

\$42,365

wages benefits

35%

education part-time full-time

independent contractor

multipurpose health club

52%

personal training gym

20%

minimum

median salary per hour incentives

2013 IDEA Fitness Industry Compensation Trends Report

by Jan Schroeder, PhD

It's a great time to be in the fitness industry—or is it?

According to recent U.S. Bureau of Labor Statistics data, jobs within our ranks are expected to grow at the “faster than average” rate of 24% between 2010 and 2020 (U.S. Department of Labor 2013b). While this is terrific overall, it means increased competition for the best jobs, promotions and benefits from a growing pool of workers. It's a simple supply-and-demand equation that gives employers and consumers the upper hand over fitness professionals' wages and benefits. How will you use your education and experience to differentiate yourself and command more compensation?

Prospects are looking up as we pull slowly out of the depths of recession and get the economy's head above water for the first time in many years. Since the 2010 survey (published in January 2011), the national unemployment rate has decreased from 9.5% (July 2010) to 7.5% (April 2013) (U.S. Department of Labor 2013a).

In addition to indicating positive job prospects, this report shows that all nonsupervisory positions surveyed are above the national average (\$20.06 per hour, April 2013) except the position of fitness floor staff, which averages \$10.75 per hour (U.S. Department of Labor 2013c). Despite

Mixed message: The number of industry jobs is projected to grow dramatically through 2020, but compensation and benefits are either stagnant or shrinking.

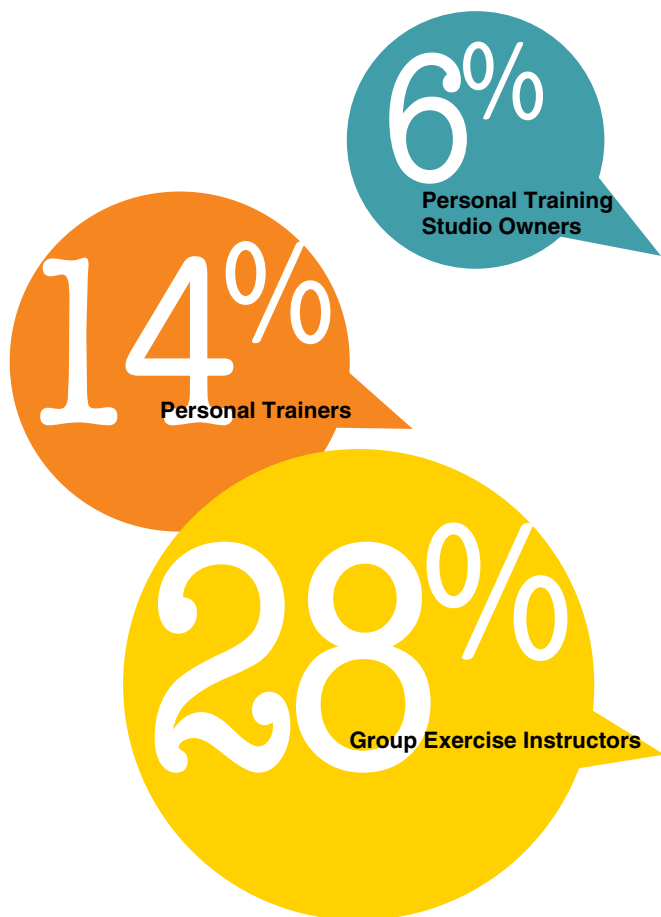


these bright spots, some industry positions (personal trainers, fitness floor staff, and Pilates or yoga instructors) have experienced a decline in hourly pay since our previous survey.

The 2013 IDEA Fitness Industry Compensation Trends Report not only provides information on current wages in the industry; it also gives details on benefits and on hiring and promotion criteria. The survey data can be used to position yourself or your company competitively within our growing industry.

Survey Demographics

- Respondents are 14% personal trainers, 28% group exercise instructors, 6% health and fitness facility owners, 6% personal training studio owners, 15% hybrid fitness professionals, 9% fitness directors, 8% mind-body instructors, 5% group fitness directors/coordinators, 4% general managers, 4% program directors and 1% personal training directors.
- Of the facilities surveyed, 66% hold for-profit tax status. Facilities average 25,725 square feet in size, with a membership base of 3,540.
- Members are more likely to pay for individual sessions/classes or for a “package” of sessions or classes (87%) than they are to pay membership dues in other ways.
- Facilities have more part-time employees (74%) than full-time employees (54%) or independent contractors (51%).
- Seventy-seven percent of staff stay with a business for 1 year or longer.
- On average, facilities employ 10 personal trainers, 18 group exercise instructors and 6 Pilates or yoga instructors, with 42% employing hybrid fitness professionals. >>



Survey Demographics (n = 1,281)

TYPE OF FACILITY

multipurpose health club	16%
fitness-only health club	15
YMCA/YWCA/JCC	12
corporate fitness center	8
personal training gym	8
college/university	7
personal training client's home	7
group exercise studio	6
Pilates or yoga studio	6
park or recreation center	4
no facility, off-site classes	4
hospital fitness center	4
personal trainer's home	3
virtual trainer/instructor	0

ORGANIZATION'S TAX STATUS

for-profit	66%
nonprofit	34

GEOGRAPHIC REGION

Northeast	27%
Southwest	26
North Central	21
Southeast	14
Northwest	13

LOCATION OF BUSINESS

small city or town	38%
large city	36
suburb	21
rural area	5

NUMBER OF MEMBERS/CLIENTS

mean	3,540
median	463
mode	100
minimum	1
maximum	90,000

NUMBER OF SQUARE FEET OF ENTIRE FACILITY

mean	25,725
median	5,000
mode	10,000
minimum	55
maximum	600,000 >>

How Members Pay for Services*



They pay for individual sessions/classes or for a “package” of sessions or classes.



They pay membership dues plus a separate fee for some classes or programs.



They pay monthly membership dues and have access to all programs offered.



They pay annual membership dues and have access to all programs offered.

*Respondents could choose as many options as applied in their case.

NUMBER OF TRAINERS AND/OR INSTRUCTORS EMPLOYED

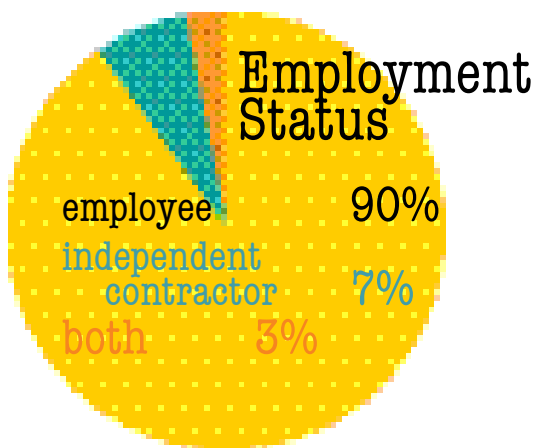
	Group Exercise Instructors	Personal Trainers	Pilates or Yoga Instructors
mean	18	10	6
median	7	4	3
mode	0	1	0
minimum	0	0	0
maximum	700	700	350

Industry Position Overview

Seven fitness industry positions were examined in the 2013 survey. These results are reported from individuals classified as having a managerial assignment.

- The majority of program directors and/or coordinators teach classes in addition to having management responsibilities (83%), but only about half are paid separately for these classes or sessions (48%).
- Compensation for managers (17%), personal trainers (51%), group exercise instructors (17%) and Pilates or yoga instructors (24%) is directly related to income produced.

Highlights of our findings are offered below.



Fitness/Program Director

1. Fitness/Program Director

Fitness/Program director hires and supervises staff; manages equipment; schedules or oversees scheduling of classes, lectures/clinics and training; prepares budgets.

- Of the facilities surveyed, 61% employ a fitness/program director, with 90% of directors listed as employees.
- The majority of fitness/program directors are salaried employees, averaging a 40-hour workweek.
- The 2013 survey shows about a \$4,000 decline in salary (\$46,723) compared with 2010 (\$50,639).
- This year, a lower percentage of directors (69%) are eligible for benefits than in 2010 (75%), but the current percentage is still higher than in 2008 (68%) and 2006 (57%).

Fitness/Program Director



Payment Methods

salary

78%

per hour

24%

per class/session

17%

per participant

3%

Position Perks

benefits

69%

cash incentives

22%

education fund

50%

2. Personal Training/PFT Director

Personal training director hires, supervises and schedules trainers; plans department services; prepares budgets.

- Of the facilities surveyed, 24% employ a personal training director.
- Personal training directors average more hours per week when they are salaried (35 hours) than when they are paid an hourly wage (28 hours).
- Most personal training directors in this survey are classified as employees (90%), while 6% are independent contractors.
- This position shows an increase in annual salary to \$43,164 compared with 2010, when the salary was \$42,364 (\$45,176.21 when adjusted for inflation).
- The opportunity for PFT directors to receive benefits has remained stable at 76%, the same as in 2010. For perspective, just 64% reported receiving benefits in 2008.
- The percentage of PFT directors with access to an education fund has decreased dramatically (57%); 74% had access in 2010, and 67% in 2008.
- A slightly higher percentage of PFT directors can earn cash incentives this year (38%) than could in 2010 (33%). >>

Personal Training Director

EMPLOYMENT STATUS

employee	90%
independent contractor	6
both	4

PAYMENT METHODS

salary	71%
per hour	27
per class/session	21
per participant	9

POSITION PERKS

benefits	76%
cash incentives	38
education fund	57



Pay by Hour, Class or Session	Hours per Week (n = 85)	Hourly Rate (n = 79)
	mean	26
median	25	\$ 20
mode	40	\$ 20
minimum	2	\$ 8
maximum	60	\$ 200
		Hours per Week (n = 184)
		Salary (n = 177)
mean	40	\$ 46,723
median	40	\$ 42,000
mode	40	\$ 50,000
minimum	5	\$ 4,800
maximum	60	\$ 500,000

Pay by Hour, Class or Session	Hours per Week (n = 33)	Hourly Rate (n = 28)	Pay by Salary	Hours per Week (n = 46)	Salary (n = 38)
	mean	28		\$ 25.50	mean
median	35	\$ 22	median	40	\$ 46,500
mode	40	\$ 30	mode	40	\$ 50,000
minimum	4	\$ 10	minimum	4	\$ 2,000
maximum	45	\$ 65	maximum	50	\$ 85,000

3. Group Exercise Coordinator

Group exercise coordinator hires, trains, supervises group exercise instructors; schedules classes and teachers; may teach classes; follows budget.

- Of the facilities surveyed, 31% employ a group exercise coordinator.
- For the first time in 7 years, the percentage of group exercise coordinators who are salaried has increased (53% in 2013; 50% in 2006; 47% in 2008; and 44% in 2010).
- Salaried coordinators work more hours per week (31 hours), on average, than those who are paid in other ways (22 hours).
- Benefits (59% in 2013; 63% in 2010; 63% in 2008) and education funds (59% in 2013; 66% in 2010; 64% in 2008) have decreased for group exercise coordinators; however, cash incentives (16% in 2013; 9% in 2010; 28% in 2008) have seen some improvement since 2010.
- The average salary (\$32,733) for group exercise coordinators has declined since 2010 (\$37,538). >>

Group Exercise Coordinator

EMPLOYMENT STATUS

employee	88%
independent contractor	7
both	5

88%

PAYMENT METHODS

salary	53%
per hour	46
per class/session	27
per participant	4

53%

POSITION PERKS

benefits	59%
cash incentives	16
education fund	59

59%



Pay by Hour, Class or Session	Hours per Week (n = 65)	Hourly Rate (n = 62)
mean	22	\$ 21
median	20	\$ 18
mode	40	\$ 20
minimum	4	\$ 8
maximum	55	\$ 80

Pay by Salary	Hours per Week (n = 54)	Salary (n = 48)
mean	31	\$ 32,733
median	40	\$ 35,000
mode	40	\$ 12,000
minimum	4	\$ 2,500
maximum	50	\$ 70,000



methodology

In April 2013, IDEA sent an email to 62,104 fitness professionals, inviting them to participate in an online survey related to compensation. The questionnaire covered various subjects related to the compensation of people currently working in a variety of health club settings.

The questionnaire was tested prior to the beginning of the survey to ensure that it would elicit accurate responses. The survey was taken offline on April 22, 2013. As of that date, 1,532 professionals had responded to the questionnaire for an overall response rate of 2.5%.

Based on the population surveyed and the number of responses received, the confidence level is 95%, with a 5% margin of error.

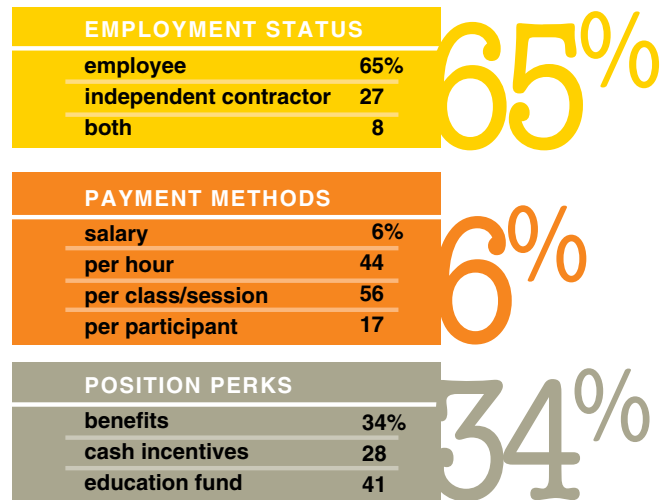
Percentages of 0.5 and higher have been rounded up. Hours per week have been rounded to the nearest half-hour. Hourly wages have been rounded to the nearest quarter percent. When percentages do not add up to 100, it is because some respondents did not answer the question, the percentages have been rounded up or respondents gave multiple answers.

4. Personal Trainer

Personal trainer instructs individual clients; monitors and records progress; enrolls new clients; collects fees.

- Of the facilities surveyed, 62% employ personal trainers.
- The majority of the trainers in this study are paid per session/class (56%), with 44% earning a percentage of the client's fees, and the fee split remaining at about 60/40, similar to findings since 2004.
- Program directors report that in their facilities more personal trainers are working as employees (65%) than as independent contractors (27%).
- In 2013, the average hourly rate has declined once again (\$30.50) from 2010 (\$34) and 2008 (\$34.75). Adjusting the 2010 hourly rate for inflation (\$36.26) indicates an even greater decline in pay.
- The average number of hours trainers work per week (16) has also declined from 2010 (18) and 2008 (19).

Personal Trainer



	Pay by Hour, Class or Session	Hours per Week (n = 186)	Hourly Rate (n = 181)	Pay by Salary	Hours per Week (n = 18)	Salary (n = 15)
mean		16	\$ 30.50	mean	34	\$ 30,385
median		15	\$ 25	median	40	\$ 30,000
mode		20	\$ 35	mode	40	\$ 20,000
minimum		1	\$ 8	minimum	6	\$ 9,000
maximum		55	\$ 100	maximum	45	\$ 50,000

- This year's survey asked program directors to report the average session fees for various session lengths. Average fees range from \$34.50 for 30 minutes to \$91 for 90 minutes.

Rates by Session Length

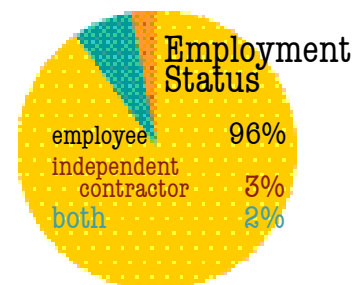
	30 Minutes	45 Minutes	60 Minutes	90 Minutes
mean	\$ 34.50	\$ 48.50	\$ 56.50	\$ 91
median	\$ 35	\$ 49	\$ 55	\$ 90
mode	\$ 30	\$ 45	\$ 60	\$ 90
minimum	\$ 6	\$ 10	\$ 8	\$ 30
maximum	\$ 120	\$ 90	\$ 100	\$ 250

5. Fitness Floor Staff

Fitness floor staff monitors equipment, supplies and people in the fitness center.

- Of the facilities surveyed, 34% employ fitness floor staff.
- Most fitness floor staff are employees (96%) who are paid by the hour (95%).
- They work approximately 17.5 hours per week, earning an average of \$10.75 per hour, a decline from 2010 (\$11.75 per hour).
- Eligibility for benefits has declined for these staff members (37% in 2013; 41% in 2010; 43% in 2008). Cash incentives (9% in 2013; 17% in 2010; 11% in 2008) are also trending downward, and educational funds (35% in 2013; 35% in 2010; 30% in 2008) have remained flat since 2010. >>

Fitness Floor Staff



what the terms mean

A **salary** is a fixed amount of money paid to an employee. The salary does not vary according to the number of hours worked.

A **wage** is paid to hourly workers, who may be employees or independent contractors. In the fitness industry, wages are also paid for sessions/classes. A wage goes up or down depending on the number of hours worked.

For **employees**, owners are required by U.S. federal and state laws to contribute to Social Security, Medicare and other funds and to withhold income tax.

Independent contractors pay their own taxes and contributions to Social Security, Medicare and other funds. For more information on each status, visit www.irs.gov.

The **n** is the number of survey respondents who answered a question. Of those who answered, the **percent (%)** shows how many answered yes.

The **mean**, or **average**, is all of the answers added together and then divided by the number of respondents. An average can be influenced by extremely high and extremely low numbers. In some cases, the extremely high and extremely low responses were eliminated to present a more accurate number.

The **median** is the midpoint, meaning that half of the respondents answered above and half answered below.

The **mode** is the most frequently given response.

inflation

HOW INFLATION AFFECTS EARNINGS

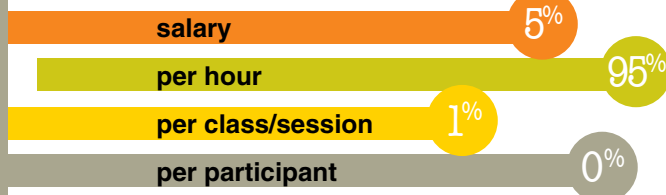
Inflation is the “overall general upward price movement of goods and services in an economy,” according to the U.S. Bureau of Labor Statistics. Among other measurements of the economy, the BLS reports the Consumer Price Index, which measures inflation as experienced by consumers in their day-to-day living expenses.

If you are interested in how inflation affects your earnings, the Bureau has an online inflation calculator that uses the average CPI for a given year. You can put in a dollar amount and choose the year to compare it with at <http://data.bls.gov/cgi-bin/cpicalc.pl>.

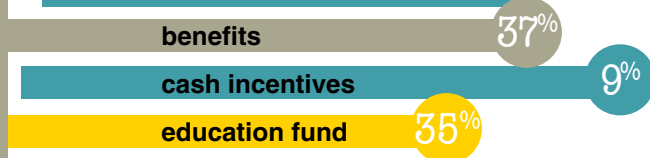


Fitness Floor Staff

Payment Methods



Position Perks



	Hours per Week (n = 107)	Hourly Rate (n = 105)
Pay by Hour, Class or Session		
mean	17.50	\$ 10.75
median	16	\$ 9.50
mode	20	\$ 8
minimum	1	\$ 7.25
maximum	40	\$ 22
	Hours per Week (n = 6)	Salary (n = 6)
Pay by Salary		
mean	40	\$ 34,500
median	40	\$ 36,000
mode	40	\$ 36,000
minimum	40	\$ 25,000
maximum	40	\$ 45,000

6. Group Fitness Instructor

Group fitness instructor teaches general classes set to music, such as step and mixed impact.

- Of the facilities surveyed, 66% employ group exercise instructors.
- Group fitness instructors teach an average of 5 hours per week, down slightly from previous years (6 hours per week in 2010 and 2008).
- Instructors in this category are typically paid per session/class (63%) or per hour (41%).
- They currently earn an average of \$26 per hour. The hourly rate has increased once again after a decline in 2010 (\$24.50), when it fell from \$25.75 in 2008; in 2006 it was \$23.75.
- Eligibility for benefits (17% in 2013; 18% in 2010; 21% in 2008) and cash incentives (17% in 2013; 17% in 2010; 19% in 2008) have decreased, while access to an education fund is also down in 2013 (31%) compared with 2010 (41%); in 2008, it was 35%.

Group Fitness Instructor

EMPLOYMENT STATUS

employee	62%
independent contractor	30
both	8

62%

PAYMENT METHODS

salary	1%
per hour	41
per class/session	63
per participant	8

1%

POSITION PERKS

benefits	17%
cash incentives	17
education fund	31

17%

Pay by Hour, Class or Session	Hours per Week (n = 221)	Salary (n = 218)
mean	5	\$ 26
median	4	\$ 25
mode	3	\$ 20
minimum	1	\$ 7.25
maximum	22	\$ 80

Pay by Salary	Hours per Week (n = 0)	Salary (n = 2)
mean	-	not known
median	-	n/k
mode	-	n/k
minimum	-	n/k
maximum	-	n/k

7. Pilates or Yoga Instructor

Pilates or yoga instructor teaches classes and has specialized training in yoga or Pilates.

- Of the facilities surveyed, 65% employ Pilates or yoga instructors.
- These instructors teach an average of 6 hours per week, 2 hours less than in 2010 and an hour less than in 2008.
- The average hourly rate for Pilates or yoga instructors is \$32.50, slightly less than in 2010 (\$33).
- Few instructors are paid by salary (1%), so the results should be interpreted with caution.

Pilates or Yoga Instructor

EMPLOYMENT STATUS

employee	58%
independent contractor	34
both	7

58%

PAYMENT METHODS

salary	1%
per hour	41
per class/session	62
per participant	10

1%

POSITION PERKS

benefits	19%
cash incentives	18
education fund	30

19%

Pay by Hour, Class or Session	Hours per Week (n = 202)	Hourly Rate (n = 196)
mean	6	\$ 32.50
median	3	\$ 30
mode	2	\$ 30
minimum	1	\$ 8
maximum	40	\$ 110

Pay by Salary	Hours per Week (n = 3)	Salary (n = 2)
mean	12	\$ 12,000
median	3	\$ 12,000
mode	3	\$ 4,000
minimum	3	\$ 4,000
maximum	30	\$ 20,000 >>

Regional Differences in Wages and Salaries

Living costs vary by region, and, consequently, so do salaries and wages. The 2013 IDEA Fitness Industry Compensation Trends Report provides regional comparisons of average pay rates for fitness professionals located in the Northeastern, Northwestern, North Central, Southeastern and Southwestern states.

- Fitness directors in the Northwest make significantly more money than their counterparts in all other regions.
- In the North Central region, personal training directors make less money than they do in other regions of the United States.
- Among group exercise coordinators, those in the Northwest earn the highest salaries, while those in the Southeast earn the lowest salaries.
- Personal trainers in the Southwest make more per hour than trainers in other regions.
- Fitness floor staff who work in the Northeast, Northwest and Southwest make more money than those who work in the Southeast and North Central regions.
- Group exercise instructors in the Southwest make significantly more per hour than those who live in the North Central region of the United States.
- Pilates or yoga instructors who work in the Northeast make more per hour than instructors in other parts.



Benefits and Discounts

- Full-time employees are more likely than part-timers and independent contractors to qualify for benefits and discounts.
- The benefits that full-time employees are most likely to receive from their employers are paid vacation time, health insurance and paid sick time.
- The top three benefits that part-time employees receive are free or discounted memberships, discounts and liability insurance.
- Independent contractors receive very few benefits.

BENEFITS AND DISCOUNTS

Benefit/Discount	Full-Time Employee	Part-Time Employee	Independent Contractor
commissions or incentives	47%	34%	26%
disability insurance	69	20	2
discounts	69	56	40
free or discounted childcare	40	32	16
free or discounted membership	78	69	50
health insurance	84	14	2
liability insurance	70	39	24
paid sick time	81	14	1
paid vacation time	86	14	2
profit sharing	15	3	1
retirement plan	70	19	2

Regional Salary Differences Among Fitness Directors	
Northeast	\$ 41,518
Northwest	\$ 70,924
North Central	\$ 41,179
Southeast	\$ 41,093
Southwest	\$ 44,541

Regional Hourly Wage Differences Among Fitness Floor Staff	
Northeast	\$ 11.50
Northwest	\$ 11.50
North Central	\$ 10
Southeast	\$ 9
Southwest	\$ 11

Regional Salary Differences Among Personal Training Directors	
Northeast	\$ 43,909
Northwest	\$ 46,623
North Central	\$ 36,110
Southeast	\$ 42,500
Southwest	\$ 41,714

Regional Hourly Wage Differences Among Group Exercise Instructors	
Northeast	\$ 26.75
Northwest	\$ 28.50
North Central	\$ 20
Southeast	\$ 23
Southwest	\$ 30

Regional Salary Differences Among Group Exercise Coordinators	
Northeast	\$ 30,638
Northwest	\$ 39,571
North Central	\$ 33,444
Southeast	\$ 24,250
Southwest	\$ 33,438

Regional Hourly Wage Differences Among Pilates or Yoga Instructors	
Northeast	\$36
Northwest	\$33.25
North Central	\$28.75
Southeast	\$26.50
Southwest	\$31.50

Regional Hourly Wage Differences Among Personal Trainers	
Northeast	\$ 32
Northwest	\$ 28.50
North Central	\$ 24
Southeast	\$ 31
Southwest	\$ 34

Hiring and Promotion

- The top three criteria for hiring in all positions were certification, skills and abilities, and personality.
- For determining pay upon hiring, one of the top criteria listed was internal budget constraints. Certification, skills and abilities, and years of experience were also important criteria for determining pay upon hiring.
- Performance was reported as the most important criterion used to determine pay for merit raises in all positions.
- Leadership and communication skills were key factors for determining promotion in all positions.

Criteria Used for Hiring

CRITERION	FITNESS/ PROGRAM DIRECTOR	PERSONAL TRAINING DIRECTOR	GROUP EXERCISE COORDINATOR	PERSONAL TRAINER	FITNESS FLOOR STAFF	GROUP EXERCISE INSTRUCTOR	PILATES OR YOGA INSTRUCTOR
degree	82%	83%	58%	76%	47%	44%	40%
certification	99	97	91	99	62	95	97
skills and abilities	100	97	96	96	90	98	99
audition	73	66	72	75	43	90	88
advanced specialty training	79	81	73	86	41	80	87
years of experience	96	90	89	90	54	86	92
personality	98	97	94	96	96	97	97
type of class/ session	82	69	68	74	30	94	91

Criteria Used to Determine Pay Upon Hiring

CRITERION	FITNESS/ PROGRAM DIRECTOR	PERSONAL TRAINING DIRECTOR	GROUP EXERCISE COORDINATOR	PERSONAL TRAINER	FITNESS FLOOR STAFF	GROUP EXERCISE INSTRUCTOR	PILATES OR YOGA INSTRUCTOR
degree	70%	72%	56%	63%	52%	48%	42%
certification	82	81	78	80	57	81	84
skills and abilities	77	85	77	73	64	79	82
audition	49	59	54	54	31	65	67
advanced specialty training	77	74	73	75	49	76	79
years of experience	79	86	77	75	56	76	81
type of class/ session	56	50	62	58	26	75	74
market standard	62	71	67	57	43	65	65
internal budget requirements	83	85	78	76	76	80	80

Criteria Used to Determine Pay for Merit Raise

CRITERION	FITNESS/ PROGRAM DIRECTOR	PERSONAL TRAINING DIRECTOR	GROUP EXERCISE COORDINATOR	PERSONAL TRAINER	FITNESS FLOOR STAFF	GROUP EXERCISE INSTRUCTOR	PILATES OR YOGA INSTRUCTOR
degree	30%	44%	36%	37%	38%	32%	28%
certification	49	56	57	55	44	58	58
advanced specialty training	58	64	61	64	47	63	63
years of service within industry	69	79	71	68	69	67	69
retention	56	64	61	60	46	60	62
accomplishments	63	73	70	64	58	63	64
performance	79	87	83	76	78	75	73
class attendance	49	51	60	46	23	65	64
member feedback	60	65	66	62	62	65	66

Criteria Used for Promotion

CRITERION	FITNESS/ PROGRAM DIRECTOR	PERSONAL TRAINING DIRECTOR	GROUP EXERCISE COORDINATOR	PERSONAL TRAINER	FITNESS FLOOR STAFF	GROUP EXERCISE INSTRUCTOR	PILATES OR YOGA INSTRUCTOR
degree	49%	61%	53%	49%	51%	40%	33%
certification	61	65	66	62	63	59	55
advanced specialty training	62	72	69	65	65	62	64
retention	66	74	64	67	56	56	59
accomplishments	73	83	76	74	72	65	63
leadership skills	80	91	83	80	80	72	69
communication	78	88	83	79	80	72	70
product knowledge	65	77	77	69	71	59	57
revenue generation	53	77	62	66	39	46	49 >>

Continuing Education

- Of the facilities surveyed, 58% require staff to complete an in-house training program.
- Over half of the facilities (57%) provide an education fund for staff members, with 10% covering the entire cost of continuing education and 47% providing partial coverage.
- While more than half of facilities pay for in-service training (63%) and workshops (61%) for their staff, only a third of facilities pay for association membership fees (34%).

Continuing Education (n = 1201)

Methods by Which Staff Members Receive Continuing Education	Company Pays	Staff Pays
in-service training	63%	44%
workshops	61	76
association membership fees	34	60

The Personal Trainers, Group Exercise Instructors, and Pilates or Yoga Instructors Report on Compensation

For the first time, IDEA surveyed personal trainers, group exercise instructors, hybrids, and Pilates or yoga instructors on individual compensation matters. These groups of fitness professionals represent 65% of the survey respondents.

Personal Trainers

- Personal trainers work at an average of two facilities (range of 1–10 facilities).
- Personal trainers who are classified as employees are paid as follows: hourly (62%); by class or session (52%); by participant (17%); by salary (4%).
- Personal trainers who are independent contractors make over \$15 more per hour, class or session than employees.
- Session rates between employed trainers and independent contractors are comparable.
- A personal trainer who is classified as an employee receives on average 52% of the client fee when splitting with a facility, while a personal trainer who is classified as an independent contractor receives 60% of the split.
- Four percent of employees and 16% of independent contractors felt strongly that they would receive a pay raise in the upcoming year.

Personal Trainers: Comparison of Pay and Hours Worked

PAY BY HOUR, CLASS OR SESSION

	Mean	Median	Mode	Minimum	Maximum
Hours per Week					
independent contractor n = 227	17	15	20	1	50
employee n = 151	17	15	20	1	80
Hourly Rate					
independent contractor n = 223	\$ 48.75	\$ 50	\$ 50	\$ 10	\$ 116
employee n = 148	\$ 33.25	\$ 27.50	\$ 25	\$ 8.75	\$ 99

PAY BY SALARY

	Mean	Median	Mode	Minimum	Maximum
Hours per Week					
employee n = 11	33	40	40	2	50
Salary					
employee n = 9	\$ 40,844	\$ 45,000	\$ 45,000	\$ 2,600	\$ 70,000

Personal Trainers: Comparison of Session Rates

	Mean	Median	Mode	Minimum	Maximum
30-minute session					
independent contractor n=130	\$ 32	\$ 30	\$ 40	\$ 10	\$ 66
employee n = 83	\$ 35.50	\$ 35	\$ 35	\$ 12	\$ 144
45-minute session					
independent contractor n = 81	\$ 46.50	\$ 45	\$ 45	\$ 11.50	\$ 116
employee n = 31	\$ 46.25	\$ 45	\$ 45	\$ 20	\$ 79
60-minute session					
independent contractor n = 213	\$ 57.75	\$ 55	\$ 50	\$ 10	\$ 125
employee n = 121	\$ 59.75	\$ 60	\$ 60	\$ 10	\$ 250
90-minute session					
independent contractor n = 56	\$ 76.75	\$ 75	\$ 60	\$ 20	\$ 150
employee n = 17	\$ 83.50	\$ 90	\$ 90	\$ 42	\$ 160

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Group Exercise Instructors: Comparison of Pay and Hours Worked

PAY BY HOUR, CLASS OR SESSION

	Mean	Median	Mode	Minimum	Maximum
Hours per Week					
independent contractor n = 357	7	5	2	1	60
employee n = 403	7	5	3	1	80
Hourly Rate					
independent contractor n = 326	\$ 33.75	\$ 30	\$ 30	\$ 5	\$ 150
employee n = 401	\$ 27	\$ 24	\$ 20	\$ 2.50	\$ 200

PAY BY SALARY

	Mean	Median	Mode	Minimum	Maximum
Hours per Week					
employee n = 16	21	16	40	1	50
Salary					
employee n = 16	\$ 19,419	\$ 7,750	\$ 25	\$ 9	\$ 75,000

Group Exercise Instructors

- Group exercise instructors teach at an average of 2.5 facilities (range of 1–10 facilities).
- Group exercise instructors classified as employees are paid as follows: hourly (52%); by class or session (60%); by participant (6%); by salary (3%).
- Group exercise instructors who are independent contractors make almost \$7 more per hour, class or session than employees.
- Only 4% of employees and 8% of independent contractors felt strongly that they would receive a pay raise in the upcoming year.

Pilates or Yoga Instructors: Comparison of Pay and Hours Worked

PAY BY HOUR, CLASS OR SESSION

	Mean	Median	Mode	Minimum	Maximum
Hours per Week					
independent contractor n = 66	13	10	10	1	30
employee n = 60	11	8	3	1	70
Hourly Rate					
independent contractor n=66	\$ 43.25	\$ 40.50	\$ 45	\$ 10	\$ 100
employee n = 60	\$ 34.25	\$ 30	\$ 45	\$ 4	\$ 75

PAY BY SALARY

	Mean	Median	Mode	Minimum	Maximum
Hours per Week					
employee n = 2	9	9	6	6	12
Salary					
employee n = 2	\$ 9,500	\$ 9,500	\$ 7,000	\$ 7,000	\$ 12,000

Pilates or Yoga Instructors

- Pilates or yoga instructors teach at an average of 2.4 facilities (range of 1–8 facilities).
- Pilates or yoga instructors classified as employees are paid as follows: hourly (35%); by class or session (62%); by participant (19%); by salary (2%).
- Pilates or yoga instructors who are independent contractors make \$9 more per hour, class or session than those who are employees.
- Eleven percent of employees and 21% of independent contractors felt strongly that they would receive a pay raise in the upcoming year. ■

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