



For internal use only

Certificate IV in Fitness

This qualification in the SIS Sport, Fitness and Recreation Training Package is not suitable for learners under the age of 18.

This qualification is not suitable for delivery to individuals under 18 years of age due to the nature of the industry and issues relating to access to adequate insurance. Fitness Australia does not support the delivery of this qualification to secondary students. Under 18's cannot be held legally responsible for duty of care breaches and this will deter employment for under 18's.

The Certificate IV in Fitness is the qualification required to work as a personal trainer, typically for those already employed in the fitness industry but want to further their career and open up more employment pathways.

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.

There is a current shortage of fitness instructors in some specialised fitness areas, but these roles will likely require more specialised qualifications. There is considerable leadership required with employment and employees are expected to have excellent organisation skills and work independently with limited supervision.

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 others 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.

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 and a Certificate III qualification is a good starting point for entry into the industry.
- Work placements are valued by the industry.

The sector has concerns with the completion of Certificate IV Fitness in school/college for the following reasons:

- The suitability of this level qualification delivered to school aged learners is highlighted in national VET reforms and is likely to be restricted in the near future.
- The volume of learning and practical skill development is difficult for a school to timetable and achieve.
- Achievement of this qualification in a school context will limit this as an option for a further study opportunity post school.



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