



For internal use only

Certificate III in Fitness

Completion of this qualification by persons below the age of 18 is not recommended due to duty of care responsibilities of Fitness Instructors and Fitness Australia guidelines. Under 18's cannot be held legally responsible for duty of care breaches and this will deter employment for under 18's. While the Certificate III is supported for delivery in schools/colleges, planning should be based on students completing it in Year 12 when turning 18.

This qualification includes potentially high-risk elective groupings. The use of work placements in the fitness sector is strongly recommended. To successfully conduct training and assessment in the workplace, the RTO should provide the learner and workplace supervisor with an agreed, structured learning plan that indicates the purpose of the work placement and minimum requirements for training and assessment in the specified units of competency. Work placements should always involve the appropriate supervision and guidance from workplace supervisors and the RTO trainer and assessor. It is recommended students undertake 30 hours of work placement for this qualification.

RESPONSE FROM FITNESS INDUSTRY FOCUS GROUP

The demand for fitness experts and training facilities has created a wide range of employment options and greater opportunities within the fitness industry. Many of these businesses in other states have had their operations significantly affected recently due to COVID restrictions. People are increasingly moving online to connect, deliver and access services, obtain information, perform transactions, work, and bring about order to cluttered lives. A possible impact of COVID-19 could be an acceleration of this trend.

This qualification is suited to those looking to work with clients as a fitness instructor within a fitness centre or conduct group activities such as aerobic classes and gym instructing. There is considerable leadership required with employment and employees are expected to have excellent organisation skills and work independently with limited supervision.

There is a current shortage of fitness instructors in some specialised fitness areas, but these roles will likely require more specialised qualifications. There is a rising demand for experiences over products, which is often led by millennials.

Preferred skills for school leavers entering the sector:

- Most fitness roles involve working with people every day, whether providing clients with personal training, leading a group workout, or managing employees in a gym. Advanced people skills are therefore one of the most important qualities a fitness professional can have.
- Motivating clients is an important skill for the fitness industry. Motivating clients to push themselves is one of the more challenging aspects of working in fitness. Everyone has different physical and emotional limits, making it difficult to find a balance between healthy motivation and pushing someone beyond what they're comfortable with.
- Other top priority skills include teamwork, communication and self-management.
- Solid understanding of health and fitness fundamentals.
- Skills developed in work placements are highly valued by the industry.

Preferred pathways for school leavers entering the sector:

- Higher level and specialised qualifications are required in this industry to deliver one-on-one training or specialised classes.
- The main pathways within the industry fall into either fitness support or fitness administration.
- The Certificate III Fitness qualification can be a useful starting point to an entry level career in the industry.

The sector supports the completion of Certificate III Fitness in school/college for the following reasons:

- Strong growth has been experienced by the fitness industry and this is expected to continue over the next five years.



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