

EUROPEAN

STANDARDS

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EuropeActive Occupational Standards Summary Document

Fitness Instructor (EQF Level 3)

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Fitness Instructor

Description

The role of a fitness instructor is to build fitness participation of new and existing users by providing exercise sessions that meet their needs. A fitness instructor delivers fitness instruction plus technical exercise knowledge, general fitness guidance, and provides other relevant support in relation to promoting healthy lifestyles.

Scope

A fitness instructor instructs exercise sessions with a general population, individually or in small groups, most often within a fitness club setting.

(General population – apparently healthy people with no physical limitations and not more than one chronic disease risk factor. Based on: NHS. Exercise Referral Systems: National Quality Assurance Framework. 2001)

This occupation is informally referenced to the European Qualification Framework (EQF) level 3.

Pre-requisites

There are no specific prerequisites before starting this EQF Level 3 qualification.

Level of entry on to EREPS

Level 3

Technical expert group members and external consultation experts

These standards were fully adopted within the process of external consultation and afterwards approved by the EuropeActive Professional Standards Committee.

Chairman of EHFA Standards Council (2011):

- *Prof. Alfonso Jimenez, PhD, CSCS, NSCA-CPT*

Technical Expert Group (2011):

- *Prof. Alfonso Jiménez (EHFA, Spain) - TEG Leader*
- *Ben Gittus (SkillsActive, UK)*
- *Margarida Manz (Manz Produções, Portugal)*
- *Matthias Guett (EOSE, Lyon, France)*
- *Maura O'Sullivan Ryan (NCEF, University of Limerick, Ireland)*
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- *Pernilla Ohlsson (PT School, Sweden)*
- *Richard Earney (Aspira, Belgium).*
- *Susanne Björklund (SAFE, SATS, Sweden)*

- *Xavier Martins (Les Mills International)*
- *Jean Sadouni, Chair of TEG Leaders*
- *Cliff Collins, EREPs Director (Observer)*
- *Irene Van Geest, Vice-Chair EHFA SC (external reviewer)*

Technical expert group (2020 Review)

- *Anna Szumilewicz, PhD, PSC Deputy Director – Standards, Gdansk University of Physical Education and Sport (Poland)*
- *Julian Berriman, PSC Director, MA, EuropeActive (UK)*
- *Atle Arntzen, Personal Trainer Manager, Norway*
- *Anna Bogdanova, Personal Trainer, PSC Deputy Director - EREPS, EuropeActive, Denmark*
- *Dr. Michael Harrison, PSC Deputy Director - Accreditation, EuropeActive, Belgium; Waterford Institute of Technology, Ireland*
- *Colin Huffen, Chartered Institute for the Management of Sport and Physical Activity, SportPark Loughborough University, United Kingdom*
- *David Kingsbury, Personal Trainer, United Kingdom*
- *Prof. Simona Pajaujiene, PhD, Lithuanian Association of Health and Fitness Clubs (LSKA), Lithuanian Sports University, Lithuania*
- *Ben Pratt, Nordic Fitness Education, Iceland*
- *Prof. Rita Santos Rocha, PhD, ESDRM-IPS - Sport Sciences School of Rio Maior - Polytechnic Institute of Santarém, Rio Maior, Portugal*
- *Dipanda Silva, Personal Training Director in VivaGym, Fitness Hut, Portugal*

Technical expert group (2023 Review of essential skills)

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- *Kelby Jongen, Co-Owner bij Fitness Education Group (Netherlands)*
- *Prof. Simona Pajaujiene, PhD, Lithuanian Association of Health and Fitness Clubs (LSKA), Lithuanian Sports University (Lithuania)*
- *Ben Pratt, Nordic Fitness Education, Iceland*
- *Dipanda Silva, Personal Training Director in VivaGym, Fitness Hut (Portugal)*
- *Sarah Durnford, Instructor Experience Development Director, Les Mills UK (UK)*
- *Espen Arntzen, Founder and CEO of the Academy of Personal Training and Wellness Health and Technology (Norway)*
- *Marie-Veronique Bernard, Head of Human Resources, Basic Fit*

Essential skills of a fitness instructor

Sector indicator	Skill (this professional is able to:)	Explanation
Service delivery	Onboard new users	Provide an essential new users fitness onboarding process to ensure understanding of fitness club rules/ policies. Provide all users with a fitness induction in the safe and effective use of fitness equipment.
	Identify user's goals	Ask the users about their goals.
	Collect user information	Gather information prior to the start of the exercise session in relation to the users and their needs to include: names, programme experience, health issues, any injuries, checking correct training gear.
	Plan and prepare a fitness session	Plan an exercise session (including cardiorespiratory, resistance and flexibility exercises) taking into account the collected information about users, their fitness level as well as capabilities, goals and needs, appropriately selecting exercise programs, their intensity and difficulty options.
	Conduct exercise sessions and provide safe instruction	Conduct safe and effective exercise sessions, providing instruction on exercise performance that follows correct and accepted exercise technique guidelines.
	Adapt exercise	Offer appropriate exercise options in relation to the user's skills and abilities.
	End an exercise session/ group fitness class and give/gain feedback from users	Provide and ask for feedback from users and approach them individually when appropriate.
Meeting health and safety requirements	Ensure user's safety	Observe users at all times and inform them where necessary about health and safety requirements and emergency procedures and, be able to deal with unforeseen accidents and emergencies.
	Observe and correct users' exercise performance	Observe users and offer appropriate corrections to ensure equipment set up, exercise techniques and related procedures are safe and effective.

Sector indicator	Skill (this professional is able to:)	Explanation
Communication, motivation and user service	Provide user service	Deliver good user service, e.g. welcome users, talk to them, say "hello", and maintain positive user relations, keep records and bookings of their activities, and, if necessary, direct them for further technical assistance or to other appropriate members of staff for guidance and support.
	Offer motivation for exercise	Proactively motivate and engage with users in order to promote exercise participation and other products and services available in the fitness club.
	Provide information on fitness training programmes	Provide clients with information on the characteristics and benefits of participation in given fitness training programmes
	Promote a healthy lifestyle	Provide general information about a healthy lifestyle and the benefits of physical activity for health.
	Promote user referral	Encourage and invite users to bring friends, family and others to fitness activities.
Equipment and tools (including digital technology)	Select equipment for a fitness session	Use equipment to conduct a fitness session, ensuring the efficiency, safety and attractiveness of different exercises and, compliance with industry and national and international guidelines for normal operating procedures.
	Use digital technology	Use digital technology/online tools to communicate with users and deliver fitness sessions
Environment	Maintain the exercise environment	Help to provide a safe and clean exercise environment.
	Promote principles of sustainability	Identify the factors effecting the environmental impact of their role and how to improve that impact. Promote and implement sustainable practices.
Professional Technical Capacity	Demonstrate correct exercise technique	Display perfect exercise technique at all times (posture, range of motion, control, timing and form), especially for exercises performed with fitness equipment.

Sector indicator	Skill (this professional is able to:)	Explanation
Professional Attitude	Demonstrate professional conduct	Work within the parameters given at EQF level 3, recognising the standards and professional limitations that this provides, and ensuring essential personal skills and knowledge to be a Fitness Instructor/ Group Fitness Instructor are maintained and updated in line with industry recognised ethical codes of practice. Be a positive role model at all times and keep up to date with industry developments.
	Work with other professionals	Signpost/refer users to other relevant exercise or health professionals when the needs of users are beyond their own scope.
	Comply with applicable legal regulations	Comply with applicable legal regulations regarding the professional tasks of a Fitness Instructor
	Personal data management	Ensure confidentiality and management of data in compliance with national legislation, including data protection requirements
	Demonstrate professional responsibility	Ensure that users and other workers are treated with respect and that appropriate public liability insurance is in place at all times of instructing.
	Reflect upon own performance	Reflect upon professional task performance against best practice guidelines
	Promote equity, diversity, and inclusion in the workplace	Ensure and respect an inclusive and equitable environment.
	Promote anti-doping in a fitness and physical activity environment	Uphold fitness facilities policies in relation to anti-doping



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