

# 2022 NESTA PFT Job Analysis Study Summary

The NESTA PFT job analysis was last completed July 2021 – May 2022. The study was facilitated by NESTA's exam development vendor, PSI Services.

The three major activities that comprised the job analysis process were:

1. **Job Analysis Committee Meeting** – A gathering of subject matter experts (SMEs) to discuss and develop a description of the scope of practice
2. **Job Analysis Survey** – A large-scale survey of practitioners not involved with the SME panel to validate the task and knowledge statements developed by the committee
3. **Development of Examination Specifications** – The development of an Examination Content Outline by the committee based on the results of the survey

NESTA selected a panel of nine subject matter experts (SMEs) to represent a wide variety of work-related characteristics such as years of experience, work setting, geographic location, and areas of specialty to develop a scope of practice that is reflective of the roles and responsibilities of the job and is relatively free from bias.

PSI led the SMEs in discussion of the scope of practice to develop a list of tasks and knowledge areas that reflect the job role. PSI led the SMEs in refining task and knowledge statements and organizing them into a domain and subdomain structure. The outgoing exam content outline was used as a resource when developing the knowledge and tasks. Once the tasks and knowledge lists were created, a validation survey was developed and distributed to collect ratings of the importance and frequency for each task and knowledge area. The survey also included demographic questions regarding professional characteristics relevant to the job role. A total of 2,732 NESTA Personal Fitness Trainers were emailed the survey and 381 responses were received, and of those, 172 were complete and useable.

The Job Analysis Committee met to review the results of the survey, finalize the tasks and knowledge that would comprise the next Examination Content Outline, and finalize the content weighting for the examination. The committee reviewed the demographic results and confirmed that the results matched expectations and impressions of the practitioner population, suggesting that the respondent sample is reflective of the target population.

The job analysis process utilized in this study yields exam specifications that accurately reflect the scope of practice, allowing for the development of fair, accurate, and realistic assessments of candidates' readiness for certification. The resultant Examination Content Outline indicates a 100-item examination with content distribution requirements at the competency area (content domain) level as well as topic (content subdomain) level. The 4 competency areas are:

1. Business Applications
2. Program Design
3. Exercise Science
4. Program Implementation