SKILLSIQ

CAPABLE PEOPLE MAKE CLEVER BUSINESS

Fitness Training Package Products

Draft 1 Consultation Guide

September 2020

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Introduction

SkillsIQ is a not-for-profit Skills Service Organisation (SSO) supporting industry in developing standards to equip the people-facing workforce with the right skills for jobs now and into the future. SkillsIQ is funded by the Department of Education, Skills and Employment to support the Industry Reference Committees (IRCs) responsible for the development and maintenance of training packages in the following sectors:

- Community Services
- Floristry
- Funeral Services
- Hairdressing and Beauty Services
- Health
- Local Government
- Public Sector
- Retail Services
- Sport, Fitness and Recreation
- Tourism, Travel and Hospitality.

IRCs drive the process of Training Package development and are made up of people with experience, skills and knowledge of their particular industry sector. IRCs are responsible for the provision of strategic input and advice that represents the needs of their workforce, and for ensuring Training Package Products reflect these needs.

Project background

The SIS Sport, Fitness and Recreation Training Package is the national framework for skills development in the Sport, Fitness and Recreation industries.

The Australian Industry and Skills Council (AISC) has approved SkillsIQ, under the direction of the Sport, Fitness and Recreation Industry Reference Committee (IRC), to undertake a thorough review of all nationally recognised Fitness Training Package Products included in the SIS Sport, Fitness and Recreation Training Package.

The key driver for the current review of Fitness Training Package Products is industry concern that existing Units of Competency and Qualifications do not align well to Fitness and Aquatic Fitness instruction roles in the workplace.

To inform this review a Fitness Technical Advisory Committee (Fitness TAC) was formed to guide the project. The Fitness TAC comprises industry stakeholders and subject matter experts who provide:

- guidance at the national level to ensure Training Package Products are flexible and responsive to changing workplace practices, industry and client needs
- specialist advice and strategic direction in relation to stakeholder feedback and issues relevant to their sector
- views and feedback on behalf of the sector or organisation they represent
- support in facilitating communication and consultation with industry, including other members of their organisation, association members and other industry networks.

Consultation activities and timelines

National consultation for Draft 1 will be open for a period of four weeks from 16 September to 16 October 2020. During this period input will be sought on the following:

- 2 Qualifications
- 2 Skill Sets
- 20 Units of Competency and associated Assessment Requirements.

Webinars

SkillsIQ will be undertaking a number of key activities to engage industry stakeholders and VET professionals. To participate in consultation activities and forums please access the following links:

- Webinar 1 Thursday 24 September 11:00am to 1:30pm
- Webinar 2 Monday 28 September 10:00am to12:30pm
- Webinar 3 Tuesday 29 September 1:00pm to 3:30pm
- Webinar 4 Tuesday 6 October 11:00am to 1:30pm
- Webinar 5 Monday 12 October 1:00pm to 3:30pm

Online Feedback Forum

Feedback can also be provided via the SkillsIQ Online Feedback Forum. The Feedback Forum is an online tool designed to capture stakeholder feedback on draft Training Package Products. It also provides an opportunity for stakeholders to view feedback left by others.

To access the draft Training Package Products on the SkillsIQ Online Feedback Forum, please click here:
https://www.skillsiq.com.au/FeedbackForum/TrainingPackages1/SISSport/FitnessTrainingPackageProducts

For information on how to use the Feedback Forum, please visit the following page:
https://www.skillsiq.com.au/FeedbackForum/How-To

To remain up to date with project developments, subscribe to SkillsIQ at:
http://www.skillsiq.com.au/

Project Timelines

Following the close of the Draft 1 consultation period, feedback received will be collated and evaluated. This feedback will inform the development of Draft 2, which will be made publicly available for validation prior to the submission for endorsement.

It is anticipated that the Fitness Training Package Products will be submitted to the AISC for consideration in early 2021.

Table 1: Timelines for the Fitness Update.

Technical Advisory Committee Meetings	June 2019 to August 2020
Consultation Draft 1	September 2020
Feedback Analysis & Draft 2 Development	October/November 2020
Validation Draft 2	December 2020
Quality Check	February 2021
Engagement with State Training Authorities	March 2021
Submission	March 2021

About this Consultation Guide

This guide, which should be read in conjunction with the Draft 1 Training Package Products, provides:

- information on the proposed changes to existing SIS Fitness Training Package Products
- key consultation questions to guide your feedback
- a list of Draft 1 Qualifications and Skill Sets
- a list of Draft 1 Units of Competency and associated Assessment Requirements
- mapping of Draft 1 Qualifications and Units to currently endorsed SIS versions
- a summary of Performance Evidence Requirements.

This guide does not include Draft 1 Training Package components. These can be accessed at

https://www.skillsiq.com.au/FeedbackForum/TrainingPackages1/SISSport/FitnessTrainingPackageProducts

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All Draft 1 Units, Qualifications and Skill Sets are submitted as proposals. They are subject to change at the completion of this public consultation.

Rationale for change

In the period since the Fitness components of the SIS Training Package were endorsed in 2015, industry has raised a number of significant issues about the alignment of Units of Competency and Qualifications with key job roles in the sector:

- Some Qualifications contain core Units, or Units within forced specialisations, that are not relevant to all job roles serviced by the Qualification.
- The *Certificate IV in Fitness* for personal trainers forces the selection of Business Units that skews the Qualification towards a business outcome, which is not appropriate for all personal trainers.
- Industry has expressed the need for a Skill Set in Aquatic Exercise Instruction for the job role of Aquatic Exercise Instructor due to ongoing and increasing demand and difficulty in recruiting qualified staff.

Industry has also advised that Unit and Qualification content does not fully cover consumer trends and industry practices which have emerged since the Fitness Training Package Products were endorsed in 2015:

- Industry operators require multi-skilled fitness instructors who can switch functions between gym instruction, group instruction and personal training and even between land and water-based exercise activities. Current Qualifications force the selection of specialisations and allow little flexibility for multi-skilled outcomes.
- Consumers increasingly expect high standards of customer care and service from fitness instructors. A focus on customer care and client relationship management has been noted by industry as a gap within Units and Qualifications.
- Consumers increasingly expect high standards of professionalism from fitness instructors. Professional practice and industry standards are not always reflected in current Units of Competency and Qualifications.
- Individuals from specific population groups, e.g. older adults, expect their specific needs to be met, whether participating in group or individualised exercise activities. Content for meeting the needs of different population groups needs to be more sharply focussed within Units.

Current Certificate III and IV Fitness Qualifications have high enrolments but low completion rates. Early exit from Qualifications may be a factor related to learner frustration with some confused Unit and Qualification content that does not relate to all job roles; some considerable duplication across Units; or significantly repeated Assessment Requirements relating to certain tasks across Units.

Employers have also reported a disparity in the competence of graduates, resulting in a lack of confidence in the Assessment Requirements within the Training Package.

All currently endorsed Units were analysed to inform the Units for Draft 1. Many of the issues identified are directly relevant to industry's concerns about Training Package Products not aligning to key job roles. Others are deficits in the quality of Units, making it difficult to design and deliver the appropriate training and assessment. These issues will be fully canvassed within this Guide, together with an explanation of the actions taken to improve the Units.

Key considerations of this review have focussed on ensuring that:

- Units and Qualifications align to contemporary fitness industry job roles
- flexibility is provided by the Qualification structures so that multi-skilled instructors are available to industry
- consumer demands, industry practices and standards of professionalism are better reflected in the Units and Qualifications
- learners are encouraged to complete Qualifications (as far as this is possible) through the appropriate design of Units and Qualifications
- Units contain clear, relevant and quality content, allowing Registered Training Organisations (RTOs) to better understand and implement requirements to the level of quality expected by the Fitness industry.

Unit issues and how these have been actioned

Unclear terms and mixed content appear in units

Table 2: Content Issues Addressed in the Units

Issues with Existing Units	Action for Draft 1
• Terms used in Units are inconsistent; programs, plans and sessions are used interchangeably. • Content about individual client goals and medical guidance is often mixed with content for group instruction, along with mixed references to individual clients and group participants. These inconsistent and mixed references are found in the Unit Titles, Application Statements, Performance Criteria, Performance Evidence and Knowledge Evidence. This makes for confusion about the intent of some Units and whether they describe skills for personalised program design and session instruction for individual clients (personal trainers) **or** skills for group session design and instruction (group instructors). For example, Units for adolescents, older people and the Units for specific populations contain mixed content. Additionally, some Units are incorrectly packaged within Qualifications, e.g. the older persons' Unit appears in Certificate III (Group Instruction) when it applies to Individual Instruction. These issues are directly relevant to industry's concerns about Training Package Products not aligning to key job roles.	In Draft 1 Units, programs and sessions are clearly delineated. The following broad definitions have been applied: **Programs** are short- or long-term exercise plans tailored to individual client goals by personal trainers and gym instructors. Clients are monitored during the life of the program, with program content modified and updated according to client need. Duration of a program will vary according to client goals and could vary from weeks to months. A **session** is short period of time devoted to exercise. Durations will vary, e.g. 30 minutes, 45 minutes, 60 minutes. Sessions can be tailored to individual client goals as part of a longer program, with multiple and varied sessions comprising a program. Sessions can also be developed for a group of mixed-ability participants where the goal is linked to broader health or skill-related components of fitness. A range of session types (sometimes known as **classes** or **workouts**) might be offered by a fitness business to meet the needs of different consumer groups, e.g. spin class, aqua class, etc. All confused and mixed references have been clarified throughout each section of each Unit so that the Unit's applicability to particular job roles should be clear. This includes references to programs, sessions, individual goals, clients, participants, and requesting and working within medical guidance. This starts with clearer Unit Titles and Application Statements, leading users to the appropriate selection of Units. For example: • *SISIFFIT040 Develop personalised exercise programs* • *SISOFFIT041 Instruct personalised exercise sessions.* Assessment Requirements will also be clearer through consistent use of appropriate terms within both the Performance Criteria and Performance Evidence.

Structural Issues in Units

Units of Competency:

- are statements about the skills and knowledge required for effective performance in a particular job function (or process), e.g. completing a fitness assessment
- describe work outcomes, not training input or modular ways of delivering training
- logically describe stand-alone skills which are used in a work situation
- can be combined in different ways to align to different job roles, just as skills are in the workplace, for training and assessment purposes.

Some current Units do not adhere to this principle and read more like a training course.

Table 3: Structural Issues in Units

Issues with Existing Units	Action for Draft 1
• Some Units describe multiple job functions (or processes) rather than discrete skills which make up a job role. For example, some Units describe several processes from completing fitness assessments, referring clients to medical practitioners and planning individualised programs through to instructing sessions and evaluating or updating programs. • Throughout the Units there is a stronger focus on instruction than on program or session design. The above two issues resulted in several 'throwaway' lines within Units. It is only by properly describing the skills and knowledge required for every job function that an appropriate level of attention can be given to deal with concerns about deficit training and assessment. • Some Units don't describe a discrete workplace skill but, instead, have been developed based on a 'service offering', e.g. instructing community fitness programs. This creates duplication of skills coverage across multiple Units. • Significant content is duplicated across Units, resulting in multiple repetitive assessments, e.g. pre-exercise screening, medical guidance and writing referral letters. Forty letters are currently required.	Many Units have been deconstructed and reconstructed to formulate sensible 'on-topic' Units which focus on discrete workplace skills for different job functions and different job roles at different levels. This means: • Units better and more fully describe the skills and knowledge required for the particular work function. • Significant amounts of duplication across Units have been removed or minimised as far as possible because content does not drift across Units and each individual Unit remains 'on topic'. • Individual Units are available for those instructors that don't plan group sessions, but only instruct. • Repetitive assessment of certain skills or tasks is minimised, e.g. writing referral letters. The mapping contained within this document provides full details of how Units have changed. The mapping for some Units will say 'Unit split: content is covered across two Units'. For example, there are now Units which fully focus on **designing** personalised programs and developing group session plans, which are split out from the **instructional** components, as follows: • *SISFFIT040 Develop personalised exercise programs* • *SISFFIT 041 Instruct personalised exercise sessions* • *SISFFIT 032 Plan group water-based exercise sessions* • *SISFFIT 033 Instruct group water-based exercise sessions.* In other cases, Units have been merged because content is duplicated and only one Unit is required. For example, the skill for instructing group exercise sessions was covered across four duplicative Units which have been merged. The outcome of this restructure is that many Units look significantly different to the current versions. When reviewing, you will need to look through other Units to find content which you might at first think has been lost. Skill and knowledge content has not been lost; rather, it has been 'rehoused' in appropriate Units, and this is indicated in the mapping table.

Performance Criteria and Foundation Skills are Unclear

Table 4: Performance Criteria and Foundation Skills issues.

Issues with Existing Units	Action for Draft 1
• Performance Criteria (PCs) are often unclear. These are a bit 'empty' and rely on overarching words and phrases which do not clearly articulate all the skills (tasks). • Some Units are written in a very theoretical way, using 'training speak' rather than workplace language, e.g. anatomy and exercise science Units. • PCs are not divided into logical elements and are not well sequenced. • PCs follow a standard pattern for most 'Instruct' Units with very little specific context for some particular Units, e.g. instructing adolescents, older people and those with body composition goals.	Draft 1 Units of Competency have been changed so that: • PCs have been 'fleshed out' to provide more detail about the nature of tasks and expected performance • clearer and simpler workplace language is used for Elements and PCs so they better reflect workplace skills and tasks • some Elements and PCs have been re-ordered so they appear in a more logical sequence • missing skills (tasks) have been incorporated so that context is provided for instructing specific population groups or instructing for specific purposes (in Units that cover these). Additions and deletions mean that Unit outcomes are different, and this is a major reason for Units being deemed not equivalent.
Foundation Skills read like additional Performance Criteria rather than explanatory statements that assist trainers and assessors to understand workplace requirements and levels of workplace complexity, e.g. for language, literacy and numeracy (LLN).	Foundation Skills statements have been amended to provide a more detailed explanation of the relevant language, literacy, numeracy and employment skills. Changes will assist trainers and assessors to understand the specific workplace requirement and level of complexity of the skill required. For example: 'Reading skills to interpret unfamiliar and complex evidence-based information including scientific, anatomical and physiological terminology.' 'Writing skills to use fundamental sentence structure to complete forms, basic evaluation records and client records that require factual and subjective information.' 'Problem solving skills to critically evaluate successes and failures of sessions to initiate improvements.'

Knowledge Evidence is Unclear and Deficient

Table 5: Knowledge Evidence issues

Issues with Existing Units	Action for Draft 1
• In some cases, the listed Knowledge Evidence (KE) does not relate to the Performance Criteria (the skill and task) and is not required, e.g. lists of generic policies and procedures; all are the same whether or not they apply to the skills covered by the Unit. • In other cases, required knowledge is missing. • Current information is very broad so that assessors would have difficulty interpreting the scope (breadth and depth) required. • Often knowledge is not tailored to the Unit, relying on generic statements used across Units. In many cases, there is very little content that differentiates one Unit from another. • Some Knowledge Evidence is very hard to interpret with confused language used in lead-in statements (main bullet points) followed by content in sub-bullet points that is mixed and irrelevant. • Content is not sequenced very well, and related information is often separated.	Knowledge Evidence has been updated to cover the essential workplace knowledge required of an individual to perform the tasks described in the Performance Criteria. Knowledge that does not relate to the Performance Criteria has been deleted. For example, references to irrelevant policies and procedures have been deleted and replaced with tailored content about those that are relevant. Missing required knowledge has been added. A more detailed explanation of the scope (breadth and depth) of required knowledge has been provided. Content has been re-sequenced in a more logical order with related content group together. Knowledge Evidence has been tailored to each Unit of Competency, rather than repeating broad general statements across similar Units. For example, Units that focus on instruction to specific populations, e.g. older people or adolescents, have a similar format. However, the knowledge is now very specific to the population group, e.g. common health-related changes related to ageing; exercises suited to older clients that target improvements in age related health changes; and injury risks and prevention methods specific to older clients. All of these changes should mean that Knowledge Evidence is clearer and easier for trainers and assessors to understand. Additions and deletions mean that Unit outcomes are different, and this is a major reason for Units being deemed not equivalent.

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Performance Evidence Requires Clarification and Extended Requirements

Table 6: Performance Evidence Issues

Issues with Existing Units	Action for Draft 1
Performance Evidence (PE) is often unclear so that it would be difficult for assessors to know what they must do, e.g. numbers of clients are sometimes unclear, programs, plans and sessions are terms used interchangeably.	Performance Evidence has been amended to provide clear information about types and sufficiency of evidence. Terminology is consistent throughout Performance Evidence so that programs are clearly differentiated from sessions. Numbers are clearly defined, e.g. for clients, programs and sessions to be designed and instructed.
PE for some Units includes requirements for assessment hours and client contact sessions. In many cases: • the requirement for hours and contact sessions is irrelevant, e.g. for providing pre-exercise screening and when providing healthy eating information • the requirement is confusing and open to interpretation, particularly when read in conjunction with other requirements that follow, e.g. for client numbers, programs and sessions • the nominated hours do not account for time to plan programs and sessions and seem to be based on the delivery component (instructing sessions).	Requirements for hours and client contact sessions have been reviewed and replaced with a number of clients, programs, and length of sessions (depending on the Unit) for greater clarity. Development of multiple programs or sessions and interaction with multiple clients for screenings and fitness assessments would naturally involve many hours. Requirements to plan and instruct sessions of different durations have been added: 30 minutes, 45 minutes and 60 minutes. Across all Units assessed, multiple hours of instruction are now covered so that a learner's consistency of performance can be tested, along with adaptability to different session durations. Assessment requirements are clear, measurable and auditable. Assessors should know exactly what they must do and an RTO's assessment activities can be better audited, e.g. requirements for pre-screening specific types of clients are described.
Performance Evidence does not currently require learners to be exposed to different population groups for assessment.	Coverage of different circumstances is included so that a learner's adaptability can be tested. Requirements for program and session development and instruction for different types of clients are described so that learners are exposed to different population groups. This responds to industry information that fitness instructors need to respond to consumer expectations so that their specific needs are met.

Duplication of Content for Pre-exercise Screening and Referral

Table 7: Duplication of Content Issues

Issues with Existing Units	Action for Draft 1
• Across current Units, there are requirements to complete a pre-exercise screening process for at least 25 clients and possibly 38, because requirements for two Units are unclear. • Across current Units there are 40 requirements for writing referral letters to medical or other allied health professionals, made up of 20 for exercise purposes and 20 for dietary purposes. • Knowledge of pre-exercise screening and referral is repeated 18 times, using exactly the same or very similar wording. There are a further 7 screening references, totalling 25 times that the same knowledge is covered. • Designing programs and instructing according to medical guidance is given scant attention across Units. The requirement for multiple assessments of screening and referral skills (and repeat knowledge) is a direct outcome of constant repetition of performance criteria (PCs) across Units. PCs for 12 Units take the task of reviewing previously completed and documented screening on a circular pathway to referral, when this would already have been completed as a result of an initial (or ongoing) screening process. Yet there are only minor references about responding to returned guidance from medical and allied health professionals. All of the above is caused by the structure of Units describing multiple job functions rather than discrete skills – content drifts across Units so that Units go 'off	The importance of the pre-exercise screening and referral processes is absolutely acknowledged but the assessment requirements for the skills of screening and writing referral letters are excessive and have been reduced in Draft 1 Units. The duplicative knowledge of the pre-exercise screening and referral process has been significantly reduced and is only included in Units where it is relevant. PCs across Units have a better relationship to reviewing and working according to screening documentation. The following two Units contain content for screening different types of clients and for referrals: • *SISFFIT037 Complete pre-exercise screening and service orientation* • *SISFFIT038 Complete client fitness assessments.* Content for designing programs and instructing according to medical guidance has been enhanced and is included in relevant Units within Performance Criteria and Performance Evidence so that skills and knowledge can be assessed in context: • *SISFFIT039 Develop gym-based exercise programs for individual clients* • *SISFFIT040 Develop personalised exercise programs* • *SISFFIT041 Instruct personalised exercise sessions* • *SISFFIT042 Develop and instruct personalised exercise programs for body composition goals* • *SISFFIT043 Develop and instruct personalised exercise programs for older clients.* In addition, the Unit *SISFFIT049 Establish and maintain professional practice for fitness instruction* includes content that focusses on communication and collaboration with medical and allied health professionals for clients with ongoing health conditions. The screening process for group exercise participants is better described within Units, along with requirements to modify exercises to suit individual needs. The following Units require reduced numbers of referrals for dietary purposes: • *SISFFIT050 Provide healthy eating information* • *SISFFIT051 Support healthy eating for individual fitness clients.*

Issues with Existing Units	Action for Draft 1
topic' and duplicate.	

Content Gaps Within Units

Industry has advised that Unit content does not fully cover consumer trends and industry practices which have emerged since the current Units were endorsed in 2015. This does not necessarily indicate a need for new Units because gaps can be filled by updating existing Units.

Table 8: Additional Content in Units

Issues with Existing Units	Action for Draft 1
• Consumers increasingly expect high standards of customer care and service from fitness instructors. • A focus on customer care has been noted by industry as a gap within Units.	Additional Performance Criteria (PCs) have been added to many Units to reflect the nature of customer care, service and the complexity of interpersonal and communication skills required by fitness instructors. For example: • Build trust and rapport with client by using client-centred communication showing sensitivity and empathy during interactions • Use communication techniques that provide positive reinforcement and motivation to client • Request ongoing feedback from client to identify program likes and dislikes and their views on goal achievement • Identify and use opportunities to interact with and support client during their gym sessions and seek feedback on their experience with program. These PCs are supported by additional associated required knowledge, for example: • communication techniques used for the following and how they may vary depending on individual client characteristics: ◦ establishing and maintaining individual rapport ◦ providing clear instructions about technique ◦ motivating individuals for optimum performance, including techniques for intrinsic and extrinsic motivation ◦ providing constructive feedback and positive reinforcement. Additionally, a more client-centred customer service Unit has been used as a core Unit within the *Certificate III in Fitness* Qualification: *BSBCUS301 Deliver and monitor a service to customers.* This replaces *SISXCCS001 Provide quality service* which was not considered a good match for the skills required by fitness instructors. The BSB Unit covers the skills and knowledge required to identify customer needs, deliver and monitor customer service and identify improvements in the provision of customer service. It has a strong focus on interpersonal

Issues with Existing Units	Action for Draft 1
	and communication skills, responding to customers with specific needs, and seeking, reviewing and reporting on feedback. To cover more complex client relationship management skills, the following Unit has been added to the core of Certificate IV in Fitness: *CHCCOM006 Establish and manage client relationships*.
• Consumers increasingly expect high standards of professionalism from fitness instructors. • Professional practice and industry standards are not always reflected in current Units of Competency.	Many Units have been updated to include content about operating within a scope of practice and knowing about specific practices relevant to Unit content, e.g. role boundaries and duty of care for exercise prescription and instruction. The following Unit has been added to the core of the *Certificate III in Fitness*: *SISXIND002 Maintain sport, fitness and recreation industry knowledge.* This Unit covers skills and knowledge required by fitness instructors to work according to legal obligations and industry standards of ethical practice, and to use knowledge of emerging technologies, industry association/industry quality assurance processes in day-to-day work activities. The following Unit has been added to the core of the *Certificate IV in Fitness*: *SISFFIT049 Establish and maintain professional practice for fitness instruction.* This Unit focusses on professional practice for personal trainers. It covers skills and knowledge required to work according to industry-developed standards of practice, and covers regulatory requirements and professional development, utilising evidence-based information and reflective practice. It also covers developing collaborative relationships with medical and allied health professionals to support quality planning and delivery of fitness instruction.
• Consumers have an increasing awareness of health issues, and individuals from specific population groups, e.g. adolescents, older adults and women, expect their specific needs to be met, whether participating in group or individualised exercise activities. • Content for meeting the needs of different population groups	The existing Units for specific population groups have been updated to include more content within Performance Criteria and Knowledge Evidence about specific needs and how to respond to these: • *SISFF036 Develop and instruct group movement programs for children* • *SISFFIT043 Develop and instruct personalised exercise programs for older clients* • *SISFFIT044 Develop and instruct personalised exercise programs for adolescent clients.*

Issues with Existing Units	Action for Draft 1
needs to be more sharply focussed within Units. • Performance Evidence does not currently require learners to be exposed to different population groups for assessment.	Content for understanding requirements and meeting the needs of specific populations has been incorporated into multiple other Units: • *SISFFIT032 Plan group water-based exercise sessions* • *SISFFIT033 Instruct group water-based exercise sessions* • *SISFFIT034 Plan group exercise sessions* • *SISFFIT035 Instruct group exercise sessions* • *SISFFIT039 Develop gym-based exercise programs for individual clients* • *SISFFIT040 Develop personalised exercise programs* • *SISFFIT041Instruct personalised exercise sessions* • *SISFFIT045 Assess client movement and provide exercise advice* • *SISFFIT046 Use anatomy and physiology knowledge to support safe and effective client exercise.* Coverage of different circumstances is included in Performance Evidence so that a learner's adaptability can be tested. Requirements for program and session development and instruction for different types of clients are described so that learners are exposed to different population groups.
Increasingly industry operators are engaging multi-skilled fitness instructors. Depending on business models, instructors may be required to switch functions between gym floor instruction, group instruction and personal training for individual clients. However, on analysis of all current SISFFIT Units, there wasn't a Unit that described the skills and knowledge required to develop and instruct gym-based exercise programs for individuals where the level of personalised ongoing client monitoring and program evaluation is limited.	A Unit has been created to fill the gap for gym-based instruction, a role that may be fulfilled by gym instructors, personal trainers or others: *SISFFIT039 Develop gym-based exercise programs for individual clients.* This covers the skills and knowledge required to develop tailored gym-based exercise programs for individuals of varying ages and genders, and to provide initial instruction, ongoing observations, general advice and monitoring, and updating programs as required. It requires the ability to integrate information from pre-exercise screenings, fitness assessments, and any medical guidance that may apply to particular clients, in order to design suitable programs.
There is no current Unit that covers skills and knowledge for instructing clients remotely via video link. This practice is becoming more commonplace.	A Draft 1 Unit has not been developed. During the consultation process, SkillsIQ will seek specific feedback about the need for a Unit and its content. Should a Unit be created? If so, can you outline general content? Should this Unit be for the instruction of

Issues with Existing Units	Action for Draft 1
	individuals and groups?

A full formal mapping of Units appears in Appendix D of this document.

Questions to guide your review of Units appear in Appendix A of this document.

Assessor Requirements

Current Assessor Requirements for Units that appear in the *Certificate III in Fitness* read as follows:

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors, and:

- have achieved a *Certificate IV in Fitness* or above; and
- have at least one year consecutive post-Qualification fitness industry experience in the application of the skills and knowledge of the *Certificate IV in Fitness*.

The requirements for Units that appear in the current *Certificate IV in Fitness* are similar but the assessor must hold a *Diploma of Fitness* or above.

Assessor Requirements for each Unit of Competency, should be clear, measurable and auditable. This assists RTOs to recruit appropriate assessors and provide evidence for audits. Clarity means a reduced margin of error in an auditor's interpretation of the requirements.

The total period of working experience is not clear, and also unclear is whether or not the use of the word 'consecutive' means full-time. Given the nature of the workforce, it is sensible to count both part-time and casual experience towards a total amount of experience.

The requirement for post-Qualification industry experience is problematic and the current requirement does not link the experience to the Unit of Competency being assessed.

The statement proposed in Draft 1 Units is as follows:

Assessors must:

- satisfy the Standards for Registered Training Organisations' requirements for assessors, and
- hold a *Certificate IV in Fitness*, and
- have a collective period of at least two years' experience working in fitness instruction, where they have applied the skills and knowledge covered in this Unit of Competency. The two years' experience can incorporate full- and/or part-time experience.

For aqua instruction Units, there is no requirement to hold a Qualification. Instead, assessors must:

- satisfy the Standards for Registered Training Organisations' requirements for assessors, and
- hold a Qualification or Statement of Attainment which includes this Unit of Competency, SISFFIT032 (33), or a Unit that has been superseded by SISFFIT032 (33), and
- have a collective period of at two least years' experience working in aqua fitness instruction, where they have applied the skills and knowledge covered in this Unit of Competency. The two years' experience can incorporate full- and/or part-time experience.

A note on currency:

The Standards for Registered Training Organisations (RTOs) have explicit requirements for assessors to maintain current skills:

> *'… training and assessment is delivered only by persons who have … current industry skills directly relevant to the training and assessment being provided.' (Excerpt from Standard 1.13)*

It is therefore not necessary to repeat a requirement for currency in the Assessor Requirements' statement.

A note on working experience:

The Standards for RTOs do not have explicit requirements for assessors to have worked in an industry, sector or particular job role. Assessors are required to have 'vocational competencies' which are not defined. ASQA produces a fact sheet which allows for options to meet vocational competency requirements, unless a Training Package defines them.

The fitness industry considers experience working in industry to be essential for assessors; has included this requirement for fitness Units of Competency; and has defined the period of experience required.

Qualification issues and how these have been actioned

A key driver for the current review of fitness Qualifications is industry concern that existing Qualifications do not align well to fitness instruction roles in the workplace. This has been a key consideration in developing Draft 1 Qualifications. Issues with current Qualifications are detailed as follows:

- Industry operators require multi-skilled fitness instructors who can switch functions between gym instruction, group instruction and personal training and even between land and water-based exercise activities.
- The current Certificate III Qualification forces selection of specialisations and allows little flexibility for multi-skilled outcomes.
- Some Units appearing in the core of Qualifications do not apply to the job roles covered by the Qualification, e.g. the Unit for individual instruction to older people appears in Certificate III which services group instruction.
- Some Units in elective groups do not apply to the nominated job role.
- The current Certificate IV for personal trainers forces selection of business Units that skews the Qualification towards a business outcome, not appropriate for all personal trainers. Not all are self-employed business operators; many work as employees.
- Consumers increasingly expect high standards of customer care and service from fitness instructors. Units covering appropriate skills for customer care and relationship management do not appear in Qualifications.
- Consumers increasingly expect high standards of professionalism from fitness instructors. Units covering appropriate skills for professional practice according do not appear in Qualifications.

Each of these issues has been addressed and overarching changes to Draft 1 Qualifications are outlined on below. A full formal mapping appears in Appendix C of this document.

List of Draft Qualifications

There are two Draft 1 Qualifications. Codes will be allocated at the time of endorsement.

- *SIS3XX21 Certificate III in Fitness*
- *SIS4XX21 Certificate IV in Fitness.*

The proposed restructuring of fitness Units of Competency means that Units have been merged, split or significantly changed, impacting both the number and nature of Units to be packaged in Qualifications.

Certificate III in Fitness

Key changes to this Qualification are:

- the addition of First Aid and Workplace Health and Safety to the core. These were in each 'specialisation' group and therefore added as a 'common core'
- the use of a more client-centred customer service Unit in the core, *BSBCUS301 Deliver and monitor a service to customers*
- the additional of a core Unit which provides skills and knowledge for professional practice, *SISXIND002 Maintain sport, fitness and recreation industry knowledge*
- removal of core Units which do not apply to all of the nominated roles in aqua exercise instruction, group exercise instruction and gym instruction (e.g. *instructing fitness programs* which was land-based, and *instructing older people* which was a Unit for individual instruction)
- adjustments to the elective groups for each of the nominated job outcomes, including the removal of inappropriate content (e.g. swim instruction skills in the aqua exercise group)
- more flexible Packaging Rules which would allow for two specialisations to be selected.

Certificate IV in Fitness

Key changes to this Qualification are:

- the entry requirement has been maintained but with a smaller number of relevant Units
- the addition of a core Unit covering client relationship management skills, *CHCCOM006 Establish and manage client relationships*
- the addition of a core Unit which provides skills and knowledge for professional practice, *SISFFIT049 Establish and maintain professional practice for fitness instruction*
- movement of some core Units to a fitness instruction elective group with a requirement to select three Units to maintain Qualification integrity
- the creation of more flexibility around the number and type of business Units to be selected
- the addition of elective Units for critical thinking and working with diverse and vulnerable groups.

Diploma of Fitness

There is industry uncertainty about the need for this Qualification and what job roles it services. Enrolments are very low, and it is unclear what is meant by 'advanced personal training', which is the focus of the core Units. Core Unit content often duplicates content of the Certificate IV or is unclear in terms of workplace outcomes.

Additionally, the Qualification forces a business outcome for fitness service co-ordination or management, requiring selection from specified groups. These groups of Units, along with electives, provide mixed and generic outcomes, e.g. managing budgets, risk, projects, and staff. Management outcomes can be serviced by other general business or SIS management Qualifications. The management outcome does not mix with the core exercise training Units to align to any fitness industry job role.

A Diploma Qualification has therefore not been included in Draft 1 and is proposed for deletion from the Training Package.

Questions to guide your review of the Qualifications appear in Appendix A of this document.

Skill Sets

There are two Draft 1 Skill Sets. Codes will be allocated at the time of endorsement.

- SISSS00XXX Group Exercise Leader
- SISSS00XXX Aqua Exercise Instruction.

Skill Sets, Products contained within a Training Package, are a mini-set of skills. They can be:

- a group of skills that link to a licensing or regulatory requirement
- a group of skills that can link to a defined industry need. These could comprise a group of Units to upskill workers and can be thought of as a short upskilling course
- a group of Units linked to a defined industry need where a whole Qualification is not required, and where workers just need a very specific set of skills.

The content for the Group Exercise Leader Skill Set has been updated to include the most relevant Draft 1 fitness Units along with those imported from other training packages. First Aid has been added.

The role of group exercise leaders is limited to instructing predesigned group exercise sessions. In this case, a whole Qualification is not required.

The Aqua Exercise Instruction Skill Set is new, and has been created in response to skill shortages for aqua instructors. There is ongoing and increasing demand and difficulty in recruiting qualified staff.

This Skill Set could be completed by a range of individuals:

- those who are currently involved in land-based exercise instruction and who want additional skills to lead water-based activities
- those who are not seeking to complete a whole Qualification, but who want a set of defined skills in aqua instruction.

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Appendix A: Questions to guide review

Questions to Guide Review of Units

Unit Titles and Application Statements	Does the title, simply and clearly, reflect the Unit content and workplace skill described by the Unit? If not, can you provide a suggested alternative? Does the Application Statement provide a clear and accurate description of the skill covered by the Unit? Does the Application Statement provide a sense of the complexity of the Unit and to what level of worker it may apply? Typical fitness job titles are included. Are these those currently used in industry? Does the Unit apply to those workers indicated?
Performance Criteria and Foundation Skills	Do elements and Performance Criteria (PCs) accurately describe what people do on a day-to-day basis in the workplace? Do the PCs use clear workplace language and are they sequenced logically? Do the language, literacy and numeracy (LLN) skills within the Foundation Skills (FS) section describe workplace application and an appropriate level of skill for the Unit? Do the LLN statements add value to assist trainers and assessors to better train and assess learners to the level required? Is there anything missing from the PCs and FS that needs to be added? Anything to delete?
Knowledge Evidence	Do the statements cover the essential workplace knowledge required of an individual to perform the tasks described by the Performance Criteria? Is there anything to add or delete? Is the Knowledge Evidence requirement specific enough and tailored to the Unit? Is the breadth and depth of knowledge described well enough to assist assessors to understand the scope?
Performance Evidence	Would the evidence requirements prove that a person is competent in all the Unit outcomes? Is the suggested volume (sufficiency) of evidence appropriate to ensure that consistency of performance is assessed? Too little, too much? Would the evidence prove that a person can adapt to different circumstances, e.g. develop exercise programs for different types of clients of varying sexes and ages; instruct sessions of different durations? Do you agree to the removal of references to hours and contact client sessions in favour of more specific requirements, e.g. for instructing nominated session durations? Would the replacement volume of evidence in some Units, e.g. numbers of clients to be screened, mean that sufficient hours for assessment are covered? Are the statements clear? Would assessors understand exactly

	what they must do?
Assessment Conditions	Are the statements about the assessment environment (either in the workplace or in a simulated workplace) and interaction with clients clear? Anything to add? (The Companion Volume Implementation Guide will provide further information, e.g. acknowledging that the workplace for a personal trainer can vary, and how simulations can reflect workplace realities.) Are equipment, consumable resources and workplace documents that people currently use for work covered by the Unit? Are those listed relevant to the Unit? Should anything be added or deleted? Are the statements clear? Would assessors understand what they must provide for assessment?
Assessor Requirements	Is the requirement to hold a Qualification in fitness appropriate and clearly expressed? Are the requirements for aqua Units appropriate, i.e. to be certified in the specific aqua Unit rather than a whole Qualification? Are the assessor competency requirements for experience working in fitness or aqua instruction clear and appropriate? Should anything be added or deleted?
Structure of Units	Do the draft Units correctly describe individual skills aligned to discrete job functions? Do you agree with the proposal to merge some Units and split others? If not, please provide your reasons as to how Units could be structured differently. Do you agree with the proposal to remove some Units that are unused or that repeat the content of other Units?
Whole Suite of Units	Does the suite of Units cover all the required skills for the range of job roles? Are there any Units missing? If anything is missing, please nominate a proposed title and general content. In particular, should a Unit be created to cover skills and knowledge for instructing clients remotely via video link? If so, can you outline general content? Should this Unit be for the instruction of both individuals and groups?

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Questions to Guide Review of Qualifications

Certificate III in Fitness	Does the revised Qualification reflect contemporary job roles without forcing completion of Units not required in the workplace? For example, do all aqua and group exercise instructors pre-screen group participants and provide healthy eating information? Are the new core Units for customer service and professional practice appropriate?
First Aid Unit – Certificate III	Should *Provide First Aid* be a core Unit or could this be added as an entry requirement instead, as it is in the case of the Certificate IV?
Certificate IV in Fitness	Does the revised Qualification allow sufficient flexibility to cater for the diversity of personal trainer outcomes? Are the new core Units for establishing and maintaining client relationships and professional practice appropriate? Is the introduction of the exercise instruction elective group appropriate? Is the reduced requirement for selection of business electives appropriate so that the Qualification is not skewed towards a business outcome?
Entry Requirement – Certificate IV	Industry recommendations on entry requirements differ. Some say they are required and others note they are a barrier to people enrolling in the Certificate IV. Should the entry requirements for the Certificate IV Qualification, based on the nominated Units, be maintained? Please provide your rationale if you disagree that they should. Or, could relevant Units be added to the core, e.g.: Workplace Health and Safety (*participate in* or *maintain*) Complete pre-exercise screening and service orientation Use anatomy and physiology knowledge to support safe and effective client exercise?
Core Units	Are the core Units appropriate? Do they reflect the essential skills required by all fitness instructors at each level? Should any Units be added to or deleted from the core Units?
Elective Units	Are the fitness Units included in elective lists those most relevant to the nominated job roles? Are the general/imported electives those most relevant to fitness instructors at each level? Should any Units be added to or deleted from the elective lists?
Packaging Rules	Are the Packaging Rules appropriate to allowing employers, learners and Registered Training Organisations the flexibility to meet their needs?
Diploma	Do you agree with the proposal to remove the *Diploma of Fitness*? Please provide your rationale for agreeing or disagreeing.

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Appendix B: List of Draft 1 Units and prerequisites

Unit Code	Unit Name	Prerequisites
Group instruction		
SISFFIT032	Plan group water-based exercise sessions	Nil
SISFFIT033	Instruct group water-based exercise sessions	Nil
SISFFIT034	Plan group exercise sessions	Nil
SISFFIT035	Instruct group exercise sessions	Nil
SISFFIT036	Develop and instruct group movement programs for children	Nil
Individual screening and fitness assessment		
SISFFIT037	Complete pre-exercise screening and service orientation	Nil
SISFFIT038	Complete client fitness assessments	Nil
Individual instruction		
SISFFIT039	Develop gym-based exercise programs for individual clients	Nil
SISFFIT040	Develop personalised exercise programs	Nil
SISFFIT041	Instruct personalised exercise sessions	Nil
SISFFIT042	Develop and instruct personalised exercise programs for body composition goals	Nil
SISFFIT043	Develop and instruct personalised exercise programs for older clients	Nil
SISFFIT044	Develop and instruct personalised exercise programs for adolescent clients	Nil
SISFFIT045	Assess client movement and provide exercise advice	Nil
Other functions that support instruction		
SISFFIT046	Use anatomy and physiology knowledge to support safe and effective client exercise	Nil
SISFFIT047	Use exercise science principles in fitness instruction	Nil
SISFFIT048	Support exercise behaviour change	Nil
SISFFIT049	Establish and maintain professional practice for fitness instruction	Nil
SISFFIT050	Provide healthy eating information	Nil
SISFFIT051	Support healthy eating for individual fitness clients	Nil

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Appendix C: Mapping of Qualifications

Determination of Equivalence

A Qualification is mapped as not equivalent (N) when it provides different skill and knowledge outcomes for one or more of the following reasons:

- Units have been added to the core, providing additional skill and knowledge outcomes
- Units have been removed from the core, reducing skill and knowledge outcomes
- a significant number of additional elective Units are required
- Entry Requirements are altered, creating significant differences to the structure of the Qualification.

Previous Qualification	Replacement Qualification Code TBA	Comment in Relation to Previous Version E = Equivalent N = Not Equivalent

SIS30315 Certificate III in Fitness	SIS3XX20 Certificate III in Fitness	N
		Number of Units required reduced from 16 to 14 which reflects consolidation of previous Units.
		Packaging Rules amended so that specialisations are not forced but can be achieved along with multi-skilled outcomes.
		Changes to core Units:
		• Three Units added to the core (*BSBWOR301, HLTAID003, HLTWHS001*).
		• Three Units removed from the core as content was not relevant to all job outcomes or content has been merged into other Units:
		  ◦ older client Unit was for individual instruction, not groups
		  ◦ instructing fitness programs were land-based and not relevant to aqua
		  ◦ specific population content merged into Units for group planning and instruction
		• Two Units replaced with more appropriate Units covering better content (*SISXCCS001* replaced with *BSBUS301* and *SISXIND001* replaced with *SISXIND002*).
		Changes to elective Units:
		• Elective Groups A to C: changed to achieve outcomes in aqua exercise instruction, group exercise instruction and gym instruction. These groups have been adjusted to reflect new Unit structure and more tailored outcomes for each group.
		• Group D General Electives: Units added and removed to support work outcomes; Units addressing infection control, emergency response, conflict resolution and protection of children and young people added.

SIS40215 Certificate IV in Fitness	SIS4XX20 Certificate IV in Fitness	N Number of Units required reduced from 20 to 17 which

Previous Qualification	Replacement Qualification Code TBA	Comment in Relation to Previous Version E = Equivalent N = Not Equivalent

		reflects consolidation of previous Units.
		Packaging Rules amended so that selection of business Units is not forced. Essential skills for all personal trainers included in the core, with additional fitness-specific Units available in an exercise instruction group.
		Changes to core Units:
		• One Unit added to the core to address skills to establish and manage client relationships.
		• Content of one Unit (*health collaboration*) merged into a new core Unit for establishing and maintaining professional practice.
		• Two Units merged (*healthy eating* and *recognising dangers of advice).*
		• Units moved from core:
		  • instructing adolescents (now elective)
		  • assessing movement (now elective)
		  • instructing groups (now elective)
		  • long term training, replaced by SISXCAI005 (now elective)
		  • SISXRES001 due to lack of content relevance to fitness outcomes.
		Changes to elective Units:
		• Group A: Exercise Instruction. A new group added with requirement to select three Units. Group includes fitness-specific Units previously in General Electives, and some from core to reflect diversity of personal trainer job roles.
		• Group B: General Electives. Group contains business electives, previously in a separate group. A more diverse range of business skills is now included. This group has also been expanded to provide greater focus on critical thinking and working with diverse and vulnerable people; Units for working with older people; people with disability; people with mental health issues; and children and young people with special needs.
		• A more diverse range of business skills has been included in the General electives. Requirement for forced selection of business electives has been removed.

SIS50215 Diploma of Fitness	*N/A*	Proposed for deletion.

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Appendix D: Mapping of Units of Competency

Determination of Equivalence

A Unit is mapped as equivalent (E) when it provides the same skill and knowledge outcomes, as follows:

- Elements and Performance Criteria are the same, but are re-ordered and or expressed differently for clarity
- Knowledge Requirements are the same, but are expressed differently for clarity, or statements about scope and depth of knowledge have been added for clarity.

A Unit is mapped as not equivalent (N) when it provides different skill and knowledge outcomes, as follows:

- Elements and/or Performance Criteria have been added or removed
- Knowledge Requirements have been added or removed
- Unit content has been split to create two or more Units
- one or more Units have been merged.

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
SISFFIT001 Provide health screening and fitness orientation	SISFFIT037 Complete pre-exercise screening and service orientation	N Title changed. Significant additions to Performance Criteria to fully describe skills for pre-exercise screening. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed and replaced with a number of clients for greater clarity. Requirements for screening specific types of clients are described. Requirement to refer to a more highly qualified fitness professional removed. Knowledge Evidence extended to indicate scope and depth; significant additions and deletions to reflect Performance Criteria.
SISFFIT002 Recognise and apply exercise considerations for specific populations	Requirements and needs of specific populations covered across multiple Units: SISFFIT034 Plan group exercise sessions SISFFIT035 Instruct group exercise sessions SISFFIT036 Develop and	The Unit contained confused and mixed content. It indicated that instructors would be tailoring programs suited to the needs of a specific individual client. Although it was packaged with group instruction Units in Qualifications, much of the content centred on medical conditions and referrals (an historical factor brought forward from the 2011 version).

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
	instruct group movement programs for children SISFFIT039 Develop gym-based exercise programs for individual clients SISFFIT040 Develop personalised exercise programs SISFFIT041 Instruct personalised exercise sessions SISFFIT043 Develop and instruct personalised exercise programs for older clients SISFFIT044 Develop and instruct personalised exercise programs for adolescent clients SISFFIT045 Assess client movement and provide exercise advice SISFFIT046 Use anatomy and physiology knowledge to support safe and effective client exercise.	Medical conditions and referrals are now covered across a range of Units. Useful content for understanding requirements and meeting the needs of specific populations has been incorporated into multiple Units: SISFFIT034 Plan group exercise sessions SISFFIT035 Instruct group exercise sessions SISFFIT036 Develop and instruct group movement programs for children SISFFIT039 Develop gym-based exercise programs for individual clients SISFFIT040 Develop personalised exercise programs SISFFIT041 Instruct personalised exercise sessions SISFFIT043 Develop and instruct personalised exercise programs for older clients SISFFIT044 Develop and instruct personalised exercise programs for adolescent clients SISFFIT045 Assess client movement and provide exercise advice SISFFIT046 Use anatomy and physiology knowledge to support safe and effective client exercise.
SISFFIT003 Instruct fitness programs	SISFFIT039 Develop gym-based exercise programs for individual clients	N Title changed. Scope and purpose of existing Unit was unclear and mixed individual and group instruction. Reviewed Unit clarifies that this Unit is for gym-based program development and instruction for individual clients where the level of personalised instruction, ongoing monitoring and evaluation is limited. Requirement for circuit sessions has been removed to allow for broader exercise types. Significant changes to structure and content of Elements and Performance

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		Criteria. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed and replaced with number of programs and sessions to be developed. Duration of sessions is defined. Client numbers and types are nominated. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria and to tailor content to updated Unit scope. Assessment Conditions contained information about assessment activities involving program development and instruction of client exercise sessions that was better suited to Performance Evidence. Any relevant information has now been clarified and included in the Performance Evidence.
SISFFIT004 Incorporate anatomy and physiology principles into fitness programming	SISFFIT046 Use anatomy and physiology knowledge to support safe and effective client exercise	N Title changed. Unit (*FIT004*) was written in quite a 'theoretical' way. This has been changed to be more practically focussed on using knowledge to support safe and effective client exercise. Significant changes to structure and content of Elements and Performance Criteria. Performance Evidence amended to provide clear information about sufficiency of evidence with a focus on different types of clients and link to specific exercises. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria and to tailor content to updated practical focus of the Unit. Many long sub-lists of knowledge removed.
SISFFIT005 Provide healthy	SITFFIT050 Provide healthy	N

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
eating information	eating information	Unit refocussed to make it clearer that the scope of this Unit relates to provision of general information only without any individualisation. Requirements around actually writing referrals removed, as this is beyond the scope of this Unit. However, the need to identify situations out of scope and advise clients about appropriate types of medical or allied health professionals has been included. Significant changes to structure and content of Elements and Performance Criteria. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed and replaced with a number of clients and types of information for greater clarity. Knowledge Evidence reworded to provide clarity and to indicate scope and depth, with minor changes to reflect Performance Criteria. Assessment Conditions contained information about assessment activities no longer relevant to Unit outcomes and have been removed.
SISFFIT006 Conduct fitness appraisals	SISFFIT038 Complete client fitness assessments	E Title changed. Performance Criteria reworded and re-ordered to provide clarity. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed and replaced with a number of clients for greater clarity. Requirements for assessing specific types of clients are described. Requirements to use specific types of exercise equipment removed; this recognises that assessments can be completed without equipment. Knowledge Evidence reworded to provide clarity, and to indicate scope

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		and depth.
SISFFIT007 Instruct group exercise sessions Unit split – content is now covered across two Units.	SISFFIT034 Plan group exercise sessions SISFFIT035 Instruct group exercise sessions	N Content for planning and delivering group sessions has been split and is covered in two different Units: SISFFIT034 Plan group exercise sessions and SISFFIT035 Instruct group exercise sessions. SISFFIT034 Plan group exercise sessions: Unit focusses on session planning for mixed groups and can cover planning for particular groups. It covers the requirements for modifying exercises to meet the needs of specific population groups, e.g. older people. Session planning skills and knowledge now fully described. Element 1 develop session plans and associated knowledge (from SISFFIT007) housed in SISFFIT034 Plan group exercise sessions. SISFFIT035 Instruct group exercise sessions: Unit focusses on session preparation, delivery and evaluation and the organisational, communication and instructional skills needed to instruct group exercise sessions. Covers requirements for modifying exercises to meet the needs of specific population groups, e.g. older people, and responding to the needs of individuals within a mixed group. Elements 2 and 3 conduct and evaluate sessions and associated knowledge (from SISFFIT007) housed in SISFFIT035 Instruct group exercise sessions. Significant changes to structure and content of Elements and Performance Criteria to reflect revised scope of Units. Performance Evidence amended to provide clear information about sufficiency of evidence. Number of sessions to be developed (plan Unit) and delivered (instruct Unit) is still nominated. Duration of sessions is defined and participant types are

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		nominated. Group numbers are nominated in the instruct Unit. Assessment Conditions contained information about assessment activities involving the instruction of exercise sessions that was better suited to Performance Evidence. Any relevant information has been clarified and included in the Performance Evidence.
SISFFIT007 Instruct group exercise sessions SISFFIT009 Deliver pre-choreographed or prescribed community fitness SISFFIT010 Deliver pre-choreographed or prescribed group exercise to music SISFFIT011 Instruct approved community fitness programs Four Units merged	SISFFIT035 Instruct group exercise sessions	N Multiple Units merged because of significant duplication of content and overlap of skill and knowledge coverage: SISFFIT007 Instruct group exercise sessions SISFFIT009 Deliver pre-choreographed or prescribed community fitness SISFFIT010 Deliver pre-choreographed or prescribed group exercise to music SISFFIT011 Instruct approved community fitness programs. Content from four Units used to create SISFFIT035 Instruct group exercise sessions. Unit focusses on session preparation, delivery and evaluation and the organisational, communication and instructional skills needed to instruct group exercise sessions. Covers requirements for modifying exercises to meet the needs of specific population groups, e.g. older people, and responding to the needs of individuals within a mixed group. Significant changes made to structure and content of Elements and Performance Criteria to reflect revised Unit scope. Performance Evidence amended to provide clear information about sufficiency of evidence. Duration of sessions is defined and participant types are nominated. Group numbers

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		are nominated. Knowledge Evidence has been reworded to indicate scope and depth; significant additions and deletions made to reflect Performance Criteria. Assessment Conditions contained information about assessment activities involving the instruction of exercise sessions that was better suited to Performance Evidence. Any relevant information has been clarified and included in the Performance Evidence.
SISFFIT008 Instruct water-based fitness activities SISFFIT022 Instruct aquatic sessions for specific population groups Merged, with planning content split out.	SISFFIT032 Plan group water-based exercise sessions SISFFIT033 Instruct group water-based exercise sessions	N Two Units merged because of significant duplication of content and overlap of skill and knowledge coverage: SISFFIT008 Instruct water-based fitness activities SISFFIT022 Instruct aquatic sessions for specific population groups. Content for planning and delivering group sessions split and covered in two different Units: SISFFIT032 Plan group water-based exercise sessions and SISFFIT033 Instruct group water-based exercise sessions. SISFFIT032 Plan group water-based exercise sessions: Unit focusses on session planning for mixed groups and can cover planning for particular groups. Covers requirements for modifying exercises to meet the needs of specific population groups, e.g. older people. Session planning skills and knowledge now fully described. Element 1 develop session plans and associated knowledge (from SISFFIT008) housed in SISFFIT032 Plan group water-based exercise sessions. SISFFIT033 Instruct group water-based exercise sessions. Unit focusses on session preparation, delivery and evaluation and the organisational, communication and instructional skills needed to instruct group water-based

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		exercise sessions. Covers requirements for modifying exercises to meet the needs of specific population groups, e.g. older people, and responding to the needs of individuals within a mixed group. Elements 2 and 3 conduct and evaluate sessions and associated knowledge (from SISFFIT008) housed in SISFFIT033 Instruct group water-based exercise sessions. Significant changes to structure and content of Elements and Performance Criteria to reflect revised scope of Units. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed but number of sessions to be developed (plan Unit) and delivered (instruct Unit) is still nominated. Duration of sessions is defined and participant types are nominated. Group numbers are nominated in instruct Unit. Assessment Conditions contained information about assessment activities involving the instruction of exercise sessions that was better suited to Performance Evidence. Any relevant information has been clarified and included in Performance Evidence.
SISFFIT009 Deliver pre-choreographed or prescribed community fitness *SISFFIT007 Instruct group exercise sessions* *SISFFIT010 Deliver pre-choreographed or prescribed group exercise to music* *SISFFIT011 Instruct approved community fitness programs* Four Units merged	*SISFFIT035 Instruct group exercise sessions*	N Multiple Units merged because of significant duplication of content and overlap of skill and knowledge coverage: SISFFIT007 Instruct group exercise sessions SISFFIT009 Deliver pre-choreographed or prescribed community fitness SISFFIT010 Deliver pre-choreographed or prescribed group exercise to music SISFFIT011 Instruct approved community fitness programs.

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		Content from four Units used to create SISFFIT035 Instruct group exercise sessions. Unit focusses on session preparation, delivery and evaluation and the organisational, communication and instructional skills needed to instruct group exercise sessions. Covers requirements for modifying exercises to meet the needs of specific population groups, e.g. older people, and responding to the needs of individuals within a mixed group. Significant changes to structure and content of Elements and Performance Criteria to reflect revised Unit scope. Performance Evidence amended to provide clear information about sufficiency of evidence. Duration of sessions is defined and participant types are nominated. Group numbers are nominated. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria. Assessment Conditions contained information about assessment activities involving the instruction of exercise sessions that was better suited to Performance Evidence. Any relevant information has been clarified and included in the Performance Evidence.
SISFFIT010 Deliver pre-choreographed or prescribed group exercise to music *SISFFIT009 Deliver pre-choreographed or prescribed community fitness* *SISFFIT007 Instruct group exercise sessions* *SISFFIT011 Instruct approved community fitness programs* Four Units merged	*SISFFIT035 Instruct group exercise sessions*	N Multiple Units merged because of significant duplication of content and overlap of skill and knowledge coverage: SISFFIT007 Instruct group exercise sessions SISFFIT009 Deliver pre-choreographed or prescribed community fitness SISFFIT010 Deliver pre-choreographed or prescribed group exercise to music SISFFIT011 Instruct approved

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		community fitness programs. Content from four Units used to create SISFFIT035 Instruct group exercise sessions. Unit focusses on session preparation, delivery and evaluation and the organisational, communication and instructional skills needed to instruct group exercise sessions. Covers requirements for modifying exercises to meet the needs of specific population groups, e.g. older people, and responding to the needs of individuals within a mixed group. Significant changes to structure and content of Elements and Performance Criteria to reflect revised Unit scope. Performance Evidence amended to provide clear information about sufficiency of evidence. Duration of sessions is defined and participant types are nominated. Group numbers are nominated. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria. Assessment Conditions contained information about assessment activities involving the instruction of exercise sessions that was better suited to Performance Evidence. Any relevant information has been clarified and included in Performance Evidence.
SISFFIT011 Instruct approved community fitness programs SISFFIT007 Instruct group exercise sessions SISFFIT009 Deliver pre-choreographed or prescribed community fitness SISFFIT010 Deliver pre-choreographed or prescribed group exercise to music Four Units merged	SISFFIT035 Instruct group exercise sessions	N Multiple Units merged because of significant duplication of content and overlap of skill and knowledge coverage: SISFFIT007 Instruct group exercise sessions SISFFIT009 Deliver pre-choreographed or prescribed community fitness SISFFIT010 Deliver pre-choreographed or prescribed group

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		exercise to music SISFFIT011 Instruct approved community fitness programs. Content from four Units used to create SISFFIT035 Instruct group exercise sessions. Unit focusses on session preparation, delivery and evaluation and the organisational, communication and instructional skills needed to instruct group exercise sessions. Covers requirements for modifying exercises to meet the needs of specific population groups, e.g. older people, and responding to the needs of individuals within a mixed group. Significant changes to structure and content of Elements and Performance Criteria to reflect revised Unit scope. Performance Evidence amended to provide clear information about sufficiency of evidence. Duration of sessions is defined and participant types are nominated. Group numbers are nominated. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria. Assessment Conditions contained information about assessment activities involving the instruction of exercise sessions that was better suited to Performance Evidence. Any relevant information has been clarified and included in the Performance Evidence.
SISFFIT012 Instruct movement programs to children aged 5 to 12 years	SISFFIT036 Develop and instruct group movement programs for children	N Title changed. Significant changes to Elements and Performance Criteria with clarity provided on program and session development. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements clarified for number of programs and sessions to be developed, and number

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		of sessions to be instructed. Duration of sessions is defined and group numbers are nominated. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria and to tailor content to children as the participants.
SISFFIT013 Instruct exercise to young people aged 13 to 17 years	SISFFIT044 Develop and instruct personalised exercise programs for adolescent clients	N Title changed. Scope of Unit was unclear, specifically as to whether the Unit was for individuals or groups, and whether it was for supervising young people in fitness facilities or instructing sessions. Unit has been redrafted for personalised programs, given the profile for this age group. Significant changes made to Elements and Performance Criteria to reflect clarified scope. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements clarified for number of programs and sessions to be developed, and number of sessions to be instructed. Duration of sessions is defined. Client numbers and types are nominated. Allowance is made to deliver to a small group. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria and tailor content to adolescent client outcomes. Assessment Conditions contained information about assessment activities involving fitness assessments that was better suited to Performance Evidence. Any relevant information has been clarified and included in Performance Evidence.
SISFFIT014 Instruct exercise to older clients	SISFFIT043 Develop and instruct personalised exercise programs for older clients	N Title changed. Significant changes to Elements and Performance Criteria.

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed; replaced with number of programs and sessions to be developed, and number of sessions to be instructed for greater clarity. Duration of sessions is defined. Client numbers and types are nominated. Performance Evidence includes content that focusses on communication and collaboration with medical and allied health professionals for clients with ongoing health conditions, not on writing initial referral letters. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria and tailor content to older client outcomes. Assessment Conditions contained information about assessment activities no longer relevant to Unit outcomes and have been removed.
SISFFIT015 Collaborate with medical and allied health professionals in a fitness context SISFFIT028 Apply evidence-based practice to exercise programs Merged	SISFFIT049 Establish and maintain professional practice for fitness instruction	N Two Units merged: SISFFIT015 Collaborate with medical and allied health professionals in a fitness context SISFFIT028 Apply evidence-based practice to exercise programs. Content from two Units used to create a Unit which focusses on professional practice for fitness instructors (personal trainers). Unit focusses on a range of issues that contribute to professional practice: knowledge and use of industry standards, specific industry regulatory requirements, evidence-based information, reflective practice and collaboration with medical and allied health professionals. SISFFIT015 contained significant content that duplicated that of other

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		Units. When duplicative content was considered, there was minimal content left to justify a separate Unit. The intent and content of Unit SISFFIT028 was unclear in terms of workplace outcomes. Useful content about sourcing, evaluating and applying evidence-based information to exercise program design has been incorporated in SISFFIT049. Significant changes to Elements and Performance Criteria. Performance Evidence amended to provide clear information about sufficiency of evidence. Performance Evidence includes content that focusses on communication and collaboration with medical and allied health professionals for clients with ongoing health conditions, not on writing initial referral letters. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria and to tailor content to updated Unit scope.
SISFFIT016 Provide motivation to positively influence exercise behaviour	SITFFIT048 Support exercise behaviour change	N Title changed. Existing Unit was written in quite a 'theoretical' way. This has been changed to be more practically focussed. Motivation references removed and changes made to streamline both Performance and Knowledge Evidence. Significant changes to structure and content of Elements and Performance Criteria. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed and replaced with a number of clients for greater clarity. Knowledge Evidence extended to indicate scope and depth; significant

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		additions and deletions to reflect Performance Criteria. Assessment Conditions contained information about assessment activities involving the instruction of client exercise sessions which was irrelevant and has been removed.
SISFFIT017 Instruct long-term exercise programs	SISXCAI005 Conduct individualised long-term training programs	Unit content covered and superseded by SISXCAI005 Conduct individualised long-term training programs. The fitness Unit duplicates content of the SIS cross-sector Unit which can equally apply to fitness instructors. The proposal is to replace the fitness Unit with the cross-sector Unit.
SISFFIT018 Promote functional movement capacity	SISFFIT045 Assess client movement and provide exercise advice	N Title changed. Part of Unit (FIT018) was written in quite a 'theoretical' way. This has been changed to be more practically focussed on establishing client needs within scope of practice, assessing movement and providing advice for optimal movement and safe and effective exercise technique. Focus on posture has been reduced. Significant changes to structure and content of Elements and Performance Criteria. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed; client numbers and types are nominated. Requirements for using specific types of measurement tools removed. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria which have been re-ordered for improved clarity.
SISFFIT019 Incorporate exercise science principles into fitness programming	SISFFIT047 Use exercise science principles in fitness instruction	N Title changed. Unit (FIT019) was written in quite a 'theoretical' way. This has been

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		changed to be more practically focussed while retaining a strong focus on knowledge required to use exercise science/training principles for program design and instruction. Significant changes to structure and content of Elements and Performance Criteria. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours, client contact sessions and instructing in mixture of controlled and uncontrolled environments removed. This has been replaced with requirements to source, evaluate and apply exercise science/training principle information to exercise program design. Client numbers and types are nominated. Significant deletions and additions to Knowledge Evidence to reflect Performance Criteria and provide more explicit links to exercise science/training principles. Assessment Conditions contained information about assessment activities involving the instruction of client exercise sessions which was irrelevant and has been removed. Relevant information about high- and low-impact training was better suited to Performance Evidence, and so has been clarified and moved to Performance Evidence.
SISFFIT020 Instruct exercise programs for body composition goals	SISFFIT042 Develop and instruct personalised exercise programs for body composition goals	N Title changed. Significant changes to Elements and Performance Criteria. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed; replaced with number of programs and sessions to be developed, and number of sessions to be instructed for greater clarity. Duration of sessions is defined. Client

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		numbers and types are nominated. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria and tailor content to body composition outcomes. Assessment Conditions contained information about assessment activities involving program development aligned to goals that was better suited to Performance Evidence. Any relevant information has been clarified and included in Performance Evidence.
SISFFIT021 Instruct personal training programs Unit split – content is covered across two Units.	SISFFIT040 Develop personalised exercise programs SISFFIT041 Instruct personalised exercise sessions	N SISFFIT021 Unit has been split. Content is now covered across the following two Units: SISFFIT040 Develop personalised exercise programs SISFFIT041 Instruct personalised exercise sessions. SISFFIT040 Develop personalised exercise programs focusses on developing overall exercise program, sessions within the program, and evaluating the effectiveness of the program. Program design skills and knowledge are now fully described. Elements 1, 2 and 3 (identifying client needs, planning program and evaluating program) and the associated knowledge (from SISFFIT021) now housed in SISFFIT040 Develop personalised exercise programs. SISFFIT041 Instruct personalised exercise sessions focusses on preparing for, instructing and reviewing predesigned exercise sessions within an overall program. Skills and knowledge for personalised instruction are now fully described. Element 3, conducting sessions and associated knowledge (from SISFFIT021) now housed in SISFFIT041 Instruct personalised exercise sessions.

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		Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed and replaced with number of programs and sessions to be developed (develop Unit) and number of sessions to be delivered (instruct Unit). Duration of sessions is defined. Client numbers and types are nominated. Knowledge Evidence for each Unit has been extended to indicate scope and depth relevant to the Performance Criteria. Assessment Conditions contained information about assessment activities involving the instruction of client exercise sessions that was better suited to Performance Evidence. Any relevant information has been clarified and included in the Performance Evidence.
SISFFIT022 Instruct aquatic sessions for specific population groups SISFFIT008 Instruct water-based fitness activities Merged, with planning content split out.	SISFFIT032 Plan group water-based exercise sessions SISFFIT033 Instruct group water-based exercise sessions	N Two Units merged because of significant duplication of content and overlap of skill and knowledge coverage: SISFFIT022 Instruct aquatic sessions for specific population groups. SISFFIT008 Instruct water-based fitness activities Content for planning and delivering group sessions split and covered in two different Units: SISFFIT032 Plan group water-based exercise sessions and SISFFIT033 Instruct group water-based exercise sessions. SISFFIT032 Plan group water-based exercise sessions focusses on session planning for mixed groups. Covers requirements for modifying exercises to meet the needs of specific population groups, e.g. older people, and can cover planning for particular groups. Session planning skills and knowledge now fully described. Element 1 develop session plans and

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		associated knowledge (from SISFFIT008) housed in SISFFIT032 Plan group water-based exercise sessions. SISFFIT033 Instruct group water-based exercise sessions focusses on session preparation, delivery and evaluation and the organisational, communication and instructional skills needed to instruct group water-based exercise sessions. Covers requirements for modifying exercises to meet the needs of specific population groups, e.g. older people, and responding to the needs of individuals within a mixed group. Elements 2 and 3 conduct and evaluate sessions and associated knowledge (from SISFFIT008) now housed in SISFFIT033 Instruct group water-based exercise sessions. Significant changes to structure and content of Elements and Performance Criteria to reflect revised scope of Units. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed but number of sessions to be developed (plan Unit) and delivered (instruct Unit) is still nominated. Duration of sessions is defined and participant types are nominated. Group numbers are nominated in instruct Unit. Assessment Conditions contained information about assessment activities involving the instruction of exercise sessions that was better suited to Performance Evidence. Any relevant information has been clarified and included in Performance Evidence.
SISFFIT023 Instruct group personal training programs Unit split – content is now covered across two Units.	SISFFIT034 Plan group exercise sessions SISFFIT035 Instruct group exercise sessions	N The intent and content of the Unit (SISFFIT023) was unclear in terms of particular workplace skills required for a personal trainer to plan and deliver group sessions. Unit was based on a 'service' offering rather than being skill-

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		based; i.e. skills for group planning and instruction can be common to all types of group instructors. SISFFIT034 and SISFFIT035 have been developed to account for a range of job roles and workplace contexts including the personal trainer. Content for planning and delivering group sessions from SISFFIT023 has been split and covered in two different Units: SISFFIT034 Plan group exercise sessions and SISFFIT035 Instruct group exercise sessions. SISFFIT034 Plan group exercise sessions focusses on session planning for mixed groups and can cover planning for particular groups. Covers requirements for modifying exercises to meet the needs of specific population groups, e.g. women. Session planning skills and knowledge now fully described. Elements 1 and 2, identify requirements, develop session plans and associated knowledge (from SISFFIT023) now housed in SISFFIT034 Plan group exercise sessions. SISFFIT035 Instruct group exercise sessions focusses on session preparation, delivery and evaluation and the organisational, communication and instructional skills needed to instruct group exercise sessions. Covers requirements for modifying exercises to meet the needs of specific population groups, e.g. women, and responding to the needs of individuals within a mixed group. Elements 3 and 4 conduct and evaluate sessions and associated knowledge (from SISFFIT023) now housed in SISFFIT035 Instruct group exercise sessions. Significant changes to structure and content of Elements and Performance Criteria to reflect revised scope of Units. Performance Evidence amended to

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		provide clear information about sufficiency of evidence. Number of sessions to be developed (plan Unit) and delivered (instruct Unit) are still nominated. Duration of sessions is defined and participant types are nominated. Group numbers are nominated in instruct Unit. Assessment Conditions contained information about assessment activities involving the instruction of exercise sessions that was better suited to Performance Evidence. Any relevant information has been clarified and included in the Performance Evidence.
SISFFIT024 Instruct endurance programs	Content is covered across a range of Units for individual instruction: SISFFIT040 Develop personalised exercise programs SISFFIT041 Instruct personalised exercise sessions SISFFIT047 Use exercise science principles in fitness instruction SISXCAI010 Develop strength and conditioning programs	The intent and content of this Unit was unclear in terms of workplace outcomes for a personal trainer. Elements, Performance Criteria and Knowledge Evidence had considerable content that duplicated that within other personalised training Units. No stand-alone Unit is required. Content is covered across a range of Units for individual instruction: SISFFIT040 Develop personalised exercise programs SISFFIT041 Instruct personalised exercise sessions SISFFIT047 Use exercise science principles in fitness instruction SISXCAI010 Develop strength and conditioning programs.
SISFFIT025 Recognise the dangers of providing nutrition advice to clients SISFFIT026 Support healthy eating through the Eat for Health Program Merged	SITFIT051 Support healthy eating for individual fitness clients	N Two Units merged: SISFFIT025 Recognise the dangers of providing nutrition advice to clients SISFFIT026 Support healthy eating through the Eat for Health Program. Content of two Units merged so Knowledge Evidence of revised support Unit (SISFFIT025) includes significant content about providing information within scope of practice and situations and requests that

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		require referral. Content also refocussed to make it clearer that the scope of this Unit relates to identifying needs and supporting individuals within the boundaries of the Australian national dietary guidelines and associated resources. Significant changes to structure and content of Elements and Performance Criteria. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed and replaced with a number of clients. Significant changes made to Knowledge Evidence to reflect merging of Units and to indicate scope and depth. Assessment Conditions contained information about referrals that was either irrelevant or repeated content of Performance Evidence and has been removed.
SISFFIT026 Support healthy eating through the Eat for Health Program SISFFIT025 Recognise the dangers of providing nutrition advice to clients Merged	SITFIT051 Support healthy eating for individual fitness clients	N Two Units merged: SISFFIT026 Support healthy eating through the Eat for Health Program SISFFIT025 Recognise the dangers of providing nutrition advice to clients. Content of two Units merged so Knowledge Evidence of revised support Unit (SISFFIT025) includes significant content about providing information within scope of practice and situations and requests that require referral. Content also refocussed to make it clearer that the scope of this Unit relates to identifying needs and supporting individuals within the boundaries of the Australian national dietary guidelines and associated resources.

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		Significant changes to structure and content of Elements and Performance Criteria. Performance Evidence amended to provide clear information about sufficiency of evidence. Requirements for hours and client contact sessions removed and replaced with a number of clients. Significant changes to Knowledge Evidence to reflect merging of Units and to indicate scope and depth. Assessment Conditions contained information about referrals that was either irrelevant or repeated content of Performance evidence and has been removed.
SISFFIT027 Conduct health promotion activities	Proposed for deletion	Nil to very low enrolments over multiple years. Unit is a core in the current Diploma of Fitness which is proposed for deletion. The intent and content of this Unit is unclear in terms of workplace outcomes for a personal trainer, or 'advanced personal trainer', a job role that is questioned. Essentially the Unit is about designing and implementing formal health promotion/educational activities with a focus on preventing chronic disease. Knowledge focusses on risk factors, modifiable lifestyle risk factors, population groups at risk of chronic disease and the causes and types of chronic disease. This is outside scope.
SISFFIT028 Apply evidence-based practice to exercise programs SISFFIT015 Collaborate with medical and allied health professionals in a fitness context Merged	SISFFIT049 Establish and maintain professional practice for fitness instruction	N Two Units merged: SISFFIT028 Apply evidence-based practice to exercise programs SISFFIT015 Collaborate with medical and allied health professionals in a fitness context. Content from two Units used to create a Unit which focusses on professional practice for fitness instructors (personal trainers).

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		Unit focusses on a range of issues that contribute to professional practice: knowledge and use of industry standards, specific industry regulatory requirements, evidence-based information, reflective practice and collaboration with medical and allied health professionals. SISFFIT015 contained significant content that duplicated that of other Units. When duplicative content was considered, there was minimal content left to justify a separate Unit. The intent and content of SISFFIT028 was unclear in terms of workplace outcomes. Useful content about sourcing, evaluating and applying evidence-based information to exercise program design has been incorporated in SISFFIT049. Significant changes to Elements and Performance Criteria. Performance Evidence amended to provide clear information about sufficiency of evidence. Knowledge Evidence reworded to indicate scope and depth; significant additions and deletions to reflect Performance Criteria and to tailor content to updated Unit scope.
SISFFIT029 Apply anatomy and physiology to advanced personal training	Proposed for deletion Useful content has been incorporated into: SISFFIT046 Use anatomy and physiology knowledge to support safe and effective client exercise SISFFIT0047 Use exercise science principles in fitness instruction	Nil to very low enrolments over multiple years. Unit is a core in the current Diploma of Fitness which is proposed for deletion. The intent and content of this Unit is unclear in terms of workplace outcomes for an 'advanced personal trainer', a job role that is questioned. Unit (SISFFIT029) was written in quite a 'theoretical' way. Elements, Performance Criteria and particularly Knowledge Evidence had considerable content that duplicated that within other Units dealing with anatomy and physiology. Some knowledge content better related to using exercise science/training

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		principles for exercise program design and instruction. Useful content has been incorporated into: SISFFIT046 Use anatomy and physiology knowledge to support safe and effective client exercise SISFFIT0047 Use exercise science principles in fitness instruction.
SISFFIT030 Instruct advanced exercise programs	Proposed for deletion Content largely covered in cross-sector Unit SISXCAI010 Develop strength and conditioning programs.	Nil to very low enrolments over multiple years. Unit is a core in the current Diploma of Fitness which is proposed for deletion. The intent and content of this Unit is unclear in terms of workplace outcomes for an 'advanced personal trainer', a job role that is questioned. Elements, Performance Criteria and particularly Knowledge Evidence had considerable content that duplicated that within other personalised training Units. Only additions are minor references to 'advanced exercise programs' and 'advanced training methods.' However, none of these references were explored/explained. Some references relate to groups; others to individuals and to sports events, competitions and sports performance training. Content is largely covered in SIS cross-sector Unit, which already appears as an elective in the Certificate IV in Fitness and could be used as a replacement, namely SISXCAI010 Develop strength and conditioning programs.
SISFFIT031 Implement injury prevention strategies	Proposed for deletion Injury prevention content is covered across a range of Units.	Unit is a core in the current Diploma of Fitness which is proposed for deletion. The intent and content of this Unit is unclear in terms of workplace outcomes for an 'advanced personal trainer', a job role that is questioned. Some content duplicates that of SISFFIT045 Assess client movement and provide exercise advice.

Previous Unit Code and Title SIS V4 (Units Released 2015)	Replacement Unit Code and Title SIS VXX (version TBA)	Comment in Relation to Previous Version E = equivalent N = not equivalent
		Some content, particularly knowledge, duplicates that of SISFFIT046 Use anatomy and physiology knowledge to support safe and effective client exercise. Injury prevention and safe exercise technique feature in all instructional Units.

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Appendix E: Summary of Assessment Requirements

Numbers Used in Performance Evidence

Unit	Clients & Types	Programs Developed	Sessions Developed	Sessions Instructed & Hours	Referrals	Medical Guidance
Group instruction						
SISFFIT032 Plan group water-based exercise sessions	• mixed sex groups • female adults • male adults • adults aged over 55 years.		8 2 x 30 mins 2 x 45 mins 4 x 60 mins			
SISFFIT033 Instruct group water-based exercise sessions	At least: 5 participants in 6 sessions 10 participants in 2 sessions • six sessions instructed from pool deck • two sessions instructed in water • at least one mixed sex group • at least one group predominantly comprised of adult women • at least one group predominantly comprised of adults aged over 55 years			8 2 x 30 mins 2 x 45 mins 4 x 60 mins 6.5 hrs		
SISFFIT034	• mixed sex groups		8			

Unit	Clients & Types	Programs Developed	Sessions Developed	Sessions Instructed & Hours	Referrals	Medical Guidance
Plan group exercise sessions	• female adults • male adults • adults aged over 55 years		2 x 30 mins 2 x 45 mins 4 x 60 mins			
SISFFIT035 Instruct group exercise sessions	At least: 5 participants in 6 sessions 10 participants in 2 sessions • at least one mixed sex group • at least one group predominantly comprised of female adults • at least one group predominantly comprised of male adults • at least one group predominantly comprised of adults aged over 55 years			8 2 x 30 mins 2 x 45 mins 4 x 60 mins 6.5 hrs		
SISFFIT036 Develop and instruct group movement programs for children	at least 5 participants children up to 12 years	2	3	3 3 x 30mins min 1.5 hrs min		
Screening and fitness assessment						
SISFFIT037 Complete pre-exercise screening and service orientation	5 • female adults • male adults				5	

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Unit	Clients & Types	Programs Developed	Sessions Developed	Sessions Instructed & Hours	Referrals	Medical Guidance
	• young adults between 18 and 25 years • adults aged over 55 years					
SISFFIT038 Complete client fitness assessments	5 • female adults • male adults • young adults between 18 and 25 years • adults aged over 55 years				2	
Individual instruction						
SISFFIT039 Develop gym-based exercise programs for individual clients	6 • female adults • male adults • clients over the age of 55 years • 2 clients for whom medical guidance has been received • clients starting from a sedentary base • clients starting from an active base	6	12 (2 for each) 4 x 30 mins 4 x 45 mins 4 x 60 mins	6 (initial instruction to each client)		2 programs
SISFFIT0040 Develop personalised exercise programs	5 • female adults • male adults • 2 clients for whom medical guidance has been received • clients with goals	5	15 (3 for each client) 5 x 30 mins 5 x 45 mins 5 x 60 mins			2 programs

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Unit	Clients & Types	Programs Developed	Sessions Developed	Sessions Instructed & Hours	Referrals	Medical Guidance
	that relate to one or both of: ◦ health-related components of fitness ◦ skill- related components of fitness					
SISFFIT041 Instruct personalised exercise sessions	• female adults • male adults • 2 clients for whom medical guidance has been received • clients with goals that relate to one or both of: ◦ health-related components of fitness ◦ skill-related components of fitness			9 3 x 30 mins 3 x 45 mins 3 x 60 mins 6.75 hrs		2 clients
SISFFIT042 Develop and instruct personalised exercise programs for body composition goals	4 • female adults • male adults • clients seeking to lose weight • clients seeking to build muscle / increase weight • 1 client for whom medical advice has been received	4	8 (2 for each client) 4 x 30 mins 2 x 45 mins 2 x 60 mins	8 (2 for each client) 4 x 30 mins 2 x 45 mins 2 x 60 mins 5.5 hrs		1 program
SISFFIT043 Develop and instruct personalised	4 • female adults aged	4	8 (2 for each	8 (2 for each	2 reports	2 programs

Unit	Clients & Types	Programs Developed	Sessions Developed	Sessions Instructed & Hours	Referrals	Medical Guidance
exercise programs for older clients	55 years or over • male adults aged 45 years or over • 2 clients for whom medical advice has been received		client) 4 x 30 mins 2 x 45 mins 2 x 60 mins	client) 4 x 30 mins 2 x 45 mins 2 x 60 mins 5.5 hrs		
SISFFIT044 Develop and instruct personalised exercise programs for adolescent clients	4 • female adolescents • male adolescents • adolescents aged between 13 and 14 years • adolescents aged between 15 and17 years	4	8 4 x 30 mins 2 x 45 mins 2 x 60 mins PLUS 1 group	8 (2 for each client) 4 x 30 mins 2 x 45 mins 2 x 60 mins 5.5 hrs PLUS 1 group x 30 mins Total 6 hrs		
SISFFIT045 Assess client movement and provide exercise advice	4 • female adults • male adults • young adults between 18 and 25 years • adults aged over 55 years					
Other functions that support instruction						
SITFFIT046 Use anatomy and physiology knowledge to support safe and effective client exercise	3 • female adults • male adults • adults aged over 55		9 exercises (3 for each client)			

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Unit	Clients & Types	Programs Developed	Sessions Developed	Sessions Instructed & Hours	Referrals	Medical Guidance
	years • sedentary clients • active clients					
SISFFIT047 Use exercise science principles in fitness instruction	3 client types • clients with goals that relate to: ◦ health-related components of fitness ◦ skill-related components of fitness	3				
SITFFIT048 Support exercise behaviour change	3	3				
SISFFIT049 Establish and maintain professional practice for fitness instruction	2				3 ongoing collaboration/ reports	
SITFFIT0050 Provide healthy eating information	3				3 Verbal	
SITFIT051 Support healthy eating for individual fitness clients	4				3 Written	

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Certificate III in Fitness

Unit	Clients	Programs Developed	Sessions Developed	Sessions Instructed & Hours	Referrals	Medical Guidance
Group exercise instruction						
SISFFIT034 *Plan group exercise sessions*			8			
SISFFIT035 *Instruct group exercise sessions*	50			8 6.5 hrs		
Gym instruction						
SISFFIT037 *Complete pre-exercise screening and service orientation*	5				5	
SISFFIT038 *Complete client fitness assessments*	5				2	
SISFFIT039 *Develop gym-based exercise programs for individual clients*	6	6	12	6 (initial instruction to each client)		2 programs
Aqua exercise instruction						
SISFFIT032 Plan group water-based exercise sessions			8			
SISFFIT033 Instruct group water-based exercise sessions	50			8 6.5 hrs		

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Certificate IV in Fitness

Unit	Clients	Programs developed	Sessions developed	Sessions instructed & hours	Referrals	Medical guidance
SISFFIT037 *Complete pre-exercise screening and service orientation*	5				5	
SISFFIT038 *Complete client fitness assessments*	5				2	
SISFFIT0040 *Develop personalised exercise programs*	5	5	15			2 programs
SISFFIT041 *Instruct personalised exercise sessions*				9 6.75 hrs		2
SISFFIT042 *Develop and instruct personalised exercise programs for body composition goals*	4	4	8	8 5.5 hrs		1 program
SISFFIT043 *Develop and instruct personalised exercise programs for older clients*	4	4	8	8 5.5 hrs	2 reports	2 programs
SISFFIT044 *Develop and instruct personalised exercise programs for adolescent clients*	4	4	9	9 6 hrs		
SISFFIT047 *Use exercise science principles in fitness instruction*	3	3				
SITFFIT048 *Support exercise behaviour change*	3	3				
SISFFIT049 *Establish and maintain professional practice for fitness instruction*	2				3 reports	
SITFIT051 *Support healthy eating for individual fitness clients*	4				3	

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