



# VET and Fitness

## Sector Summary

The increasing demand for fitness experts and training facilities has created a wide range of employment options and greater opportunities in the fitness industry. However, people are increasingly moving online to connect, deliver and access services, obtain information, perform transactions and work. A possible impact of COVID-19 could be an acceleration of this trend as many fitness businesses had their operations significantly impacted by COVID-19 restrictions. Despite this, strong growth has been experienced by the fitness industry and this is expected to continue over the next five years. There is a current shortage of fitness instructors in some specialised fitness areas, but these roles require specialised qualifications. There is also a rising demand for experiences over products, which is often led by millennials.

## Perception of Training

The Certificate III in Fitness is a useful starting point for the industry, but higher level and specialised qualifications are required to deliver one-on-one training or specialised classes. Completion of any 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 18s cannot be held legally responsible for duty of care breaches and this will deter employment for under 18s. The use of work placements in the fitness sector is strongly recommended.

## Attributes for New Entrants

- There is considerable leadership required and employees are expected to have excellent organisation skills and work independently with limited supervision.
- Most fitness roles involve working regularly, whether providing clients with personal training, leading a group workout, or managing employees in a gym. Advanced people skills are therefore vital.
- Motivating clients is an important skill and 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 their comfort zone.
- Other top priority skills include teamwork, communication, and self-management.
- A solid understanding of health and fitness fundamentals is crucial.
- Skills developed in work placements are highly valued by the industry.

## Preferred Training and Pathways

- The main pathways in the industry fall into either fitness support or fitness administration.
- The Certificate III Fitness qualification can be a useful starting point and is suited to those looking to work with clients as a fitness instructor in a fitness centre, or conduct group activities such as aerobic classes and gym instructing
- 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.
- The Certificate IV in Fitness is the qualification required to work as a personal trainer, typically for those already employed in the fitness industry who want to further their career and open up more employment pathways. It is not supported for delivery in a school/college.



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