

# apprenticeship FRAMEWORK

## Exercise and Fitness - non-statutory (Wales)

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# Exercise and Fitness - non-statutory (Wales)

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# Framework summary

## Exercise and Fitness - non-statutory

### Foundation Apprenticeship in Exercise and Fitness

#### Pathways for this framework at level 2 include:

##### Pathway 1: Instructing Exercise and Fitness

###### Competence qualifications available to this pathway:

C1 - Level 2 NVQ Diploma in Instructing Exercise and Fitness

###### Knowledge qualifications available to this pathway:

K1 - Level 2 Certificate in Fitness Instructing

K2 - Level 2 Diploma in Exercise, Health and Fitness Instructing

K3 - Level 2 Certificate in Instructing Exercise to Music to Older Adult and People with Disabilities

K4 - Level 2 Certificate in Fitness Walking

K5 - Level 2 Diploma in Active Leisure

K6 - Level 2 Certificate in Instructing Pre-designed Exercise Sessions

###### Combined qualifications available to this pathway:

N/A

###### This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

## Exercise and Fitness - non-statutory

### Apprenticeship in Exercise and Fitness

#### Pathways for this framework at level 3 include:

##### Pathway 1: Personal Training

###### Competence qualifications available to this pathway:

C1 - Level 3 NVQ Diploma in Personal Training

###### Knowledge qualifications available to this pathway:

K1 - Level 3 Certificate in Personal Training

K2 - Level 3 Diploma in Advanced Exercise, Health and Fitness Instruction

K3 - Level 3 Diploma in Personal Training and Instruction

K4 - Level 3 Diploma in Personal Training and Business Planning

K5 - Level 3 Diploma in Fitness Instructing and Personal Training

###### Combined qualifications available to this pathway:

N/A

###### This pathway also contains information on:

- Employee rights and responsibilities
- Essential skills

# Framework information

## Information on the Publishing Authority for this framework:

### SkillsActive

The Apprenticeship sector for occupations in sports coaching, active leisure, hairdressing and beauty (also includes fitness, stewarding, outdoors, playwork and sporting excellence).

Issue number: 3	<b>This framework includes:</b>
Framework ID: FR01399	Level 2 Level 3
Date this framework is to be reviewed by: 31/10/2012	This framework is for use in: <b>Wales</b>

## Short description

This apprenticeship is designed to meet the needs of employers for an expansion of training programmes, to widen recruitment and to improve retention as well as to provide progression opportunities to and within the health and fitness industry at a range of levels.

The Foundation Apprenticeship in Exercise and Fitness is designed for those individuals who are either already employed in the fitness industry or who are looking to enter the industry and further develop their knowledge and skills to progress within the sector. The framework is also suitable for those wishing to change career after having worked in a different sector.

The Apprenticeship in Exercise and Fitness is designed for those who already work in the health and fitness industry and wish to continue their professional development as well as for those who wish to enter the sector in a supervisory / managerial role. The framework is also suitable for those wishing to change career after having worked in a different sector, entering this sector changing their hobby into a job.

The expectation is that the achievement of this framework will require a minimum duration of:

- 12 months at Foundation Apprenticeship level;
- 18 months at Apprenticeship level.



# Contact information

## Proposer of this framework

This framework is published by SkillsActive on a non-statutory basis prior to the designation of Issuing Authorities for Wales

## Developer of this framework

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# Revising a framework

## Contact details

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## Why this framework is being revised

The purpose of this revision is to merge the separate Foundation Apprenticeship in Instructing Exercise and Fitness and the Apprenticeship in Advanced Fitness frameworks into a single framework.

It is also being revised to add newly accredited competence and knowledge qualifications and to update the Additional Employer Requirements section.

## Summary of changes made to this framework

The Foundation Apprenticeship in Instructing Exercise and Fitness and the Apprenticeship in Advanced Fitness have been merged into a single framework.

This framework has also been updated with newly accredited knowledge qualifications, competence qualifications and the Additional Employer Requirements section has been updated.

## Qualifications removed

### Foundation Apprenticeship in Exercise and Fitness

The following knowledge qualification have been removed from the framework:

- Active IQ Level 2 Diploma in Sport and Active Leisure 501/1255/7
- Active IQ Level 2 Award in Leading Health Related Activity Sessions 500/7243/2
- Level 2 Award in Increasing Participation in Sport and Active Leisure in Community Settings 501/0098/1
- Level 2 Certificate in Increasing Participation in Sport and Active Leisure in Community Settings 501/0097/x
- Level 2 Diploma in Increasing Participation in Sport and Active Leisure in Community Settings 501/0099/3



- BTEC Level 2 Award in Exercise and Fitness Instruction 500/8430/6

The following qualifications have been removed from the Additional Employer Requirement section:

- CYQ Level 2 Award in Chair Based Exercise for the Frailer Older Person 100/4269/3
- CYQ Level 2 Certificate in Improving the Customer Experience in the Active Leisure Sector 500/4269/5
- CYQ Level 2 Certificate for a healthy lifestyle 500/4263/4

### **Apprenticeship in Exercise and Fitness**

The following knowledge qualifications have been removed from the framework:

- Active IQ Level 3 Diploma in Instructing Mat Pilates 501/1778/6
- VTCT Level 3 Diploma in Mat Pilates 500/8654/6
- LAO Level 3 Diploma in Exercise Referral 501/0474/3
- VTCT level 3 Certificate in Advanced Exercise to Music 500/8809
- Active IQ Level 3 Certificate in Exercise Referral 600/0068/7
- CYQ Level 3 Certificate in Exercise Referral for Specific Controlled Conditions 600/0275/x
- CYQ Level 3 Diploma in Teaching Yoga 600/1227/4

## **Qualifications added**

### **Foundation Apprenticeship in Exercise and Fitness**

The following knowledge qualifications have been added to the framework:

- Active IQ Level 2 Diploma in Active Leisure 600/4973/X
- Active IQ Level 2 Certificate in Instructing Pre Designed Exercise Sessions 600/2823/3
- Edexcel BTEC Level 2 Certificate in Fitness Instructing 600/4355/6

The following knowledge qualifications have been added to the employment rights and responsibilities section of the framework:

- EDI Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4424/x
- OCR Level 2 Award in Employment Awareness in Active Leisure and Learning 600/2422/7
- IQ Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4709/4
- SQA Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4939/x
- HABC Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4477/9

The following knowledge qualifications have been added to the additional employer requirements section of the framework:

- CYQ Level 2 Certificate in Fitness Walking 600/0299/2

- Active IQ Level 2 Certificate in Instructing Pre designed exercise Sessions 600/2823/3
- Active IQ Level 2 Award in Instructing Kettlebells 600/4089/0
- Active IQ Level 2 Award in Leading Health Related Activity Sessions 500/7243/2
- 1st4sport Level 2 Certificate in Coaching Strength and Conditioning for Sports 600/0200/1
- 1st4sport Level 2 Certificate in Coaching Indoor Rowing 600/1442/8
- Level 2 Award in Increasing Participation in Sport and Active Leisure in Community Settings 501/0098/1
- Level 2 Certificate in Increasing Participation in Sport and Active Leisure in Community Settings 501/0097/x
- Level 2 Diploma in Increasing Participation in Sport and Active Leisure in Community Settings 501/0099/3
- BTEC Level 2 Award in Exercise and Fitness Instruction 500/8430/6
- CYQ Level 2 Award in Nutrition for Healthy Living 600/5269/7

### **Apprenticeship in Exercise and Fitness**

The following knowledge qualifications have been added to the framework:

- Edexcel BTEC Level 3 Certificate in Personal Training 600/4543/7
- Active IQ Level 3 Diploma in Fitness Instructing and Personal Training 600/4941/8
- LAO Level 3 Diploma in Personal Training and Business Planning 600/4683/1

The following qualifications have been added to the Employee Rights and Responsibilities section of the framework:

- SQA Level 3 Award in Employment Awareness in Active Leisure and Learning 600/4938/8
- EDI Level 3 Award in Employment Awareness in Active Leisure and Learning 600/4425/1
- IQ Level 3 Award in Employment Awareness in Active Leisure and Learning 600/4710/0
- OCR Level 3 Award in Employment Awareness in Active Leisure and Learning 600/2423/9

The following qualifications have been added to the Additional Employer Requirements section of the framework:

- Active IQ Level 3 Award in Business Skills for Fitness Professionals
- 1st4sport Level 3 Certificate in Coaching Strength and Conditioning for Sport
- Active IQ Level 3 Diploma in Instructing Mat Pilates 501/1778/6
- VTCT Level 3 Diploma in Mat Pilates 500/8654/6
- LAO Level 3 Diploma in Exercise Referral 501/0474/3
- VTCT level 3 Certificate in Advanced Exercise to Music 500/8809
- Active IQ Level 3 Certificate in Exercise Referral 600/0068/7
- CYQ Level 3 Certificate in Exercise Referral for Specific Controlled Conditions 600/0275/x
- CYQ Level 3 Diploma in Teaching Yoga 600/1227/4
- CYQ Level 3 Diploma in Exercise Referral 600/4731/8
- CYQ Level 3 Diploma in Teaching Pilates 600/4015/4
- CYQ Level 3 Certificate in Sports Massage (Soft Tissue Therapy) 600/4687/9

## Qualifications that have been extended

N/a

# Purpose of this framework

## Summary of the purpose of the framework

The Foundation Apprenticeship in Exercise and Fitness is designed for those individuals who are either already employed in the fitness industry or who are looking to enter the industry and further develop their knowledge and skills to progress within the sector. The framework is also suitable for those wishing to change career after having worked in a different sector.

The Apprenticeship in Exercise and Fitness is designed for those who already work in the health and fitness industry and wish to continue their professional development as well as for those who wish to enter the sector in a supervisory / managerial role. The framework is also suitable for those wishing to change career after having worked in a different sector, entering this sector changing their hobby into a job.

## Aims and objectives of this framework (Wales)

The health and fitness industry is a large and important component part of the active leisure, learning and well-being sector, comprising both privately operated fitness clubs such as David Lloyd, Fitness First and Cannons, and public gyms in leisure facilities run by local authorities or leisure trusts.

There were 324 clubs in Wales in 2010 according to the FIA State of the Industry report, valued at £135m, equivalent to 4 per cent of the value for the UK as a whole. With regard to business start up, figures from the Fitness Industry Association's 'State of the UK Fitness Industry report' suggest that around eight public and private facilities opened between 2009 and 2010 in Wales. The sector has seen growth since 2007 of around 11 per cent or 33 additional facilities (nine private and 24 public). Club membership in Wales stands at 330,000 with an average of 1,000 members per club. This is lower than average membership per club across the UK, which may be accounted for by the lower concentrations of population in Wales.

Across the UK, the private clubs comprise 54 per cent of all clubs and attract 61 per cent of members. In Wales this proportion is different, with private clubs including those located in hotel premises, accounting for a mere 40 per cent of all facilities open to the public, attracting an almost identical proportion of members at 41 per cent. This means that there is a far greater reliance on public provision of health and fitness sector services in Wales than there is in England.

It is challenging to estimate the number of people employed in these facilities, as leisure centre staff are employed by local authorities whose main business is unlikely to be fitness and hotel-based fitness staff are likely to be subsumed within hotel employment figures. In 2008,

SkillsActive estimated there were 2,100 working in health and fitness in Wales.

The level of vacancies recorded in the sector by the Future Skills Wales (FSW) 2005 was higher than that for the Welsh economy, at 24 per cent of establishments equating to 5.3 percent of sector employment compared to 21 percent of all establishments in Wales and 3.9 percent of all Wales employment. The FSW data showed that 11 percent of sector establishments had hard-to-fill vacancies (1.9 per cent of total sector employment) higher than the Welsh economy as a whole at ten percent of establishments and 1.2 percent of employment.

Research undertaken by SkillsActive (jobs advertised during the course of 2009, via Leisure Opportunities across the UK), found that ten per cent of the 1,600 job opportunities advertised related to fitness instructor, coaches and activity leader positions.

Health and fitness employers in both the public and private sectors reported that class instructors (circuit training and aerobics instructors) were proving very difficult to recruit across Wales. High quality general managers were also difficult to obtain as well as GP referral specialists. A number of public sector employers in Wales identified that they were 'fishing from the same pool' in terms of recruiting people, particularly leisure related posts. Local authority employers reported a trend in lifeguards regularly moving on to work for police or fire authorities.

Fitness instructors:

Fitness roles range from level 2 gym instructors to level 4 specialist instructors who work with clients with health conditions. There are common skill requirements across all roles and levels with communication, customer handling, self motivation and dependability appearing throughout. Personal attributes are also important due to the customer facing nature of the job. Customer handling, team working and problem solving skills are found to be lacking.

The association between health and fitness is strengthening and employers have highlighted the need to upskill fitness professionals to work with specialist populations and health conditions. SkillsActive research found that two in five REPs instructors who do not currently work with special populations expect to work with more in the future.

The Employer Training Survey shows that the highest qualification held by almost a third (31 percent) of employees currently working within the health and fitness sector is level 1 and a further quarter hold a level 2 qualification as their highest. Therefore, there is a clear need to up-skill existing employees working within health and fitness, for job roles which require skills and knowledge at level 2 and 3 such as fitness instructor and personal trainer providing clearly defined routes for entrants into the sector.

Since its inception in Wales in 2005 the Register of Exercise Professionals has seen a rise in the number of registered instructors within Wales. Supported by Sport Wales, these highly skilled professionals will play a key role in addressing the ambitious targets set by the Welsh

## Government's "Climbing Higher" Strategy for Sport and Physical Activity.

Registration is achieved and maintained through the gaining of qualifications and training which are endorsed by industry experts and are nationally recognised. Qualifications which allow entry onto the register include both knowledge and competence qualifications. All the fitness related qualifications within this Apprenticeship framework allow entry onto the register giving the Apprentice a solid and rounded understanding of the industry as well as the opportunity to gain employment and further skills.

This apprenticeship programme will provide the skilled staff to help the nation achieve a healthier, better lifestyle. SkillsActive are also developing excellent links with the National Health Service through the GP referral qualifications currently in place, which will contribute to achieving the targets set out by the Welsh Government in "Climbing Higher".

The provision of recreational, sport and fitness facilities is a key element in the drive to improve the active lifestyles of individuals across all strata of the population. As outlined in Creating an Active Wales, the Welsh Government action plan for sport and physical activity, regular engagement with physical activity has additional benefits to the wider economy. The action plan highlights that those who are physically active have as much as a 50 percent reduced risk of developing major health related diseases in later life. Improvements to the number of people engaged in physical activity could therefore have long term bearings on health expenditure. Estimates suggest that physical inactivity costs the Welsh economy around £650 million per year.

The Welsh Health Survey 2009 suggests that around 57 per cent of adults are classified as overweight or obese (21 per cent are obese). Additionally, Wales records the highest levels of childhood obesity compared with the other Home Countries at 19 per cent. There is continued commitment to improve participation in sport and physical activity in Wales. Creating an Active Wales is the Welsh Government's plan for improving levels of physical activity in Wales (launched in 2009). The report outlines the need to increase participation in physical activity to ensure improvements in health and wellbeing and sets out a range of targets to increase activity levels.

The Welsh Government's Economic Renewal Programme highlights a commitment to the continuous development of the apprenticeship model as a flagship vocational training option.

This framework can contribute towards:

- meeting the generic skills priorities for the sector including communication, teamworking, customer services and employability skills;
- addressing health and fitness sector specific skills gaps in order to provide a quality, welcoming, safe and motivating environment in which customers can become healthy and active with appropriate guidance, advice and supervision from fully qualified professionals;

- bringing about a more diverse workforce which reflects the community and customers the health and fitness facilities serve;
- business sustainability by increasing the number of staff holding level 2 and 3 qualifications and who are REPs (Register of Exercise Professionals) registered;
- offering clear progression pathways beyond level 2 within health and fitness as well as across the whole of the active leisure, learning and well-being sector;
- offering the opportunity for level 2 staff to further develop their skills by engaging in further training at level 3 and above.

How will the framework achieve the above objectives?

- The framework will address the issue of generic skills priorities as all of these skills from customer services to communication and team working are essential parts of the framework elements and apprentices will be required to learn, use and practice these skills both by obtaining transferable skills qualifications and studying for both the competence and knowledge element of the programme.
- The qualifications contributing to a better skilled workforce within the sector will not only be the competence and the knowledge elements but also the additional employers requirement which will give a great opportunity to tailor an apprentice's training programme to the employer's / customers' particular needs and for apprentices to gain additional technical skills.
- Due to the recession, it is important that the sector recognises the value of apprenticeship programmes in upskilling the health and fitness workforce and the value of apprentices to their businesses. Having a workforce grown internally by apprenticeship programmes ensures that businesses are supplied with a workforce who will not only have the soft skills but also the specific technical skills to work and progress within the industry making it a successful business for the employer and a quality experience for the customer.
- Clear progression to further specialist courses allowing continuing professional development not only in exercise and fitness, but Leisure Management and Sports Development as well.
- The apprenticeship will build further confidence in our sector from other professions such as physiotherapists and doctors.

This framework will also contribute to the priorities of the Welsh Government set out in Skills That Work for Wales (2008) in particular:

#### **Preparing Young People for the Future by:**

- Developing a combination of technical occupational skills and generic work related skills.
- Providing a pathway from school and the Welsh Baccalaureate to employment.
- Requiring apprentices to obtain an understanding of the sector and its career pathways so that they can make informed choices about their future.

#### **Investing in Apprenticeships by:**

- Providing a comprehensive suite of apprenticeship frameworks, of which this is one, covering all of the main occupations in the active leisure, learning and well-being sector.
- Providing a framework that meets the requirements of the Specification of Apprenticeship Standards for Wales, that can integrate with the Welsh Baccalaureate and help end the separation between vocational and academic qualifications.
- Supporting the implementation of new QCF qualifications included in the framework.

**Getting the basics right by:**

- Supporting learners, who have not achieved basic skills during their schooling to obtain literacy, numeracy and ICT skills with Essential Skills Wales accreditation. This will help reduce the 25 per cent of adults in Wales who do not have Level 1 literacy skills and the 53 per cent who do not have Level 1 numeracy skills.



# Entry conditions for this framework

The Foundation Apprenticeship in Exercise and Fitness is designed for those individuals who are either already employed in the fitness industry or who are looking to enter the industry and further develop their knowledge and skills to progress within the sector. The framework is also suitable for those wishing to change career after having worked in a different sector.

The Apprenticeship in Exercise and Fitness is designed for those who already work in the health and fitness industry and wish to continue their professional development as well as for those who wish to enter the sector in a supervisory / managerial role. The framework is also suitable for those wishing to change career after having worked in a different sector, entering this sector changing their hobby into a job.

It is good practice that apprentices are interviewed by both their employer and training provider and undergo a centre devised initial assessment, testing their literacy and numeracy skills as well as their attitude to the workplace and customers.

Potential apprentices should have a positive, motivating, can do attitude and be willing to work both as part of a team or on their own. They should be motivated to succeed in the health and fitness industry and be willing to work shifts, sometimes unsociable hours and travel between sites. Potential apprentices are expected to have the skills to work with and motivate a variety of different clients they will work with. Apprentices might also need to undergo police checks for example when working with vulnerable adults and children.

Apprentices will be given the opportunity to gain literacy and numeracy qualifications alongside their industry related skills and qualifications.

It is not a mandatory part of this framework to achieve ICT qualifications, although apprentices are encouraged to take every opportunity to broaden their skills base.

## Level 2

Title for this framework at level 2

# Foundation Apprenticeship in Exercise and Fitness

### Pathways for this framework at level 2

Pathway 1:      Instructing Exercise and Fitness

## Level 2, Pathway 1: Instructing Exercise and Fitness

### Description of this pathway

#### Instructing Exercise and Fitness

Apprentices undertaking this programme will achieve a minimum of 73 credits made up of the components of this framework.

### Entry requirements for this pathway in addition to the framework entry requirements

There are none in addition to the entry conditions specified in the framework entry conditions earlier in the document.

Job title(s)	Job role(s)
Fitness Instructor / Gym Instructor	Reception duties, maintenance, session plans and session delivery for members, membership sales
Recreation Assistant	Prepare for, deliver and evaluate exercise sessions
Exercise Instructors e.g.: Aerobics; Step Aerobics; Circuit Training; Aqua aerobics; Working with children	Prepare for, deliver and evaluate exercise sessions with a variety of apparently healthy people
Leisure Centre Assistant	Reception, maintenance

# Qualifications

## Competence qualifications available to this pathway

C1 - Level 2 NVQ Diploma in Instructing Exercise and Fitness					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	501/0105/5	OCR	37	242	N/A
C1b	500/9411/7	City & Guilds	37	242	N/A
C1c	501/0537/1	Edexcel	37	242	N/A
C1d	501/0519/x	CYQ	37	242	N/A
C1e	500/9640/0	Active IQ	37	242	N/A
C1f	501/0718/5	VTCT	37	242	N/A
C1g	500/9840/8	LAO	37	242	N/A
C1h	501/1996/5	NCFE	37	242	N/A
C1i	501/2149/2	ITEC	37	242	N/A

## Knowledge qualifications available to this pathway

K1 - Level 2 Certificate in Fitness Instructing					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	500/8136/6	OCR	23	157	N/A
K1b	500/9459/2	ITEC	23	157	N/A
K1c	500/8478/1	EDI	23	157	N/A
K1d	500/8269/3	CYQ	23	157	N/A
K1e	500/8048/9	City & Guilds	23	157	N/A
K1f	500/8722/8	VTCT	23	157	N/A
K1g	500/8756/3	Active IQ	23	157	N/A
K1h	500/8309/0	LAO	23	157	N/A
K1i	500/8513/x	NCFE	23	157	N/A
K1j	600/4355/6	Edexcel BTEC	23	157	N/A

K2 - Level 2 Diploma in Exercise, Health and Fitness Instructing					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	501/0676/4	VTCT	59	427	N/A

## Knowledge qualifications available to this pathway (cont.)

K3 - Level 2 Certificate in Instructing Exercise to Music to Older Adult and People with Disabilities					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	501/1491/8	VTCT	35	234	N/A

  

K4 - Level 2 Certificate in Fitness Walking					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K4a	600/0299/2	CYQ	18	124	N/A

  

K5 - Level 2 Diploma in Active Leisure					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K5a	600/4973/x	Active IQ	60	397	N/A

  

K6 - Level 2 Certificate in Instructing Pre-designed Exercise Sessions					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K6a	600/2823/3	Active IQ	22	155	N/A

## Combined qualifications available to this pathway

N/A

## Relationship between competence and knowledge qualifications

K1-K6 provides the underpinning knowledge for C1.

A range of qualifications with a variety of credit values are available, learners and employers should choose the ones most suited to the learner's needs and job roles. For example, an apprentice working in a setting where they are responsible for planning and delivering gym sessions for clients, the most appropriate choice would be the Level 2 Certificate in Fitness Instructing.

For guidance in selecting the most appropriate knowledge qualification, providers and employers are welcome to contact SkillsActive on an individual learner basis / case.



# Transferable skills (Wales)

## Essential skills (Wales)

	Minimum level	Credit value
Communication	1	6
Application of numbers	1	6
IT	N/A	N/A

# Progression routes into and from this pathway

## PROGRESSION INTO THIS PROGRAMME

There are no pre-defined entry routes, however learners wishing to progress into this apprenticeship programme could come from a variety of backgrounds with a variety of qualifications.

These might include diplomas, GCSEs, Welsh Baccalaurate qualifications, A levels or vocational training routes such as Pathways To Apprenticeships or other vocational qualifications and work experience.

Learners can also progress into this apprenticeship if they are already employed in the sector and wish to develop their knowledge and skills to progress their careers.

Learners can also progress into this programme from employment in a different sector as a career change.

## PROGRESSION FROM THIS PROGRAMME

On completion of this Foundation Apprenticeship, learners can progress onto a specialist role in teaching exercise to children, or onto the Apprenticeship in Exercise and Fitness and progress to roles which are more specialist and require greater technical knowledge and skill, for example Studio Coordinator, Assistant Manager.

They can also progress onto a variety of vocational qualifications offered by private providers or FE colleges allowing them to gain further knowledge in any of our subsectors, for example they can become Personal Trainers by completing an Apprenticeship in Exercise and Fitness or Centre Managers by progressing onto a Leisure Management programme.

Further information on qualifications and progression guidance within health and fitness can be

found at [www.exerciseregister.org](http://www.exerciseregister.org)

Please also check the SkillsActive Careers site for further information on progression opportunities and more detailed information on available job roles in the sector - [www.skillsactive.com/careers](http://www.skillsactive.com/careers)

# Employee rights and responsibilities

In the active leisure, learning and well-being sector the employee rights and responsibilities requirement of the apprenticeship programme will be met by all apprentices completing an externally assessed and verified qualification covering all nine national outcomes listed below:

- Employer and employee statutory rights and responsibilities under Employment Law;
- Procedures and documentation in their organisation which recognises and protects their relationship with their employer / health & safety and equality & diversity training must be an integral part of the apprentice's learning programme;
- The range of sources of information and advice available on employment rights and responsibilities;
- The role played by this occupation within the organisation and industry;
- Types of career pathways open to the apprentice;
- Types of representative bodies and an understanding of their relevance to the industry & organisation and their main roles & responsibilities;
- How and where to get information and advice on the industry, occupation, training and careers;
- The organisation's principles and codes of practice;
- Issues of public concern that affect the organisation and industry.

It is a mandatory outcome of the apprenticeship programme that all apprentices complete one of the qualifications listed below covering all nine of the national outcomes of the employee rights and responsibilities listed above:

- CYQ Level 2 Award in Employment Awareness in Active Leisure and Learning 500/6534/8
- City& Guilds Level 2 Award in Employment Awareness in Active Leisure and Learning 500/6581/6
- 1st4sport Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7337/0
- VTCT Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7393/x
- Active IQ Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7367/9
- LAO Level 2 Award in Employment Awareness in Active Leisure and Learning 500/7237/7
- Edexcel Level 2 Award in Employment Awareness in Active Leisure and Learning 500/9273/X
- NCFE Level 2 Award in Employment Awareness in Active Leisure and Learning 501/1810/9
- CACHE Level 2 Award in Employment Awareness in Active Leisure and Learning 600/1331/x
- EDI Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4424/x
- OCR Level 2 Award in Employment Awareness in Active Leisure and Learning 600/2422/7
- IQ Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4709/4
- SQA Level 2 Award in Employment Awareness in Active Leisure and Learning 600/4939/x
- HABC Level 2 Award in Employment Awareness in Active Leisure and Learning

600/4477/9

## Level 3

Title for this framework at level 3

# Apprenticeship in Exercise and Fitness

### Pathways for this framework at level 3

Pathway 1:      Personal Training

## Level 3, Pathway 1: Personal Training

### Description of this pathway

#### Personal Training

Apprentices on this programme will achieve a minimum of 104 credits made up of the components of the framework.

### Entry requirements for this pathway in addition to the framework entry requirements

There are none in addition to the entry requirements listed for the framework earlier in the document.

Job title(s)	Job role(s)
Personal Trainer	Prepare and deliver training programmes for adults on an individual basis, be able to cater for a variety of needs ranging from older adults to athletes and people wishing to train for a specific sporting activity

# Qualifications

## Competence qualifications available to this pathway

C1 - Level 3 NVQ Diploma in Personal Training					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
C1a	501/0158/4	CYQ	48	295	N/a
C1b	500/9410/5	City & Guilds	48	295	N/a
C1c	501/0111/0	OCR	48	295	N/a
C1d	500/9305/8	Active IQ	48	295	N/a
C1e	501/0722/7	VTCT	48	295	N/a
C1f	501/0404/4	LAO	48	295	N/a
C1g	501/1999/0	NCFE	48	295	N/a
C1h	501/2195/9	ITEC	48	295	N/a
C1i	600/1786/7	Edexcel	48	295	N/a



## Knowledge qualifications available to this pathway

K1 - Level 3 Certificate in Personal Training					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K1a	500/8049/0	City & Guilds	36	245	N/a
K1b	500/8259/0	CYQ	36	245	N/a
K1c	500/8135/4	OCR	36	245	N/a
K1d	500/8820/8	Active IQ	36	245	N/a
K1e	500/8721/6	VTCT	36	245	N/a
K1f	500/8526/8	NCFE	36	245	N/a
K1g	500/8480/X	EDI	36	245	N/a
K1h	500/8404/5	LAO	36	245	N/a
K1i	500/9458/0	ITEC	36	245	N/a
K1j	600/4543/7	Edexcel BTEC	36	245	N/a

K2 - Level 3 Diploma in Advanced Exercise, Health and Fitness Instruction					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K2a	500/8337/5	City & Guilds	63	356	N/a

## Knowledge qualifications available to this pathway (cont.)

K3 - Level 3 Diploma in Personal Training and Instruction					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K3a	600/1275/4	CYQ	48	340	N/a

K4 - Level 3 Diploma in Personal Training and Business Planning					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K4a	600/4683/1	LAO	38	253	N/a

K5 - Level 3 Diploma in Fitness Instructing and Personal Training					
No.	Ref no.	Awarding organisation	Credit value	Guided learning hours	UCAS points value
K5a	600/4941/8	Active IQ	52	346	N/a

## Combined qualifications available to this pathway

N/A

## Relationship between competence and knowledge qualifications

K1-K5 can provide the underpinning knowledge for C1.

A range of qualifications with a variety of credit values are available, the learner and employer should choose the qualifications most suited to the learners' needs and specific job roles.

Qualifications in this framework vary not only in size but also in the area of specialisms. They allow apprentices to further develop their skills, progress their interest and build their future careers in the sector.

For advice and guidance on selecting the most appropriate knowledge qualification, providers and employers are welcome to contact SkillsActive on an individual learner basis / case.

# Transferable skills (Wales)

## Essential skills (Wales)

	Minimum level	Credit value
Communication	2	6
Application of numbers	2	6
IT	N/a	N/a

## Progression routes into and from this pathway

### PROGRESSION INTO THIS PROGRAMME

There are no pre-defined entry routes into the Apprenticeship in Fitness, however learners wishing to progress into this apprenticeship programme could come from a variety of backgrounds with a variety of qualifications.

These might include diplomas, GCSEs, Welsh Baccalaurate qualifications, A levels or vocational training routes such as Pathways To Apprenticeships or Foundation Apprenticeships. Learners can progress into this apprenticeship from the Foundation Apprenticeship in Exercise and Fitness or any other Foundation Apprenticeship in the active leisure, learning and well-being sector.

Learners can also progress into this apprenticeship if they are already employed in the sector and wish to develop their knowledge and skills to progress their careers. Learners can also progress into this apprenticeship programme from employment in a different sector as a career change.

### PROGRESSION FROM THIS PROGRAMME

On completion of this programme, apprentices can progress into employment in a variety of roles, ranging from Personal Trainer to working alongside a GP doing GP referral. They can also progress onto a variety of vocational qualifications allowing them to further specialise, for example in Ante and Post-natal exercise or dealing with older adults.

Once level 3 qualifications are completed, there is a direct progression route for those interested in becoming specialist instructors for the conditions listed below:

- Cardiac
- Falls

- Stroke
- Mental Health
- Back pain
- Obesity/Diabetes
- Military rehab

On completion of this programme, learners can progress into Further or Higher Education institutes in order to study a variety of subjects ranging from those which are sports and fitness specific, such as Sports and Exercise Science or Sports Nutrition, to general subjects such as Management or Business Studies.

It is not unusual that on completion of this programme, fully qualified REPs registered Personal Trainers can set up their own business.

Further details on these progression routes can be obtained from the Register of Exercise Professionals website, [www.exerciseregister.org](http://www.exerciseregister.org)

Please also check the SkillsActive Careers site for further information on progression opportunities. [www.skillsactive.com/careers](http://www.skillsactive.com/careers)

### UCAS points for this pathway:

*(no information)*

# Employee rights and responsibilities

In the active leisure, learning and well-being sector the employee rights and responsibilities requirement of the apprenticeship programme will be met by all apprentices completing an externally assessed and verified qualification covering all nine national outcomes listed below:

- Employer and employee statutory rights and responsibilities under Employment Law;
- Procedures and documentation in their organisation which recognises and protects their relationship with their employer / health & safety and equality & diversity training must be an integral part of the apprentice's learning programme;
- The range of sources of information and advice available on employment rights and responsibilities;
- The role played by this occupation within the organisation and industry;
- Types of career pathways open to the apprentice;
- Types of representative bodies and an understanding of their relevance to the industry & organisation and their main roles & responsibilities;
- How and where to get information and advice on the industry, occupation, training and careers;
- The organisation's principles and codes of practice;
- Issues of public concern that affect the organisation and industry.

It is a mandatory outcome of the apprenticeship programme that all apprentices complete one of the qualifications listed below covering all nine national outcomes listed above:

- CYQ Level 3 Award in Employment Awareness in Active Leisure and Learning 500/6535/x
- Edexcel Level 3 Award in Employment Awareness in Active Leisure and Learning 500/9274/1
- City& Guilds Level 3 Award in Employment Awareness in Active Leisure and Learning 500/6580/4
- 1st4sport Level 3 Award in Employment Awareness in Active Leisure and Learning 500/7423/4
- VTCT Level 3 Award in Employment Awareness in Active Leisure and Learning 500/7395/3
- Active IQ Level 3 Award in Employment Awareness in Active Leisure and Learning 500/7410/6
- LAO Level 3 Award in Employment Awareness in Active Leisure and Learning 500/7401/5
- NCFE Level 3 Award in Employment Awareness in Active Leisure and Learning 501/1812/2
- CACHE Level 3 Award in Employment Awareness in Active Leisure and Learning 600/1310/2
- SQA Level 3 Award in Employment Awareness in Active Leisure and Learning 600/4938/8
- EDI Level 3 Award in Employment Awareness in Active Leisure and Learning 600/4425/1
- IQ Level 3 Award in Employment Awareness in Active Leisure and Learning 600/4710/0
- OCR Level 3 Award in Employment Awareness in Active Leisure and Learning 600/2423/9

Please note all of the above qualifications account for 8 credits towards the framework.



*The remaining sections apply to all levels and pathways within this framework.*

## How equality and diversity will be met

Apprenticeships in our sector aim to promote diversity, equal opportunity and inclusion by offering a high quality learning experience.

The delivery of this programme must be in a setting free from prejudice and discrimination where all learners can contribute fully and freely and feel valued.

The selection and recruitment of apprentices to the programme must be inclusive and available to all people irrespective of their age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, and sexual orientation (protected characteristics of Equality Act 2010).

### ISSUES, BARRIERS AND ACTIONS

The health and fitness industry is made up of nearly 6000 private and public health clubs across the UK, of which 324 clubs operated in Wales in 2010.

The majority of the workforce are members of staff who work on the gym floor. As a result of the current economic situation, a possible barrier to entering the fitness industry is the fact that disposable income has considerably reduced in most households, therefore members of the public are more cautious about spending money on health club membership. There is notably a competitive spirit amongst health clubs offering shorter commitment periods, reduced joining/membership fees and competitive rates for group exercise sessions. Ultimately competition means that the fittest will survive, but unfortunately the current economic climate has also caused a drop in pay increases and reduced support for training and development due to the cost. However, this is where an apprenticeship programme can contribute by ensuring that those interested in entering the sector, or who are already employed in the sector, are given the opportunity to gain and develop their knowledge and skills despite the current economic difficulties to ensure they stand out and succeed.

63% of the workforce is female and although they have a presence across all roles, this decreases as the roles become more senior. Having an Foundation Level Apprenticeship programme on offer in fitness makes it possible for all members of staff to develop their skills and knowledge. Therefore this framework can contribute to encouraging more women to develop their skills and the fact that an Apprenticeship Level programme is available in both fitness and leisure management will enable them to fill more senior roles in the near future.

The fitness workforce is predominantly white at 92.5% with the remaining 7.5% split between other minorities. By having an open access, prejudice and discrimination free recruitment process to our apprenticeship programmes, we are encouraging anyone interested from any



race, religion and ethnicity to enter the sector, and this way we can make a small contribution to trying to ensure the ethnicity balance will improve over a period of time.

# On and off the job training (Wales)

## Summary of on- and off-the-job training

### Legal Requirement

The Specification of Apprenticeship Standards Wales (SASW) states that apprentices must complete a minimum of 280 Guided Learning Hours (GLH) per year when undertaking a Foundation Level Apprenticeship. A minimum of 100 GLH (or 30% of the total GLH whichever is greater) must be completed each year of the programme away from the apprentices' immediate area and pressure of work (off the job).

### Definition:

**ON THE JOB** = Learning which encourages and enables the apprentice to demonstrate practical job-related skills and to practice and apply these skills in the context of the job. This type of learning will be delivered in the workplace and through practical experience of doing the job.

**OFF THE JOB** = Learning which encourages and enables the apprentice to develop the technical skills of the job and to develop their knowledge of theoretical concepts across a range of contexts and the wider market. This type of guided learning will be delivered away from the immediate pressures of the job. It may be delivered in the workplace, in a college or training provider premises.

### Foundation Apprenticeship in Exercise and Fitness

The total guided learning hours for this framework is set at 534 GLH and we advise the framework to be completed within 12 months. Therefore the total GLH for year one of this programme will be 534 GLH which exceeds the minimum legal requirement of 280 GLH per year.

The 534 total GLH for this framework is made up of the components of this framework as follows:

- GLH associated with the competence qualification (242 GLH)
- GLH associated with the knowledge qualification (157 GLH)
- GLH associated with the employee rights and responsibilities qualification (45 GLH)
- GLH associated with the transferrable skills qualifications (90 GLH - 45 GLH per skill)

### Apprenticeship in Exercise and Fitness

The total guided learning hours for this framework is set at 691 GLH and we advise the

framework to be completed within 18 months. Therefore the total GLH for year one of this programme will be 460 GLH which exceeds the minimum legal requirement of 280 GLH per year.

The 691 total GLH for this framework is made up of the components of this framework as follows:

- GLH associated with the competence qualification (295 GLH)
- GLH associated with the knowledge qualification (245 GLH)
- GLH associated with the employee rights and responsibilities qualification (61 GLH)
- GLH associated with the transferrable skills qualifications (90 GLH - 45 GLH per skill)

## Off-the-job training

### Foundation Apprenticeship in Exercise and Fitness

The total off the job GLH will be set at 250 GLH for this framework.

This is made up of the following components of the framework:

- part of the knowledge qualification (125 GLH)
- transferrable skills (90 GLH)
- part of the employee rights and responsibilities qualification (35 GLH)

### Apprenticeship in Exercise and Fitness

The total off the job GLH will be set at 335 GLH for this framework. This is made up of the following components of the framework:

- part of the knowledge qualification (195 GLH)
- transferrable skills (90 GLH)
- part of the employee rights and responsibilities qualification (50 GLH)

The first year total off the job GLH will be set at 223 GLH.

## How this requirement will be met

This requirement will be met via debriefing sessions, supervision, team sessions, shift handovers and activities similar to the above listed where the learner / apprentice is away from the pressures of the workplace and / but are supported and mentored by fellow workers and management and completion of the knowledge qualification and Essential Skills assessment.

The provider will be required to gather evidence of this achievement where it occurs outside of formal certification of a qualification.

We propose that this will be evidenced through apprentices holding an activepassport, which is an online skills passport supported by leading employers and training providers. It allows learners to easily build and maintain a verified record of their skills, qualifications and achievements and keeps track of individuals progress and commitment to their career and professional development.

For more information and guidance on activepassports, providers and employers can visit the activepassport website [www.activepassport.com](http://www.activepassport.com) and also contact SkillsActive.

## On-the-job training

### Foundation Apprenticeship in Exercise and Fitness

The total on the job GLH will be set at 284 GLH for this framework.

This is made up of the following components of the framework:

- competence qualification (242 GLH)
- remainder of the knowledge qualification (32 GLH)
- remainder of the employee rights and responsibilities qualification (10 GLH)

### Apprenticeship in Exercise and Fitness

The total on the job GLH will be set at 356 GLH for this framework.

This is made up of the following components of the framework:

- competence qualification (295 GLH)
- remainder of the knowledge qualification (50 GLH)
- remainder of the employee rights and responsibilities qualification (11 GLH)

The first year total off the job GLH will be set at 237 GLH.

## How this requirement will be met

This requirement will be met by the apprentices delivering their daily job roles, gaining technical experience as well as time they spent acquiring knowledge and skills to achieve the competence requirement set out by the apprenticeship programme / framework.

The provider will be required to gather evidence of this achievement where it occurs outside of formal certification of a qualification.

We propose that this could also be evidenced through apprentices holding an activepassport, which is an online skills passport supported by leading employers and training providers. It

allows learners to easily build and maintain a verified record of their skills, qualifications and achievements and keeps track of individuals progress and commitment to their career and professional development.

For more information and guidance on activepassports, providers and employers can visit the activepassport website [www.activepassport.com](http://www.activepassport.com) and also contact SkillsActive.

# Wider key skills assessment and recognition (Wales)

## Improving own learning and performance

Improving own learning and performance is an essential skill within our sector and is covered in the competence qualification, therefore it was decided in consultation with the sector that separate certification of this skill is not required for the completion of this framework.

However, SkillsActive would encourage training providers to consider the value added element of delivery within the framework.

## Working with others

Working with others is an essential skill within our sector and is covered in the competence qualification, therefore it was decided in consultation with the sector that separate certification of this skill is not required for the completion of this framework.

However, SkillsActive would encourage training providers to consider the value added element of delivery within the framework.

## Problem solving

Problem solving is an essential skill within our sector and is covered in the competence qualification, therefore it was decided in consultation with the sector that separate certification of this skill is not required for the completion of this framework.

However, SkillsActive would encourage training providers to consider the value added element of delivery within the framework.

# Additional employer requirements

It is strongly recommended that apprentices consider membership of the Register of Exercise Professionals (REPs) upon achievement of their framework qualifications. Membership of REPs provides assurance and confidence to consumers, employers and the health professions that all registered exercise professionals are appropriately qualified and have the knowledge, competence and skills to perform specific roles. Further information on REPs membership can be found at [www.exerciseregister.org](http://www.exerciseregister.org)

While the achievement of additional employer requirements is not a mandatory requirement for certification of this apprenticeship programme, the sector and employers recognise the value and the need for these and completion of them will make the apprentice more employable. Therefore it is also advised for all apprentices on the programme to complete an additional qualification to make them more employable in their chosen career. These must be an externally assessed and verified qualification, additional technical skills the apprentice can gain to make them more employable and competent in their job role. The selected qualifications have to be relevant to the organisation, linked to the competence element and relevant to the apprentice's job role.

Please note that the additional employer qualifications are not funded, the employer should contribute to the achievement of this aspect of the programme. It is advised that one additional qualification is achieved at the Foundation Apprenticeship level and two at the Apprenticeship level.

## Foundation Apprenticeship in Exercise and Fitness

Please select one qualification from the list below:

- CYQ Level 2 Award in Circuit Training
- CYQ Level 2 Award in Group Indoor Cycling
- CYQ Level 2 Award in Step Exercise to Music
- CYQ Level 2 Award in Studio Resistance Training
- CYQ Level 2 Award in Walk Leading
- CYQ Level 2 Award in Community Activation
- CYQ Level 2 Award in Nutrition for Healthy Living
- CYQ Level 2 Certificate in Fitness Walking
- Active IQ Level 2 Certificate in Instructing Pre-designed Exercise Sessions
- Active IQ Level 2 Award in Instructing Circuit Sessions
- Active IQ Level 2 Award in Adapting Fitness Instructing for Adolescents
- Active IQ Level 2 Award in Instructing Studio Cycling

- Active IQ Level 2 Award in Instructing Kettlebells
- Active IQ Level 2 Certificate in Teaching Physical Activity to Children
- Active IQ Level 2 Award in Leading Health Related Activity Sessions
- VTCT Level 2 Award in Instructing Circuit Training Sessions
- 1st4sport Level 2 Certificate in Coaching strength and conditioning for sports
- 1st4sport Level 2 Certificate in Coaching indoor rowing
- Level 2 Award in Increasing Participation in Sport and Active Leisure in Community Settings
- Level 2 Certificate in Increasing Participation in Sport and Active Leisure in Community Settings
- Level 2 Diploma in Increasing Participation in Sport and Active Leisure in Community Settings
- BTEC Level 2 Award in Exercise and Fitness Instruction
- Vocational Assessor Units
- Any qualification deemed fit for purpose pre-approved by SkillsActive and externally assessed and validated
- Any Approved Health and Safety Executive First Aid at Work or Emergency First Aid at Work certificates (apprentices and training providers are encouraged to deliver a full First Aid qualification rather than a one day course) - this may be subject to industry change
- Any Approved externally validated and awarded Health and Safety certificate
- Any Customer Service Competence Units
- Any other Wider Key Skills (Information Technology, Working with Others, Problem Solving or Improving own Learning and Performance) at level 2
- Any REP's accredited Continuing Professional Development courses/ qualifications worth 8 points or more
- L1 Award in Coaching [Name of Sport] qualifications or L2 Certificate in Coaching [Name of Sport] qualifications (for apprentices working on sites where they are responsible for delivering coaching sessions in a context of a specific sport)
- Any additional active leisure, learning and well-being competence units relating to the apprentice's job role
- Any Edexcel BTEC Level 2 Sport Awards or Certificates
- Any City& Guilds Level 2 Sport Awards or Certificates

*Please note that the Additional Employer Requirement must not be certificates of attendance and must be of a similar level (e.g. Level 2).*

## **Apprenticeship in Exercise and Fitness**

Please select two qualifications from the list below:

- Active IQ Level 3 Award in Nutrition for Physical Activity
- Active IQ Level 3 Award in Designing Pre and Post Natal Exercise Programmes
- Active IQ Level 3 Certificate in Sports Massage (Soft Tissue Therapy)
- Active IQ Level 3 Award in Business Skills for Fitness Professionals
- Active IQ Level 3 Diploma in Teaching Yoga



- Active IQ Level 3 Diploma in Instructing Pilates Matwork
- Active IQ Level 3 Certificate in Exercise Referral
- Active IQ Level 3 Diploma in Exercise Referral
- City & Guilds Level 3 Award in Nutrition for Physical Activity
- City& Guilds Level 3 Diploma in Teaching Pilates
- CYQ Level 3 Award in Nutrition for Physical Activity
- CYQ Level 3 Award in Programming and Supervising Exercise with Disabled Clients
- CYQ Level 3 Award in Instructing Outdoor Fitness
- CYQ Level 3 Award in Sports Conditioning
- CYQ Level 3 Award in Business Skills for the Fitness Professional (achieving all of the above listed units on top of the mandatory Personal Training certificate units will enable learners to be certificated for the CYQ Level 3 Diploma in Personal Training and Instruction)
- CYQ Level 3 Diploma in Teaching Pilates
- CYQ Level 3 Diploma in Teaching Yoga
- CYQ Level 3 Diploma in Exercise Referral
- CYQ Level 3 Diploma in Exercise Referral for Specific Controlled Conditions
- CYQ Level 3 Certificate in Sports Massage (Soft Tissue Therapy)
- LAO Level 3 Award in Adapting Exercise for Ante and Post Natal Participants
- LAO Level 3 Award in Nutrition for Physical Activity
- LAO Level 3 Diploma in Exercise Referral
- VTCT Level 3 Award in Adapting Physical Activity for Antenatal and Postnatal Clients
- VTCT Level 3 Award in Adapting Physical Activity for Older Adults
- VTCT Level 3 Award in Adapting Physical Activity for People with Disabilities
- VTCT Level 3 Award in Instructing Sports Specific Conditioning
- VTCT Level 3 Award in Nutrition for Physical Activity
- VTCT Level 3 Diploma in Exercise Referral
- VTCT Level 3 Diploma in Mat Pilates
- VTCT Level 3 Certificate in Advanced Exercise to Music
- 1st4sport Level 3 Certificate in Coaching Strength and Conditioning for Sport
- Any qualification that is deemed fit for purpose and agreed upon prior to delivery by SkillsActive and is externally awarded and validated
- Any REP's accredited Continuing Professional Development courses / qualifications worth 8 points or more
- Sports Leaders UK Level 2 and Level 3 Awards
- Any Approved Health and Safety Executive First Aid at Work or Emergency First Aid at Work certificates(apprentices and training providers are encouraged to deliver a full First Aid qualification rather than a one day course.) - please note that this is subject to industry change
- Any Customer Services Certificates
- L2 and L3 Certificate in Coaching [Name of Sport] qualifications (for apprentices working on sites where they are responsible for delivering coaching sessions in a context of a specific sport)
- Any Customer Service Competence Units

- Any additional active leisure, learning and well-being competence units relating to the apprentice's job role
- Any of the Wider/Other Key Skills Awards
- Vocational Assessor Units
- Any Edexcel BTEC Sport Awards / Certificates
- Any City & Guilds Sport Awards / Certificates

*Please note that the Additional Employer Requirement must not be certificates of attendance and must be of a similar level (e.g. Level 3).*

**Apprentices may use Recognition of Prior Learning (RPL) for one industry skill that was achieved up to 6 months prior to the commencement of the Apprenticeship .**

It is essential that the choice of qualification be based on the needs of the organisation and the need to provide the Apprentice with the appropriate skills in there area of work.

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