

119TH CONGRESS
1ST SESSION

H. R. 3465

To amend Public Law 91378 to authorize activities relating to Civilian Conservation Centers, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 15, 2025

Ms. SALINAS (for herself, Ms. HOYLE of Oregon, and Mr. GUTHRIE) introduced the following bill; which was referred to the Committee on Natural Resources, and in addition to the Committees on Education and Workforce, and Agriculture, 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

A BILL

To amend Public Law 91378 to authorize activities relating to Civilian Conservation Centers, 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 “Civilian Conservation
5 Center Enhancement Act of 2025”.

6 **SEC. 2. CIVILIAN CONSERVATION CENTERS.**

7 Public Law 91–378 (16 U.S.C. 1701 et seq.) is
8 amended by adding at the end the following:

1 **“TITLE III—CIVILIAN**
2 **CONSERVATION CENTERS**

3 **“SEC. 301. DEFINITIONS.**

4 “In this title:

5 “(1) CIVILIAN CONSERVATION CENTER.—The
6 term ‘Civilian Conservation Center’ means any resi-
7 dential workforce development or training facility for
8 underserved youth operated by the Department of
9 the Interior or the Department of Agriculture.

10 “(2) COVERED GRADUATE.—The term ‘covered
11 graduate’ means an individual who successfully com-
12 pleted a training program at a Civilian Conservation
13 Center.

14 “(3) COVERED STUDENT.—The term ‘covered
15 student’ means an individual who is enrolled in a
16 training program at a Civilian Conservation Center.

17 “(4) SECRETARIES.—The term ‘Secretaries’
18 means—

19 “(A) the Secretary of Agriculture; and

20 “(B) the Secretary of the Interior.

21 **“SEC. 302. CIVILIAN CONSERVATION CENTERS WILDFIRE**
22 **AND CONSERVATION TRAINING PROGRAM.**

23 “(a) SPECIALIZED TRAINING PROGRAMS.—The Sec-
24 retaries, in coordination with the Secretary of Labor, shall

1 offer at Civilian Conservation Centers specialized training
2 programs focused on—

3 “(1) forestry and rangeland management;

4 “(2) wildland firefighting; or

5 “(3) any other topic relating to the mission of
6 the Forest Service or the Department of the Interior
7 or the public interest.

8 “(b) PRIORITIZATION.—The Secretaries shall
9 prioritize offering specialized training programs under
10 subsection (a) at facilities described in section 147(d) of
11 the Workforce Innovation and Opportunity Act (29 U.S.C.
12 3197(d)).

13 **“SEC. 303. WILDLAND FIREFIGHTING WORKFORCE DEVEL-**
14 **OPMENT PILOT.**

15 “(a) IN GENERAL.—

16 “(1) EXPERIMENT, RESEARCH, OR DEMONSTRA-
17 TION PILOTS.—The Secretary of Agriculture, in co-
18 ordination with the Secretary of Labor, may carry
19 out experimental, research, or demonstration pilots
20 to provide career and technical education curricula
21 and course offerings to advance the missions of the
22 Department of Agriculture at Civilian Conservation
23 Centers operated by the Department of Agriculture,
24 including facilities described in section 147(d) of the

1 Workforce Innovation and Opportunity Act (29
2 U.S.C. 3197(d)).

3 “(2) CURRICULA AND COURSES.—Curricula and
4 courses described in paragraph (1) include—

5 “(A) incident management and emergency
6 response logistics;

7 “(B) disaster response;

8 “(C) forest products measurement;

9 “(D) timber sale administration and prepa-
10 ration;

11 “(E) heavy equipment operation;

12 “(F) equipment and mechanical services;

13 “(G) industrial electrical;

14 “(H) machining;

15 “(I) mill operations;

16 “(J) forest restoration;

17 “(K) habitat and water quality monitoring;

18 “(L) watershed and habitat enhancement;

19 “(M) range management;

20 “(N) recreation access improvement;

21 “(O) volunteers and visitors enhancement;

22 and

23 “(P) historic preservation.

24 “(b) REQUIREMENTS.—In carrying out subsection
25 (a), the Secretary of Agriculture shall—

1 “(1) identify workforce needs in public land
 2 agencies, forest, conservation, and recreation indus-
 3 tries, and rural communities, after consulting with
 4 State governments and agencies, Federal emergency
 5 management and public land agencies, local commu-
 6 nities, institutions of higher education, and Indian
 7 Tribes;

8 “(2) develop marketing, recruitment, and reten-
 9 tion materials for the curricula and courses offerings
 10 provided under subsection (a);

11 “(3) provide specialized staff necessary to teach
 12 curricula and courses offerings provided under sub-
 13 section (a), to the extent practicable; and

14 “(4) improve Civilian Conservation Center fa-
 15 cilities and modernize equipment used for the pur-
 16 poses of career and technical education.

17 **“SEC. 304. WILDLAND FIREFIGHTING WORKFORCE EN-**
 18 **HANCEMENT.**

19 “(a) RECRUITMENT GOALS AND INVESTMENTS.—

20 “(1) RECRUITMENT GOAL.—The Secretaries—

21 “(A) shall each set goals of—

22 “(i) hiring 300 covered graduates an-
 23 nually to contribute to wildland firefighting
 24 or other critical workforce needs within the

1 respective Department of each of the Sec-
2 retaries;

3 “(ii) a certain percentage of covered
4 graduates annually attaining employment
5 within the wildland firefighting, natural re-
6 sources, forestry, or a related field; and

7 “(iii) a certain percentage of covered
8 graduates annually attaining employment;
9 and

10 “(B) may make investments to support the
11 recruitment, training, hiring, and retention of
12 covered graduates.

13 “(2) SIGNING BONUS.—The Secretaries may
14 provide for a signing bonus to enable the successful
15 employment and transition of covered graduates, in-
16 cluding for the purpose of securing housing in rural
17 and remote communities.

18 “(b) DIRECT HIRE AUTHORITY.—For fiscal year
19 2025, and each fiscal year thereafter, the Secretaries may
20 appoint, without regard to the provisions of subchapter I
21 of chapter 33 of title 5, United States Code, other than
22 sections 3303 and 3328 of that title, a covered graduate
23 directly to a position for which the covered graduate meets
24 Office of Personnel Management qualification standards.

1 “(c) PATHWAYS TO EMPLOYMENT.—The Secretaries
2 shall ensure that appropriate career pathways are devel-
3 oped for covered graduates of relevant Civilian Conserva-
4 tion Center training programs.

5 “(d) DISADVANTAGED YOUTH EMPLOYMENT.—Not-
6 withstanding any other provision of law, the Secretaries
7 may employ covered students at regular rates of pay for
8 necessary hours of work.

9 “(e) USE OF COVERED STUDENTS FOR CONTRACTS,
10 AGREEMENTS, AND GRANTS.—To the maximum extent
11 practicable, the Secretary of Agriculture shall encourage
12 the use of covered students to fulfill obligations under con-
13 tracts, agreements, and grants relevant to the training ad-
14 ministered by the Forest Service at a unit of the National
15 Forest System where a Civilian Conservation Center is lo-
16 cated.

17 **“SEC. 305. WILDLAND FIREFIGHTING HOUSING PILOT PRO-**
18 **GRAM.**

19 “(a) IN GENERAL.—The Secretaries shall establish
20 a pilot program to employ covered students to improve and
21 expand the housing stock owned by the Federal Govern-
22 ment for the purpose of housing wildland firefighters, vol-
23 unteers, partner crewmembers, interns, and other agency
24 employees.

1 “(b) REQUIREMENTS.—In carrying out the pilot pro-
2 gram under subsection (a), the Secretaries shall—

3 “(1) identify properties currently owned by the
4 Federal Government that would be appropriate
5 housing for wildland firefighters, volunteers, partner
6 crewmembers, interns, and other agency employees;

7 “(2) identify areas where the construction of
8 new housing described in paragraph (1) would be
9 appropriate and sustainable; and

10 “(3) submit to Congress a prioritized list of
11 projects for renovation with a plan for how the Sec-
12 retaries will employ covered students to repair, ren-
13 ovate, and remediate the properties identified under
14 paragraph (1).

15 **“SEC. 306. REPORT.**

16 “Not later than 1 year after the date of enactment
17 of this title, the Secretaries shall submit to the Committee
18 on Agriculture, Nutrition, and Forestry of the Senate and
19 the Committee on Agriculture of the House of Representa-
20 tives a report—

21 “(1) describing underutilized capacity at Civil-
22 ian Conservation Centers, based on an assessment
23 conducted by the Secretaries; and

1 “(2) identifying the investments, improvements,
2 and efficiencies necessary to utilize the full capacity
3 of Civilian Conservation Centers.”.

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