team.

#### *What skills and competencies have you developed?*

The apprenticeship has not only improved my knowledge technically and my safety aspects of working within this industry, but also the mental capacity to deal with stresses at work and how there are places that you can go to within the company to receive support if working or life stress in general gets a bit too much. I also completed a three-day first aid course which isn't only helpful in work but in life as well, as it provides you with the skills to respond calmly in stressful situations. I have also done a week's engineering course taking apart valves and small pumps to see the inner workings of the kind of equipment we will be operating on site and covered lots of IOSH - which is a respected body within industry - courses on working safely and mental health. The everyday learning at the CATCH centre from the Reynolds Team has been very good and always engages, with a good balance of allowing the student to learn from researching themselves as well as teaching the subject to you.

*How did you find the past 12 months?*

Unfortunately, due to COVID-19 we haven't been able to have much time at the terminal, with the team or do on the job learning. However, we have been continuing with lessons remotely which brings its challenges, as I don't have a fully functioning plant at home! Overall, it has been a brilliant learning experience.

*What's next in your journey?*

I cannot wait for the next twelve months to learn even more about everything within this industry and hopefully get more exposure at the terminal.

For more information, visit [www.grupoclh.com](http://www.grupoclh.com)





## **HYWEL BAKER**

### **Technical Operator**

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#### *What is your educational or working background?*

After completing my GCSEs, I was actively seeking apprenticeship opportunities in the Oil and Gas Industry within my home county, Pembrokeshire. Although, I reached interview stages at local companies unfortunately I was not successful at the time. I felt that this was due to the lack of experience having just left school. I therefore, decided to attend Pembrokeshire College to Study a Level 3 BTEC in Operations and Maintenance. This was a great course and I thoroughly enjoyed it. Towards the end of my first year I was informed that Puma Energy UK, Milford Haven, were looking for apprentices. After a successful application I was invited to the Milford Haven Terminal to complete an aptitude test which I successfully passed and was then invited for an interview. I was also successful in the interview and I was offered an apprenticeship with Puma Energy UK.

#### *How would you describe your apprenticeship journey?*

The first year of my apprenticeship was based full-time at Pembrokeshire College, where I completed a Level 3 City & Guilds course. This involved machining tasks on lathes and milling machines as well as domestic electrical installations, pipe fitting and a wide range of skills that are carried out on local sites. Following completion of my first year, I was offered a two-year fixed term contract to complete my apprenticeship within the operations team at Milford Haven. The next two years of my apprenticeship were on day release to college. During my onsite days I worked alongside a very experienced team. I carried out tasks such as, blending, shipping and routine maintenance.

#### *What skills and competencies have you developed?*

During my training, I was exposed to all aspects of Terminal Operations and gained experience from a very knowledgeable and supportive team. The hands-on experience really helped improve my knowledge and confidence and following successful completion on my apprenticeship I was offered a permanent Operator role.

#### *What are your career aspirations? Do you think you can fulfil them within the tank storage industry?*

I am very grateful to Puma Energy for giving me this opportunity as not only do I have a future career but I have also gained many qualifications including a Mechanical Maintenance NVQ, Liquid Bulk storage NVQ and have recently finished studying my HNC in Process Operations Engineering, which I passed with a Distinction Grade. In the future, I hope to progress within Puma Energy and challenge myself with new opportunities and goals.

For more information, visit [www.pumaenergy.com](http://www.pumaenergy.com)



**TAHYA SLAVEN**  
**Electrical Instrumentation Engineer**

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*What is your educational or working background?*

My initial interest in engineering was sparked when I was selected to be part of the STEM (Science, Technology, Engineering and Maths) team at the specialist engineering and business academy I studied at in Immingham. I moved on to do my AS levels in physics, maths, accounts and graphic design. After the year, I took advice based on a personality and logic test to look for either an apprenticeship or to move into the forces! I took on a government funded apprenticeship with HETA (Humberside Engineering Training Association Ltd) in Scunthorpe, where I won apprentice of the year, before being selected through the interview process to continue my apprenticeship with Inter Terminals. Inter Terminals have since sponsored me to complete my NVQ L3 and HNC in both Electrical and Electronic as well as Instrumentation and Control, both achieved at distinction. I have since gone on to study HND and then a degree in Electrical and Electronic Engineering. I am currently in my final year and on track for a first-class honours.

*What has been your career journey to date/ your previous roles?*

Prior to taking the apprenticeship, I started work at Elsham Activity Centre where I used various types of equipment such as paintball guns, air rifles, quad bikes and archery equipment and the focus was on responsibility and safety, dealing with different tools and equipment. It was also quite a male environment and this didn't phase me. Once I entered the apprenticeship, I took a third job at a coffee shop and proceeded to work 7 days a week for my first year. I was learning instrumentation, electronics, customer service, working hard and putting in the hours. Upon becoming a technician at Inter Terminals, I quit the

extra jobs to focus on my career and studies. Through Inter Terminals, I have developed site experience as well as qualified in CompEx and other trade specific certifications. I worked my way up to senior EC&I technician before recently being promoted to Electrical Instrumentation Engineer at Immingham.

*What might a typical work day entail?*

My role as an Electrical Instrumentation Engineer predominantly involves planning and commissioning instrumentation working with flow, ph, pressure, level, and temperature gauging. Getting involved in the design of systems to ensure they work effectively and improve on issues I have seen when working in the field to avoid issues raised from onsite experience. I am involved in planning routine PPMs - planned preventative maintenance - including standard functional tests as well as inspection and testing. Some work orders are reported through operations and then added to the system.

*What is the best part of your job?*

My job satisfaction comes from solving complex problems under pressure and implementing improved methods of working using my onsite experience.

*What roles/departments do you work with in the business?*

I primarily work in engineering departments alongside the other terminal engineers and maintenance technicians. I also liaise with operations and safety to complete work when different parties are required.

*How have you found your experience working in the tank storage industry?*

Interesting, challenging and educational!

*What are your career aspirations? Do you think you can fulfil them within the tank storage industry?*

Although I am just starting out as an engineer, I hope to evolve and embrace new challenges, settle into my role as a leader and innovative thinker and possibly push myself to complete a master's degree in electrical and electronic engineering. Working in product storage is great, there are various customers with various needs and any number of systems that require support!

For more information, visit [www.clh.interterminals.com](http://www.clh.interterminals.com)





## **RAIN SAN PEDRO**

### **Operator Apprentice**

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*What made you choose an apprenticeship in the tank storage sector?*

Before starting my apprenticeship with CLH-PS, I had very little knowledge about the bulk storage industry and how fuel is transported around the country. When I was offered the opportunity to become an apprentice with CLH-PS, I was ecstatic and keen to start my new career.

*How would you describe your apprenticeship journey?*

The beginning of the apprenticeship was mainly classroom based and we were shown multiple presentations that highlighted the importance of Health & Safety within the industry and the major consequences that could happen. During this time, I was trained in using different types of hazard identification techniques used mainly in the downstream industry that highlight/identify hazards and controls. At the training facility, I frequently used the replicated Storage Tank Farm. The Tank Farm is commonly used for training purposes and helps apprentices get familiarised with signs, equipment, procedures, etc. Occasionally, during the training, to demonstrate that I had fully understood, the assessor would conduct a visual assessment and I would have to conduct the task that had been given in the Tank Farm e.g. risk assessments, isolation, use of equipment.

*What skills and competencies have you developed?*

Since joining the CLH-PS apprenticeship scheme, I have gained deeper insight into the downstream industry by understanding the major consequences that can happen which

can vastly damage the people, the environment, assets and the reputation of an organisation. For this reason, equipment on sites is regularly maintained and professionally serviced to meet the Competent Authority's regulations, helping to eliminate/reduce leading indicators. As the apprenticeship scheme progresses, the visits to sites have provided me with more familiarity within the bulk storage environment and the various equipment used in the industry.

*What's next in your journey?*

CLH-PS has opened opportunities that have helped me gain valuable skills and knowledge that will massively benefit me throughout my life and career.

For more information, visit [www.grupoclh.com](http://www.grupoclh.com)



## STUART ADAMS

### Operator Apprentice

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#### *What made you choose an apprenticeship in the tank storage sector?*

My name is Stuart Adams and I am an apprentice operator for the Oil and Pipelines Agency (OPA) at their Loch Striven depot near Dunoon, on the west coast of Scotland. The reason I decided to apply for the role was because it looked like a good opportunity in my local area and would allow me to work while receiving training at the same time. Another reason is because I thought it looked interesting due to the amount of ships that come into our depot, so I would get to work with them and be able to see what they do. These are the main reasons I applied for the job, which I was lucky enough to get.

#### *How would you describe your apprenticeship journey?*

I started with the OPA in June 2019, which gave me three months' site experience before starting my apprentice training in September. I felt these three months on site, before starting my training, were helpful as they gave me a good amount of background information. The apprentice training has been conducted by Reynolds Training Services which is situated just outside Grimsby, in North East Lincolnshire. The apprenticeship is split into 3 phases, with phase 1 taking place from September to December 2019. During this phase, we learnt about high hazard industries and real work environments, process operations, equipment and engineering basics, industry related hazards and risks, process variables and process calculations. Through phase 1, I feel that I really gained a lot of knowledge of the way a fuel terminal is run. The training in phase 1 has also really made me aware of the hazards and risks of where I work and why it is important to always follow

procedure and to always wear the correct PPE. Phase 2 started in mid-January after we had time at home around Christmas and New Year. Phase 2 was much more about terminal specific knowledge and the types of operations that take place on site. For example, we learnt about tank farms, jetties, interceptors, vapour recovery units and how to conduct tank and pipeline inspections. To do this training, we used the small plant area that there is at CATCH. This was helpful as it is the same as any fully operating tank farm - just on a smaller scale - but all the principles for how it works are the same. We also visited CLH Killingholme and both the East and West terminals of Inter Terminals. I found the visit particularly helpful as I could see what we were learning about in the classroom on a fully operational site. For example, at CLH Killingholme we were able to conduct a pipeline inspection on a pipeline that is fully operational and gets used on a regular basis. From phase 2, I feel I learnt a lot about specific equipment on site and how it should be operated, how to conduct testing on specific equipment and what to do if you don't get the result you are looking for. Unfortunately, we didn't get to go on as many site visits as we should have done due to the Coronavirus pandemic. Phase 3 is also known as the BSOT level 3 Diploma and we started this at the beginning of June 2020, while still working from home. As the BSOT level 3 Diploma is split into two sections, the Knowledge section and the Competency section, it meant that we could start the knowledge section while still at home. Again, this was useful and meant that we did not fall behind on our work. As of now, this is as far as we have got on our apprenticeship.

*How did you find the past 12 months?*

Due to COVID-19, we all had to leave the training centre at CATCH and return home, but we were able to continue with our classroom learning by using Microsoft Teams. This was essential as it meant we did not fall behind on the work that we had to do.

*What skills and competencies have you developed?*

Overall, I feel that the apprenticeship has provided me with a great job in my local area and great training that I wouldn't be able to get anywhere else, all from trainers that have a vast range of knowledge and experience in this industry.

*Would you recommend an apprenticeship in the sector?*

I would encourage any young person that has an opportunity to apply for an apprenticeship similar to mine to do it as you get a job and an education of that job at the same time.

For more information, visit [www.reynoldstraining.com/apprenticeships](http://www.reynoldstraining.com/apprenticeships)



A photograph of three business professionals in a meeting. A woman with curly hair is smiling and looking towards the left. A man with glasses is looking at a computer screen on the right. Another man is partially visible on the left, also looking towards the screen. They are all wearing light blue shirts. The background is a blurred office setting.

**FIND OUT  
MORE**



### Career opportunities

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Check out today's vacancies and career opportunities in the bulk liquid storage sector by visiting [www.tankstorage.org.uk/jobs](http://www.tankstorage.org.uk/jobs).

You can also visit our members' websites to find out more about careers in the sector. For a list of Tank Storage Association's members, visit [www.tankstorage.org.uk/tsa-members](http://www.tankstorage.org.uk/tsa-members).



### Apprenticeships

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# TANK STORAGE ASSOCIATION

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