**Advisory Board Meeting for Personal Training Specialist & Yoga Instructor**

Tuesday, January 22, 2019.

1:30-2:30pm

Attendees:

Lindsay Steinriede- KNES Division Chair & Full-time Faculty, Saddleback College

Dougan Patience-Fitness Manager, 24hr Fitness, San Juan Capistrano

Ryan Keefer-General Manager, 24hr Fitness, San Juan Capistrano

Bethany Haynes – Manager, SoCalBootCamp, San Clemente

Shelby Hensler- Studio Owner & Yoga Instructor, Unbound Collective, Costa Mesa

1. **What is your minimum qualifications for hiring a new personal trainer?**

**Bethany:** Looks for Bachelor’s degree, Nationally recognized certification, but is open to interviewing recommended individuals. Ok if they have little experience because they train them in house for their methods of fitness training.

**Dougan:** Certificates and degrees. Preferred certificates: ACE, NASM, CSCS. Preferred degrees: Bachelor’s Exercise Science, Kinesiology, Exercise physiology. Require CPR and AED Cert.

1. **Our Saddleback College Personal Training Certification program is being designed to meet the standards of the American Council of Exercise (ACE). Thus, students would be gaining the same knowledge as that national certification. Knowing this, would you consider hiring a student that has successfully completed our certification?**

**Bethany:** Yes. They have hired recommended individuals before and gave them a few months to complete certification exam (ACE).

**Ryan:** Definitely. Accept referrals and ultimately determine their equivalency and ability to work at 24hr fitness. 24hr fitness has own private cert training as well. Thus, if student showed competence, could be “sponsored” into their program for hire.

1. **What is your minimum qualifications for hiring a new yoga instructor?**

**Shelby:** 200hr Yoga Training Certification. Yoga Alliance or other.

**Ryan:** Most popular is Yoga Alliance 200hr. Other program certificates that have been accepted are core power (200hr program) and yoga fit on occasion.

1. **Our Saddleback College’s 200hr Yoga Teacher Training Program is aligned with Yoga Alliance for their 200hr Registered Yoga Teacher certification. Thus, our Yoga Instructor Certification will meet the same standards and requirements. Would you consider hiring students that complete our Certification but do not pay to register with Yoga Alliance?**

**Shelby:** Yes. Just require minimum completion of a 200hr yoga teacher training program.

**Ryan:** Definitely. Have done so in past.

1. **Would you have any interest in creating some sort of partnership program in the future?**

**Dougan:** Yes. When worked in San Diego, 24hr fitness partnered with a community college for a personal training program where they worked with some instructors and classes and ran a couple workshops. 24hr has presence, and some mentorship for students interested in personal training.

**Bethany:** Open to ideas

**Shelby:** Same. Open to ideas.

1. **What are additional desired qualities are you looking for in new hires?**

**Shelby:** Practices yoga 3x week, creates and holds a safe place for students, teaches based on class/students as opposed to predetermined script.

**Bethany:** Not in order. Health and fitness are a part of their lifestyle (athletics, been training themselves, have been around gyms for years), positive, collaborates, healthy and professional presence.

**Ryan:** Personable, team player, organizational skills, practical application skills.

1. **In general, what are your expectations for new hires?**

**Bethany:** Sort of same as above. Gym core values are positivity, healthy conflict resolution, identify and notify, collaboration, excellence.

**Shelby:** Be professional; on time, prepared, no gossip, no drama. Be present and attentive anytime in facility. Open to learn.

**Dougan:** Flexible, coachable, follows guidelines.

1. **What area(s) do you feel certifying organizations/programs could focus more on?**

**Dougan:** Practical application. Sales and maintaining clients.

**Bethany:** Social and personal interactions. Agreed, more practical situations.

**Shelby:** For yoga, anatomy and pranayama.

1. **What would you say are challenges for new Yoga Instructors and Personal Trainers entering their occupational field?**

**Shelby:** Saturation of the market. Highly asanas focused classes. Not many places that offer more of what yoga is made of, or the specialties somebody might be passionate about.

**Dougan:** One off situations. Finding clients (24hr helps recruit and provide).

**Ryan:** Sales and having the confidence to charge an aggressive price. Knowing value and worth and being confident to ask for it.

**Bethany:** Agrees with sales and client recruitment. Adds broadness of industry vision of what’s healthy and how to get there. Judgemental clients and their push back at times.

**Dougan:** Agrees strongly with Bethany’s additiona.

1. **Any suggestions for us as we continue developing this program?**

**Ryan:** Sales(laughing but serious). Suggests emphasis on practical application.

**Dougan:** Perhaps using Athletes for mock practice.

**Bethany:** Thinks Dougan’s idea would be great.

**Shelby:** As far as she knows, Saddleback has a great 200hr program already that has an Anatomy class, so maybe just emphasizing more pranayama in courses.