

119TH CONGRESS  
1ST SESSION

# H. R. 3270

To amend title 49, United States Code, to provide for air traffic control training improvements, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MAY 8, 2025

Mr. BEGICH (for himself, Mr. STANTON, Ms. GOODLANDER, Mr. MANN, Ms. SCHOLTEN, Mr. TAYLOR, Ms. TITUS, Mr. STAUBER, Ms. DAVIDS of Kansas, Ms. KING-HINDS, Mr. MOULTON, Mrs. KIGGANS of Virginia, Mr. PAPPAS, Mr. FITZPATRICK, Mr. CARBAJAL, Mr. BACON, Ms. GILLEN, and Ms. FEDORCHAK) introduced the following bill; which was referred to the Committee on Transportation and Infrastructure, and in addition to the Committee on Oversight and Government Reform, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To amend title 49, United States Code, to provide for air traffic control training improvements, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

### 3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Air Traffic Control  
5 Workforce Development Act of 2025”.

1 **SEC. 2. DEFINITIONS.**

2 In this Act:

3 (1) ADMINISTRATOR.—The term “Adminis-  
4 trator” means the Administrator of the Federal  
5 Aviation Administration.

6 (2) FAA.—The term “FAA” means the Fed-  
7 eral Aviation Administration.

8 **SEC. 3. COLLEGIATE TRAINING INITIATIVE PROGRAM IM-**  
9 **PROVEMENTS.**

10 (a) IN GENERAL.—Section 44506(c) of title 49,  
11 United States Code, is amended to read as follows:

12 “(c) COLLEGIATE TRAINING INITIATIVE.—

13 “(1) IN GENERAL.—The Administrator of the  
14 Federal Aviation Administration shall maintain the  
15 Collegiate Training Initiative program (including the  
16 Enhanced-Collegiate Training Initiative program) by  
17 making new agreements and continuing existing  
18 agreements with institutions of higher education (as  
19 defined by the Administrator) under which the insti-  
20 tutions prepare students for the position of air traf-  
21 fic controller with the Department of Transportation  
22 (as defined in section 2109 of title 5). The Adminis-  
23 trator may establish standards for the entry of insti-  
24 tutions into the program and for their continued  
25 participation.

1           “(2) APPOINTMENT OF PROGRAM GRAD-  
2           UATES.—The Administrator of the Federal Aviation  
3           Administration may appoint an individual who has  
4           successfully completed a course of training in a pro-  
5           gram described in paragraph (1) to the position of  
6           air traffic controller noncompetitively in the excepted  
7           service (as defined in section 2103 of title 5). An in-  
8           dividual appointed under this paragraph serves at  
9           the pleasure of the Administrator, subject to section  
10          7511 of title 5. However, an appointment under this  
11          paragraph may be converted from one in the ex-  
12          cepted service to a career conditional or career ap-  
13          pointment in the competitive civil service (as defined  
14          in section 2102 of title 5) when the individual  
15          achieves full performance level air traffic controller  
16          status, as determined by the Administrator.

17          “(3) ENHANCED-CTI GRANT PROGRAM.—

18                 “(A) ESTABLISHMENT.—The Adminis-  
19                 trator of the Federal Aviation Administration  
20                 shall establish and carry out a grant program  
21                 to award grants to institutions of higher edu-  
22                 cation (as defined by the Administrator) that  
23                 have been approved to, or are seeking to (as de-  
24                 termined appropriate by the Administrator),

1 participate in the Enhanced-Collegiate Training  
2 Initiative program described in paragraph (1).

3 “(B) GRANTS.—

4 “(i) IN GENERAL.—For the purpose  
5 of carrying out the grant program estab-  
6 lished under subparagraph (A), the Sec-  
7 retary shall make grants to institutions of  
8 higher education.

9 “(ii) USE OF FUNDS.—An institution  
10 of higher education shall use a grant  
11 awarded under this paragraph for the fol-  
12 lowing purposes:

13 “(I) To develop curriculum for  
14 the Enhanced-Collegiate Training Ini-  
15 tiative program required under para-  
16 graph (1).

17 “(II) To provide faculty, simula-  
18 tors, and other necessary classroom  
19 supplies (including medical certificates  
20 and FAA-required tests) to the En-  
21 hanced-Collegiate Training Initiative  
22 program.

23 “(III) For any other purpose de-  
24 termined appropriate by the Adminis-

1                   trator of the Federal Aviation Admin-  
2                   istration.

3                   “(iii) ELIGIBILITY.—To be eligible to  
4                   receive a grant under this paragraph, an  
5                   institution of higher education shall submit  
6                   an application to the Administrator of the  
7                   Federal Aviation Administration at such  
8                   time, in such form, and containing such in-  
9                   formation as the Administrator may re-  
10                  quire.

11                  “(iv) FUNDING.—There is authorized  
12                  to be appropriated \$20,000,000 for each of  
13                  fiscal years 2026 through 2031 to carry  
14                  out this paragraph.”.

15                  (b) ENHANCED-COLLEGIATE TRAINING INITIATIVE  
16 PROGRAM FACULTY ANNUITY SUPPLEMENT.—Section  
17 8421a(c) of title 5, United States Code, is amended—

18                  (1) in paragraph (1), by striking “; or” and in-  
19                  serting a semicolon;

20                  (2) in paragraph (2), by striking the period at  
21                  the end and inserting “; or”; and

22                  (3) by adding at the end the following new  
23                  paragraph:

24                  “(3) air traffic control instructor, or supervisor  
25                  thereof, at an institution of higher education partici-

1       pating in the Enhanced-Collegiate Training Initia-  
2       tive program described in section 44506(c) of title  
3       49.”.

4       (c) FAA ACADEMY AND COLLEGIATE TRAINING INI-  
5       TIATIVE PROGRAM CURRICULUM AVIATION RULEMAKING  
6       COMMITTEE.—

7               (1) IN GENERAL.—The Administrator shall con-  
8       vene an aviation rulemaking committee to—

9               (A) review—

10                       (i) the curricula of the air traffic tech-  
11                       nical training academy of the FAA, the  
12                       Collegiate Training Initiative program, and  
13                       the Enhanced-Collegiate Training Initiative  
14                       program; and

15                       (ii) the Air Traffic Skills Assessment  
16                       (in this section referred to as the “ATSA”)  
17                       exam;

18               (B) develop findings and recommendations  
19       regarding the improvement and modernization  
20       of such curricula and the ATSA exam; and

21               (C) provide to the Administrator a report  
22       on such findings and recommendations and for  
23       other related purposes as determined by the Ad-  
24       ministrator.

1           (2) COMPOSITION.—The aviation rulemaking  
2       committee established under paragraph (1) shall  
3       consist of members appointed by the Administrator,  
4       including representatives of—

5           (A) institutions of higher education that  
6       are accredited by the Aviation Accreditation  
7       Board International;

8           (B) aviation industry organizations;

9           (C) FAA subject matter experts;

10          (D) the exclusive bargaining representative  
11       of the air traffic controllers certified under sec-  
12       tion 7111 of title 5, United States Code; and

13          (E) other aviation safety experts deter-  
14       mined appropriate by the Administrator.

15          (3) CONSIDERATIONS.—The aviation rule-  
16       making committee established under paragraph (1)  
17       shall consider the following:

18           (A) The advancements in education tech-  
19       nology, including digital resources that may be  
20       incorporated into a modern curriculum.

21           (B) The appropriate balance between the  
22       use of theoretical knowledge and practical appli-  
23       cation.

24           (C) A review of instructional techniques to  
25       improve the effectiveness of learning outcomes.

1 (D) The real-world applicability of air traf-  
2 fic operations procedures included in the cur-  
3 riculum.

4 (E) Student success rates, including out-  
5 comes of air traffic controller trainees when  
6 placed at facilities for on-the-job training.

7 (F) Methods for reducing the subjectivity  
8 of instructional techniques.

9 (G) Methods for improving the ATSA  
10 exam to support controller facility placement  
11 determinations.

12 (H) Student success rates correlated to the  
13 Collegiate Training Initiative program and the  
14 Enhanced-Collegiate Training Initiative pro-  
15 gram described in section 44506(c) of title 49,  
16 United States Code.

17 (I) Other considerations as determined ap-  
18 propriate by the Administrator.

19 (4) DUTIES.—The Administrator shall—

20 (A) not later than 1 year after the date of  
21 enactment of this section, submit to Congress a  
22 copy of the aviation rulemaking committee re-  
23 port provided to the Administrator under para-  
24 graph (1)(C); and



(B) not later than 180 days after the date of submission of the report under subparagraph (A), in consultation with other agencies as determined appropriate by the Administrator—

(i) initiate a rulemaking activity or make such policy and guidance updates necessary to address any consensus recommendations reached by the aviation rulemaking committee; or

(ii) submit to Congress a supplemental report with an explanation for each such consensus recommendation not adopted by the Administrator through an action under clause (i).

(5) PROHIBITION ON COMPENSATION.—The members of the aviation rulemaking committee convened under this subsection shall not receive pay, allowances, or benefits from the Federal Government by reason of their service on such committee.

**SEC. 4. AIR TRAFFIC CONTROL TRAINING IMPROVEMENTS  
AND RETENTION INCENTIVES.**

(a) FAA FACILITY TRAINING EQUIPMENT IMPROVEMENTS.—Section 415 of the FAA Reauthorization Act of 2024 (49 U.S.C. 44506 note) is amended by adding at the end the following new subsection:

1       “(f) FUNDING.—There is authorized to be appro-  
2       priated \$20,000,000 for each of fiscal years 2026 through  
3       2031 for the purpose of the procurement and placement  
4       of TSS at air traffic control facilities in the United States,  
5       consistent with the requirements of this section.”.

6       (b) AIR TRAFFIC CONTROLLER QUALIFICATION IN-  
7       CENTIVES AND RETENTION ENHANCEMENTS.—Section  
8       44506 of title 49, United States Code, is amended by add-  
9       ing at the end the following new subsection:

10      “(g) RETENTION BONUSES.—

11           “(1) CPC QUALIFICATION INCENTIVE.—The  
12       Secretary of Transportation shall establish, in ac-  
13       cordance with the requirements described in section  
14       40122(a), a qualification incentive program for  
15       trainees for the position of air traffic controller (as  
16       defined in section 2109 of title 5, United States  
17       Code) with the Department of Transportation.

18           “(2) ATC RETENTION INCENTIVE.—The Sec-  
19       retary of Transportation shall establish, in accord-  
20       ance with the requirements described in section  
21       40122(a), a retention incentive program for air traf-  
22       fic controllers (as defined in section 2109 of title 5,  
23       United States Code) with the Department of Trans-  
24       portation who are Certified Professional Control-  
25       lers.”.

1 **SEC. 5. OTHER IMPROVEMENTS.**

2 (a) AIR TRAFFIC CONTROLLER MENTAL HEALTH  
3 IMPROVEMENTS.—

4 (1) IN GENERAL.—Not later than 180 days  
5 after the date of enactment of this subsection, the  
6 Administrator shall establish, in consultation with  
7 aviation industry stakeholders and aviation medical  
8 professionals, a training course to—

9 (A) support the development of mental  
10 health providers with an innate knowledge and  
11 understanding of the FAA criteria and decision  
12 making regarding mental health conditions for  
13 air traffic controllers; and

14 (B) develop advanced training programs  
15 for Aviation Medical Examiners with respect to  
16 mental health.

17 (2) CONSIDERATIONS.—In establishing the  
18 training course under paragraph (1), the Adminis-  
19 trator shall consider—

20 (A) the feasibility of virtual and in-person  
21 course offerings; and

22 (B) the need for an advisory board to en-  
23 sure continuous improvement of the training  
24 course.

25 (b) REPORT ON THE AIRPORT NON-COOPERATIVE  
26 SURVEILLANCE RADAR PROGRAM.—Not later than 90

1 days after the date of enactment of this subsection, the  
2 Administrator shall submit to the Committees on Com-  
3 merce, Science, and Transportation and Appropriations of  
4 the Senate and the Committees on Transportation and In-  
5 frastructure and Appropriations of the House of Rep-  
6 resentatives a report on the status of the Airport Non-  
7 cooperative Surveillance Radar (in this subsection referred  
8 to as “ANSR”) program, including—

9           (1) a determination of funding needs for the  
10       ANSR program;

11           (2) a cost-benefit analysis of the most effective  
12       solutions to provide ongoing ANSR services, includ-  
13       ing a comparison of a sustainment approach versus  
14       a replacement approach;

15           (3) an analysis of how the FAA intends to pro-  
16       vide commercial service airports with the necessary  
17       equipment, including radar, to detect and mitigate  
18       any threat posed by non-cooperative flying objects,  
19       including aircraft, unmanned aerial systems, bal-  
20       loons, and other objects determined appropriate by  
21       the Administrator;

22           (4) an update on the Radar Divestiture Pro-  
23       gram;

1           (5) the projected lifecycle support needs of the  
2           existing inventory of non-cooperative Airport Surveil-  
3           lance Radar Models 8, 9, and 11; and

4           (6) any other information determined appro-  
5           priate by the Administrator.

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