

QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR SPORTS INDUSTRY

What are Occupational Standards(OS)?

- OS describe what individuals need to do, know and understand in order to carry out a particular job role or function
- OS are performance standards that individuals must achieve when carrying out functions in the workplace, together with specifications of the underpinning knowledge and understanding

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Introduction

Qualifications Pack – Fitness Trainer

SECTOR: SPORTS

SUB-SECTOR: Sports Fitness and Leisure

OCCUPATION: Fitness Trainer

REFERENCE ID: SPF/Q1102

ALIGNED TO: NCO-2004/3475.15

Brief Job Description: Fitness Trainer is also known as Gym trainer, Trainer or Gym Coach or Fitness coach. Individuals in this role are involved in the physical training of others through various fitness activities. The responsibilities of a Fitness trainer include to help trainees of all ages, shape and sizes to get healthier and achieve desired fitness levels through focused exercises and activities.

Personal Attributes: Individuals should possess the passion for fitness and be physically fit themselves. They should be self motivated, energetic individuals interested in learning about training methods, use of exercise equipment and demonstrate approachability and compatibility towards their trainees.

Qualifications Pack Code	SPF/Q1102		
Job Role	Fitness Trainer		
Credits (NSQF)	TBD	Version number	1.0
Sector	Sports	Drafted on	21/01/2015
Sub-sector	Sports Fitness and Leisure	Last reviewed on	22/01/2015
Occupation	Fitness Trainer	Next review date	21/01/2017

Job Role	Fitness Trainer
Role Description	To help trainees of all ages, shape and sizes to get healthier and achieve desired fitness levels.
NSQF level	4
Minimum Educational Qualifications*	Class XII
Maximum Educational Qualifications*	Graduate in Physical Education
Training (Suggested but not mandatory)	Training in gym training
Experience	No experience necessary
Applicable National Occupational Standards (NOS)	Compulsory: <ol style="list-style-type: none"> 1. SPF/N1105 (Prepare for physical training of trainees) 2. SPF/N1106 (Perform physical training of trainee) 3. SPF/N1107 (Monitor progress of trainees and deal with injuries) 4. SPF/N1113(Maintain Health and Safety Measures) Optional: Not Applicable
Performance Criteria	As described in the relevant OS units

Definitions

Keywords /Terms	Description
Sector	Sector is a conglomeration of different business operations having similar businesses and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/related set of functions in an industry.
Function	Function is an activity necessary for achieving the key purpose of the sector, occupation, or area of work, which can be carried out by a person or a group of persons. Functions are identified through functional analysis and form the basis of OS.
Job Role	Job role defines a unique set of functions that together form a unique employment opportunity in an organization.
OS	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria	Performance Criteria are statements that together specify the standard of performance required when carrying out a task.
NOS	NOS are Occupational Standards which apply uniquely in the Indian context.
Qualifications Pack Code	Qualifications Pack Code is a unique reference code that identifies a qualifications pack.
Qualifications Pack	Qualifications Pack comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A Qualifications Pack is assigned a unique qualification pack code.
Unit Code	Unit Code is a unique identifier for an Occupational Standard , which is denoted by an 'N'.
Unit Title	Unit Title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
Knowledge and Understanding	Knowledge and Understanding are statements which together specify the technical, generic, professional and organizational specific knowledge that an individual needs in order to perform to the required standard.
Organizational Context	Organizational Context includes the way the organization is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical Knowledge is the specific knowledge needed to accomplish specific designated responsibilities.

National Occupational Standard



Overview

This unit is about preparing for physical training of trainee

Unit Code	SPF/N1105
Unit Title (Task)	Prepare for Physical training of trainee
Description	This unit is about preparing for physical training of trainee
Scope	<p>This OS unit/task covers the following:</p> <ul style="list-style-type: none"> • Carry out physical examination and understand fitness goals • Inspect activity area and equipment
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Carry out physical examination and understand fitness goals	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Carry out physical examination of the candidate.</p> <p>PC2. Capture and study past and current medical as well as the physical state of trainee.</p> <p>PC3. Understand and note down the trainee's goals and sub goals.</p> <p>PC4. Based on this information, prepare a training plan for the trainee.</p> <p>PC5. Determine any tests, frequency of test and controls to be used to monitor the tests.</p>
Inspect activity area and equipment	<p>PC6. Visually inspect the activity area and equipment</p> <p>PC7. Test any equipment which requires additional inspection.</p> <p>PC8. Report any issues related to training equipment and activity area to the concerned personnel or management.</p> <p>PC9. Ensure that the issues have been resolved and that equipment are fit for use.</p> <p>PC10. Check to ensure that clearly designed station cards and standard instructions are available near each machine.</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. Organizational Procedure for accidents, safety.</p> <p>KA2. Types of exercise equipment used by organization</p> <p>KA3. Types of emergency equipment such as stretcher, first aid box and location of the same</p> <p>KA4. Escalation matrix for reporting problems</p> <p>KA5. Emergency response teams aligned to organization</p> <p>KA6. Emergency evacuation procedure/ protocol followed by organization</p>

	<p>KA7. Roles and responsibilities of all individuals/teams involved in the organizational relevant physical exercise and fitness</p> <p>KA8. Guest rules/ rights for usage of exercise facility/gym</p> <p>KA9. Guidelines for managing guests</p> <p>KA10. Business, Professional and Ethical code of conduct.</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. Different types of exercises</p> <p>KB2. Use of different exercise equipment and maintenance of the same</p> <p>KB3. Various muscle building and fat burning techniques</p> <p>KB4. Training combinations for athletes, regular and occasional users</p> <p>KB5. Emergency response procedures – how to assess physical injuries and provide emergency relief</p> <p>KB6. Administration of basic first aid</p> <p>KB7. Understanding of anatomy and physiology.</p> <p>KB8. Accepted best practice principles of exercise</p> <p>KB9. Identification of muscles responsible for various movements</p> <p>KB10. Understanding of the effect various exercises according to physical characteristics of a person</p> <p>KB11. Occupational Health and Safety guidelines for providing personal training</p> <p>KB12. Impact of exercises on body</p> <p>KB13. Exercise limitations based on physical and mental limitations</p> <p>KB14. Instructions on usage of various gym equipment</p> <p>KB15. Nutrition and dietary requirements based on person's habits, lifestyle etc.</p> <p>KB16. Muscle Relaxation techniques.</p>
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. Noting down medical and fitness history of guests/clients.</p> <p>SA2. Fill in insurance forms etc.</p>
	Reading Skills
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA3. Ability to read and understand the needs of clients/guests</p> <p>SA4. Ability to read and understand all usage and safety manuals for exercise equipment.</p> <p>SA5. Read and learn about latest nutritional updates/exercises</p> <p>SA6. Read and learn the industrial and business policies.</p>
	Oral Communication (Listening and Speaking skills)
	The user/individual on the job needs to know and understand how to:

	<p>SA7. Giving full attention to what the client/guest is saying, taking time to understand the points made and responding to relevant questions.</p> <p>SA8. Communicating in a clear and polite manner with clients when receiving enquiries, clarifications or feedback on performance</p> <p>SA9. Explain the exercise schedule and effects</p> <p>SA10. Providing clear instructions to clients/guests</p> <p>SA11. Ensuring clients adhere to safety guideline.</p>
B. Professional Skills	Decision Making
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. Determine best exercise combinations to advise for clients based on need</p> <p>SB2. Decide if training should be terminated or altered in special circumstances</p> <p>SB3. Determine if additional physical activity is advised along with training</p>
	Plan and Organize
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB4. Maintain a record of private training sessions carried out.</p> <p>SB5. Recommend number of sessions, exercise schedule and diet plans.</p> <p>SB6. Work effectively as a team with other instructors, masseurs etc.</p>
	Customer Centricity
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB7. Discuss sensitive health issues with clients in an open and understanding manner</p> <p>SB8. Treat clients with care and follow organizational policy in case of conflicts</p> <p>SB9. Ensure clients are physically comfortable during training.</p>
	Analytical Skills
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB10. Ability to identify the needs of the client and adapt exercise schedules.</p> <p>SB11. Notice when something is wrong or is likely to go wrong.</p> <p>SB12. Identify problems, develop, review, and apply solutions.</p> <p>SB13. Concentrate and not be distracted while performing the task.</p> <p>SB14. Assess exercise equipment conditions and any maintenance required.</p> <p>SB15. In case of situations that are out of norm, ability to assess situation and act accordingly</p>
	Critical Thinking Skills
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB16. Assess the situation and provide instructions/follow directions to deal with emergency situations.</p> <p>SB17. Develop solutions for chronic/common physical problems due to training.</p>

NOS Version Control

NOS Code	SPF/N1105		
Credits(NSQF)	TBD	Version number	1.0
Industry	Sports	Drafted on	21/01/2015
Industry Sub-sector	Sports Fitness and Leisure	Last reviewed on	22/01/2015
Occupation	Fitness Trainer	Next review date	21/01/2017



National Occupational Standard



Overview

This unit is about performing physical training of the trainee

SPF/N1106

Perform Physical Training of the trainee

National Occupational Standard

Unit Code	SPF/N1106
Unit Title (Task)	Physical Training of the trainee
Description	This OS unit is about physical training of the trainee
Scope	<p>The unit/ task covers the following:</p> <ul style="list-style-type: none"> • Prepare and explain training plan to trainee • Create awareness of injuries and prevention techniques
Performance Criteria (PC)	
Element	Performance Criteria
Prepare and explain training to trainee	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Create and chart out the individual training plan based on the trainee's physical condition and goals.</p> <p>PC2. Discuss the aim of the session, fundamentals and benefits of the plan with the trainee.</p> <p>PC3. Develop the skills of trainees by imparting the right techniques to do each exercise.</p> <p>PC4. Demonstrate and teach the correct use of each equipment according to policies and procedures and appropriate training instructions/schedule</p>
Create awareness of injuries and prevention techniques	<p>PC5. Highlight the common types of injuries that might occur and affect the trainees in a session and ensure that the trainee is in a position to safely participate in the session</p> <p>PC6. Educate the trainee on preventive means like using appropriate sports gear and props in order to avoid sports injury.</p> <p>PC7. Inform the trainee about controls and regulation in the training process and modification as per the requirement based on intensity, incorrect techniques, symptoms of over training and safety, etc.</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. Organizational Procedure for accidents, safety.</p> <p>KA2. Types of exercise equipment used by organization</p> <p>KA3. Types of emergency equipment such as stretcher, first aid box and location of the same</p> <p>KA4. Escalation matrix for reporting problems</p> <p>KA5. Emergency response teams aligned to organization</p> <p>KA6. Emergency evacuation procedure/ protocol followed by organization</p> <p>KA7. Roles and responsibilities of all individuals/teams involved in the organizational relevant physical exercise and fitness</p>

SPF/N1106

Perform Physical Training of the trainee

	<p>KA8. Guest rules/ rights for usage of exercise facility/gym</p> <p>KA9. Guidelines for managing guests</p> <p>KA10. Business, Professional and Ethical code of conduct.</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. Different types of exercises</p> <p>KB2. Use of different exercise equipment and maintenance of the same</p> <p>KB3. Various muscle building and fat burning techniques</p> <p>KB4. Training combinations for athletes, regular and occasional users</p> <p>KB5. Emergency response procedures – how to assess physical injuries and provide emergency relief</p> <p>KB6. Administration of basic first aid</p> <p>KB7. Understanding of anatomy and physiology.</p> <p>KB8. Accepted best practice principles of exercise</p> <p>KB9. Identification of muscles responsible for various movements</p> <p>KB10. Understanding of the effect various exercises according to physical characteristics of a person</p> <p>KB11. Occupational Health and Safety guidelines for providing personal training</p> <p>KB12. Impact of exercises on body</p> <p>KB13. Exercise limitations based on physical and mental limitations</p> <p>KB14. Instructions on usage of various gym equipment</p> <p>KB15. Nutrition and dietary requirements based on person's habits, lifestyle etc.</p> <p>KB16. Muscle Relaxation techniques.</p>
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. Noting down medical and fitness history of guests/clients.</p> <p>SA2. Fill in insurance forms etc.</p>
	Reading Skills
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA3. Ability to read and understand the needs of clients/guests</p> <p>SA4. Ability to read and understand all usage and safety manuals for exercise equipment.</p> <p>SA5. Read and learn about latest nutritional updates/exercise</p> <p>SA6. Read and learn the industrial and business policies.</p>

Perform Physical Training of the trainee

	Oral Communication (Listening and Speaking skills) The user/individual on the job needs to know and understand how to: SA7. Giving full attention to what the client/guest is saying, taking time to understand the points made and responding to relevant questions. SA8. Communicating in a clear and polite manner with clients when receiving enquiries, clarifications or feedback on performance SA9. Explain the exercise schedule and effects SA10. Providing clear instructions to clients/guests SA11. Ensuring clients adhere to safety guideline.
	B. Professional Skills Decision Making The user/individual on the job needs to know and understand how to: SB1. Determine best exercise combinations to advise for clients based on need SB2. Decide if training should be terminated or altered in special circumstances SB3. Determine if additional physical activity is advised along with training Plan and Organize The user/individual on the job needs to know and understand how to: SB4. Maintain a record of private training sessions carried out. SB5. Recommend number of sessions, exercise schedule and diet plans. SB6. Work effectively as a team with other instructors, masseurs etc. Customer Centricity The user/individual on the job needs to know and understand how to: SB7. Discuss sensitive health issues with clients in an open and understanding manner SB8. Treat clients with care and follow organizational policy in case of conflicts SB9. Ensure clients are physically comfortable during training. Analytical Skills The user/individual on the job needs to know and understand how to: SB10. Ability to identify the needs of the client and adapt exercise schedules. SB11. Notice when something is wrong or is likely to go wrong. SB12. Identify problems, develop, review, and apply solutions. SB13. Concentrate and not be distracted while performing the task. SB14. Assess exercise equipment conditions and any maintenance required. SB15. In case of situations that are out of norm, ability to assess situation and act accordingly

SPF/N1106

Perform Physical Training of the trainee

	Critical Thinking Skills
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB16. Assess the situation and provide instructions/follow directions to deal with emergency situations.</p> <p>SB17. Develop solutions for chronic/common physical problems due to training.</p>



NOS Version Control

NOS Code	SPF/N1106		
Credits(NSQF)	TBD	Version number	1.0
Industry	Sports	Drafted on	21/01/2015
Industry Sub-sector	Sports Fitness and Leisure	Last reviewed on	22/01/2015
Occupation	Fitness Trainer	Next review date	21/01/2017



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National Occupational Standard

Overview

This unit is about monitoring progress of trainees and deal with Injuries.

Unit Code	SPF/N1107
Unit Title (Task)	Monitoring progress of trainees and deal with injuries
Description	This unit is about monitoring progress of trainees and deal with injuries
Scope	<p>The OS unit/task covers the following:</p> <ul style="list-style-type: none"> • Supervise and motivate trainees • Handle sport injuries • Update training plans as required
Performance Criteria (PC) w.r.t. the Scope	
Element	Performance Criteria
Supervise and motivate trainees	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. Walk around the activity area and visually check to ensure that trainees are carrying out their exercises in the correct and safe manner.</p> <p>PC2. Analyzing trainees' behavior and develop effective motivational strategy to maintain interest and positive attitude towards training.</p> <p>PC3. Develop infield and off-field strategies to recognize positive participation and achievement.</p>
Handle Sport Injuries	<p>PC4. Provide first-aid to injured trainees and handle the immediate need of the trainee.</p> <p>PC5. Assess the situation and if required refer to medical practitioner or physical therapist.</p>
Update training plans as required	<p>PC6. Periodically assess the fitness and health of trainees as per their goals and training progress.</p> <p>PC7. Determine their areas of improvement and help them in setting new goals.</p> <p>PC8. Recommend adoption of balanced diet and lifestyle modification if required in consultation with experts.</p> <p>PC9. Provide constructive and positive feedback to the trainees on their progress.</p> <p>PC10. Communicate trainee about new goals and training sessions.</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. Organizational Procedure for accidents, safety.</p> <p>KA2. Types of exercise equipment used by organization</p> <p>KA3. Types of emergency equipment such as stretcher, first aid box and location of the same</p> <p>KA4. Escalation matrix for reporting problems</p>

Monitor Progress of Trainees

its processes)	<p>KA5. Emergency response teams aligned to organization</p> <p>KA6. Emergency evacuation procedure/ protocol followed by organization</p> <p>KA7. Roles and responsibilities of all individuals/teams involved in the organizational relevant physical exercise and fitness</p> <p>KA8. Guest rules/ rights for usage of exercise facility/gym</p> <p>KA9. Guidelines for managing guests</p> <p>KA10. Business, Professional and Ethical code of conduct.</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. Different types of exercises</p> <p>KB2. Use of different exercise equipment and maintenance of the same</p> <p>KB3. Various muscle building and fat burning techniques</p> <p>KB4. Training combinations for athletes, regular and occasional users</p> <p>KB5. Emergency response procedures – how to assess physical injuries and provide emergency relief</p> <p>KB6. Administration of basic first aid</p> <p>KB7. Understanding of anatomy and physiology.</p> <p>KB8. Accepted best practice principles of exercise</p> <p>KB9. Identification of muscles responsible for various movements</p> <p>KB10. Understanding of the effect various exercises according to physical characteristics of a person</p> <p>KB11. Occupational Health and Safety guidelines for providing personal training</p> <p>KB12. Impact of exercises on body</p> <p>KB13. Exercise limitations based on physical and mental limitations</p> <p>KB14. Instructions on usage of various gym equipment</p> <p>KB15. Nutrition and dietary requirements based on person's habits, lifestyle etc.</p> <p>KB16. Muscle Relaxation techniques.</p>
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. Noting down medical and fitness history of guests/clients.</p> <p>SA2. Fill in insurance forms etc.</p>
	Reading Skills
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA3. Ability to read and understand the needs of clients/guests</p> <p>SA4. Ability to read and understand all usage and safety manuals for exercise equipment.</p> <p>SA5. Read and learn about latest nutritional updates/exercise.</p> <p>SA6. Read and learn the industrial and business policies.</p>

	Oral Communication (Listening and Speaking skills)
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA7. Giving full attention to what the client/guest is saying, taking time to understand the points made and responding to relevant questions.</p> <p>SA8. Communicating in a clear and polite manner with clients when receiving enquiries, clarifications or feedback on performance</p> <p>SA9. Explain the exercise schedule and effects</p> <p>SA10. Providing clear instructions to clients/guests</p> <p>SA11. Ensuring clients adhere to safety guideline.</p>
B. Professional Skills	Decision Making
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. Determine best exercise combinations to advise for clients based on need</p> <p>SB2. Decide if training should be terminated or altered in special circumstances</p> <p>SB3. Determine if additional physical activity is advised along with training</p>
	Plan and Organize
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB4. Maintain a record of private training sessions carried out.</p> <p>SB5. Recommend number of sessions, exercise schedule and diet plans.</p> <p>SB6. Work effectively as a team with other instructors, masseurs etc.</p>
	Customer Centricity
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB7. Discuss sensitive health issues with clients in an open and understanding manner</p> <p>SB8. Treat clients with care and follow organizational policy in case of conflicts</p> <p>SB9. Ensure clients are physically comfortable during training.</p>
	Analytical Skills
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB10. Ability to identify the needs of the client and adapt exercise schedules.</p> <p>SB11. Notice when something is wrong or is likely to go wrong.</p> <p>SB12. Identify problems, develop, review, and apply solutions.</p> <p>SB13. Concentrate and not be distracted while performing the task.</p> <p>SB14. Assess exercise equipment conditions and any maintenance required.</p> <p>SB15. In case of situations that are out of norm, ability to assess situation and act accordingly</p>

	Critical Thinking Skills
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. Assess the situation and provide instructions/follow directions to deal with emergency situations.</p> <p>SB2. Develop solutions for chronic/common physical problems due to training.</p>

NOS Version Control

NOS Code	SPF/N1107		
Credits(NSQF)	TBD	Version number	1.0
Industry	Sports	Drafted on	21/01/2015
Industry Sub-sector	Sports Fitness and Leisure	Last reviewed on	22/01/2015
Occupation	Fitness Trainer	Next review date	21/01/2017

National Occupational Standard



Overview

This unit is about health and safety measures

Unit Code	SPF/N1113
Unit Title (Task)	Health and safety measures
Description	This unit is about health and safety measures
Scope	<p>This OS unit/task covers the following:</p> <ul style="list-style-type: none"> Identify and report all emergencies/accidents/safety breaches Inspect activity area and equipment to ensure it is in safe/working condition Maintain health and safety protocol during all activities
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Identify and report all emergencies/accidents/safety breaches	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. In case of signs of any emergency situation or accident or breach of safety immediately follow organizational protocol to deploy action</p> <p>PC2. Identify reasons for occurrence of incident</p> <p>PC3. Capture reasons and response/action taken into incident report/note to manager</p> <p>PC4. Report any deviations from standard protocol along with reasons (if any)</p>
Inspect activity area and equipment to ensure it is in safe/working condition	<p>PC5. Visually inspect the activity area and equipment for appropriate and safe condition.</p> <p>PC6. Report any issues related to equipment and activity area to the concerned personnel or management.</p> <p>PC7. Ensure all safety/emergency/medical equipment is readily accessible in case of any incident</p>
Maintain health and safety protocol during all activities	<p>PC8. Ensure one's own physical fitness is in good condition</p> <p>PC9. Follow all health and safety guidelines as per organizational procedures</p> <p>PC10. Ensure appropriate protocol is followed in case of any incident by all relevant staff</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. Organizational Procedure/Protocol for accidents, safety.</p> <p>KA2. Types of emergency equipment such as stretcher, first aid box and location of the same</p> <p>KA3. Escalation matrix for reporting problems</p> <p>KA4. Emergency response teams aligned to organization</p> <p>KA5. Emergency evacuation procedure/ protocol followed by organization</p> <p>KA6. Roles and responsibilities of all individuals/teams involved in the organizational relevant physical exercise and fitness</p> <p>KA7. Guest rules/ rights for usage of exercise facility/gym</p>

	KA8. Guidelines for managing guests
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. Use of different equipment relevant to role and maintenance of the same</p> <p>KB2. Emergency response procedures – how to assess physical injuries and provide emergency relief</p> <p>KB3. Administration of basic first aid</p> <p>KB4. Occupational Health and Safety guidelines for providing personal training</p> <p>KB5. Impact of exercises on body</p> <p>KB6. Exercise limitations based on physical and mental limitations</p> <p>KB7. Instructions on usage of various gym equipments.</p>
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. Noting down incident reports/maintenance schedule for equipment</p> <p>SA2. Fill in insurance forms etc.</p>
	Reading Skills
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA3. Ability to read and understand all usage and safety manuals for equipment.</p> <p>SA4. Read and learn the industrial and business safety policies.</p>
	Oral Communication (Listening and Speaking skills)
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA5. Communicating in a clear and polite manner with clients when receiving enquiries, clarifications or feedback on safety/rules and regulations</p> <p>SA6. Explain the health and safety guidelines in a clear manner</p> <p>SA7. Providing clear instructions to clients/guests.</p> <p>SA8. Ensuring clients adhere to safety guideline.</p>
B. Professional Skills	Decision Making
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. Decide if training should be terminated or altered in terms of safety and health.</p> <p>SB2. Determine if additional safety equipment required.</p>
	Plan and Organize

	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB3. Maintain daily records in a precise manner of any accidents/incidents</p> <p>SB4. Work effectively with safety measures.</p>
	Customer Centricity
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB5. Discuss sensitive health issues with clients in an open and understanding manner</p> <p>SB6. Treat clients/trainees/athletes with care and follow organizational policy in case of conflicts</p> <p>SB7. Ensure clients are physically comfortable in the environment</p>
	Analytical Skills
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB8. Notice when something is wrong or is likely to go wrong.</p> <p>SB9. Identify problems, develop, review, and apply solutions.</p> <p>SB10. Concentrate and not be distracted while performing the task.</p> <p>SB11. Assess equipment conditions and perform any maintenance required.</p> <p>SB12. In case of situations that are out of norm, ability to assess situation and act accordingly</p>
	Critical Thinking Skills
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB13. Assess the situation and provide instructions/follow directions to deal with emergency situations.</p> <p>SB14. Develop solutions for common emergency situations/issues.</p>

NOS Version Control

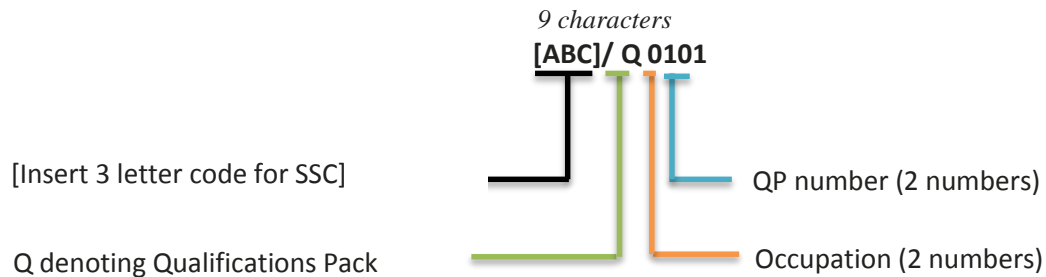
NOS Code	SPF/N1113		
Credits(NSQF)	TBD	Version number	1.0
Industry	Sports	Drafted on	21/01/2015
Industry Sub-sector	Sports Fitness and Leisure	Last reviewed on	22/01/2015
Occupation	Fitness Trainer	Next review date	21/01/2017



Annexure

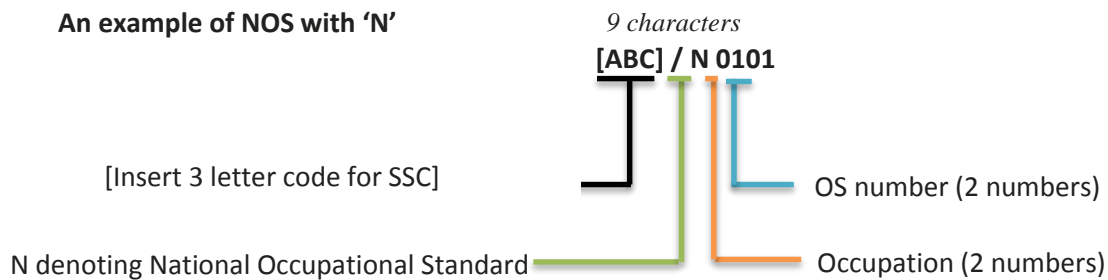
Nomenclature for QP and NOS

Qualifications Pack



Occupational Standard

An example of NOS with 'N'



The following acronyms/codes have been used in the nomenclature above:

Sub-sector	Range of Occupation numbers
Sports Science and Technology	01
Sports Medicine	02
Sports Broadcasting/Communications	03
Sports Grassroots	04
Sports Facilities	05
Sports Management	06
Sports Development	07
Sports Event Management	08
Sports Coaching	09
Sports Manufacturing	10
Sports Fitness & Leisure	11

Sequence	Description	Example
Three letters	Industry name	SPF
Slash	/	/
Next letter	Whether QP or NOS	N
Next two numbers	Occupation code	01
Next two numbers	OS number	01

PERFORMANCE CRITERIA**Job Role: Fitness Trainer****Qualification Pack: SPF/Q1102****Sector Skill Council: Sports, Physical Education, Fitness and Leisure Sector Skill Council**

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the theory part will be based on knowledge bank of questions created by the SSC.
3. Individual assessment agencies will create unique question papers for theory and skill practical part for each candidate at each examination/training center.
4. To pass the Qualification Pack, every trainee should score a minimum of 40% in every NOS overall 50% pass percentage.
5. In case of successfully passing only certain number of NOS's, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack.

		Marks Allocation			
		Total Marks	Out of	Theory	Skills Practical
1. SPF/N1105 (Prepare for Physical Training of trainee)	PC1. Carry out physical examination of the candidate.	100	10	3	7
	PC2. Capture and study past and current medical as well as the physical state of trainee.		10	3	7
	PC3. Understand and note down the trainee's goals and sub goals.		10	3	7
	PC4. Based on this information, prepare a training plan for the trainee.		10	3	7
	PC5. Determine any tests, frequency of test and controls to be used to monitor the tests		10	3	7
	PC6. Visually inspect the activity area and equipment for appropriate and safe condition.		10	3	7

		Marks Allocation			
		Total Marks	Out of	Theory	Skills Practical
	PC7. Test any equipment which requires additional inspection.		10	3	7
	PC8. Report any issues related to training equipment and activity area to the concerned personnel or management.		10	3	7
	PC9. Ensure that the issues have been resolved and that equipment are fit for use.		10	3	7
	PC10. Check to ensure that clearly designed station cards and standard instructions are available near each machine.		10	3	7
		Total	100	30	70
2. SPF/N1106 (Perform Physical training of the trainee)	PC1. Create and chart out the individual training plan based on the trainee's physical condition and goals.	100	20	5	15
	PC2. Discuss the aim of the session, fundamentals and benefits of the plan with the trainee.		20	5	15
	PC3. Develop the skills of trainees by imparting the right techniques to do each exercise.		20	5	15
	PC4. Demonstrate and teach the correct use of each equipment according to policies and procedures and appropriate training instructions.		20	5	15
	PC5. Highlight the common types of injuries that might affect the trainees in a session and ensure that the trainee is in a position to safely participate in the session		20	5	15
			100	25	75
3. SPF/N1107 (Monitor progress of trainees and deal with injuries)	PC1. Walk around the activity area and visually check to ensure that trainees are carrying out their exercises in the correct and safe manner.	100	5	2	3

		Marks Allocation			
		Total Marks	Out of	Theory	Skills Practical
	PC2. Analyzing trainees' behavior and develop effective motivational strategy to maintain interest and positive attitude towards training.		10	3	7
	PC3. Develop infield and off-field strategies to recognize positive participation and achievement.		10	3	7
	PC4. Provide first-aid to injured trainees and handle the immediate need of the trainee.		10	3	7
	PC5. Assess the situation and if required refer to medical practitioner or physical therapist		10	3	7
	PC6. Periodically assess the fitness and health of trainees as per their goals and training progress.		10	3	7
	PC7. Determine their areas of improvement and help them in setting new goals.		10	3	7
	PC8. Recommend adoption of balanced diet and lifestyle modification if required in consultation with experts.		10	3	7
	PC9. Provide constructive and positive feedback to the trainees on their progress.		10	3	7
	PC10. Communicate trainee about new goals and training sessions.		10	2	8
	PC11. Periodically assess the fitness and health of trainees as per their goals and training progress.		5	2	3
		Total	100	30	70
4. SPF/N1113 (Maintain Health and Safety Measures)	PC1. In case of signs of any emergency situation or accident or breach of safety immediately follow organizational protocol to deploy action	100	10	3	7

		Marks Allocation			
		Total Marks	Out of	Theory	Skills Practical
	PC2. Identify reasons for occurrence of incident		10	3	7
	PC3. Capture reasons and response/action taken into incident report/note to manager		10	3	7
	PC4. Report any deviations from standard protocol along with reasons (if any)		10	3	7
	PC5. Visually inspect the activity area and equipment for appropriate and safe condition.		10	3	7
	PC6. Report any issues related to equipment and activity area to the concerned personnel or management.		10	3	7
	PC7. Ensure all safety/emergency/medical equipment is readily accessible in case of any incident		10	3	7
	PC8. Ensure one's own physical fitness is in good condition		10	3	7
	PC9. Follow all health and safety guidelines as per organizational procedures		10	3	7
	PC10. Ensure appropriate protocol is followed in case of any incident by all relevant staff		10	3	7
			100	30	70

[Back to QP](#)