

119TH CONGRESS  
1ST SESSION

**S.** \_\_\_\_\_

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 SENATE OF THE UNITED STATES

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Mr. HOEVEN (for himself, Mrs. SHAHEEN, and Mr. MORAN) introduced the following bill; which was read twice and referred to the Committee on

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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”.

6       **SEC. 2. DEFINITIONS.**

7       In this Act:

8               (1) ADMINISTRATOR.—The term “Adminis-  
9       trator” means the Administrator of the Federal  
10       Aviation Administration.

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

3 **SEC. 3. COLLEGIATE TRAINING INITIATIVE PROGRAM IM-**  
4 **PROVEMENTS.**

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

7           “(c) COLLEGIATE TRAINING INITIATIVE.—

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

21           “(2) APPOINTMENT OF PROGRAM GRAD-  
22 UATES.—The Administrator of the Federal Aviation  
23 Administration may appoint an individual who has  
24 successfully completed a course of training in a pro-  
25 gram described in paragraph (1) to the position of

1 air traffic controller noncompetitively in the excepted  
2 service (as defined in section 2103 of title 5). An in-  
3 dividual appointed under this paragraph serves at  
4 the pleasure of the Administrator, subject to section  
5 7511 of title 5. However, an appointment under this  
6 paragraph may be converted from one in the ex-  
7 cepted service to a career conditional or career ap-  
8 pointment in the competitive civil service (as defined  
9 in section 2102 of title 5) when the individual  
10 achieves full performance level air traffic controller  
11 status, as determined by the Administrator.

12 “(3) ENHANCED-CTI GRANT PROGRAM.—

13 “(A) ESTABLISHMENT.—The Adminis-  
14 trator of the Federal Aviation Administration  
15 shall establish and carry out a grant program  
16 to award grants to institutions of higher edu-  
17 cation (as defined by the Administrator) that  
18 have been approved to, or are seeking to (as de-  
19 termined appropriate by the Administrator),  
20 participate in the Enhanced-Collegiate Training  
21 Initiative program described in paragraph (1).

22 “(B) GRANTS.—

23 “(i) IN GENERAL.—For the purpose  
24 of carrying out the grant program estab-  
25 lished under subparagraph (A), the Sec-



1 time, in such form, and containing such in-  
2 formation as the Administrator may re-  
3 quire.

4 “(iv) FUNDING.—There is authorized  
5 to be appropriated \$20,000,000 for each of  
6 fiscal years 2026 through 2031 to carry  
7 out this paragraph.”.

8 (b) ENHANCED-COLLEGIATE TRAINING INITIATIVE  
9 PROGRAM FACULTY ANNUITY SUPPLEMENT.—Section  
10 8421a(c) of title 5, United States Code, is amended—

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

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

15 (3) by adding at the end the following new  
16 paragraph:

17 “(3) air traffic control instructor, or supervisor  
18 thereof, at an institution of higher education partici-  
19 pating in the Enhanced-Collegiate Training Initia-  
20 tive program described in section 44506(c) of title  
21 49.”.

22 (c) FAA ACADEMY AND COLLEGIATE TRAINING INI-  
23 TIATIVE PROGRAM CURRICULUM AVIATION RULEMAKING  
24 COMMITTEE.—

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

3                   (A) review—

4                           (i) the curricula of the air traffic tech-  
5                           nical training academy of the FAA, the  
6                           Collegiate Training Initiative program, and  
7                           the Enhanced-Collegiate Training Initiative  
8                           program; and

9                           (ii) the Air Traffic Skills Assessment  
10                           (in this section referred to as the “ATSA”)  
11                           exam;

12                   (B) develop findings and recommendations  
13                   regarding the improvement and modernization  
14                   of such curricula and the ATSA exam; and

15                   (C) provide to the Administrator a report  
16                   on such findings and recommendations and for  
17                   other related purposes as determined by the Ad-  
18                   ministrators.

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

23                   (A) institutions of higher education that  
24                   are accredited by the Aviation Accreditation  
25                   Board International;

1 (B) aviation industry organizations;

2 (C) FAA subject matter experts;

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

6 (E) other aviation safety experts deter-  
7 mined appropriate by the Administrator.

8 (3) CONSIDERATIONS.—The aviation rule-  
9 making committee established under paragraph (1)  
10 shall consider the following:

11 (A) The advancements in education tech-  
12 nology, including digital resources that may be  
13 incorporated into a modern curriculum.

14 (B) The appropriate balance between the  
15 use of theoretical knowledge and practical appli-  
16 cation.

17 (C) A review of instructional techniques to  
18 improve the effectiveness of learning outcomes.

19 (D) The real-world applicability of air traf-  
20 fic operations procedures included in the cur-  
21 riculum.

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

1 (F) Methods for reducing the subjectivity  
2 of instructional techniques.

3 (G) Methods for improving the ATSA  
4 exam to support controller facility placement  
5 determinations.

6 (H) Student success rates correlated to the  
7 Collegiate Training Initiative program and the  
8 Enhanced-Collegiate Training Initiative pro-  
9 gram described in section 44506(c) of title 49,  
10 United States Code.

11 (I) Other considerations as determined ap-  
12 propriate by the Administrator.

13 (4) DUTIES.—The Administrator shall—

14 (A) not later than 1 year after the date of  
15 enactment of this section, submit to Congress a  
16 copy of the aviation rulemaking committee re-  
17 port provided to the Administrator under para-  
18 graph (1)(C); and

19 (B) not later than 180 days after the date  
20 of submission of the report under subparagraph  
21 (A), in consultation with other agencies as de-  
22 termined appropriate by the Administrator—

23 (i) initiate a rulemaking activity or  
24 make such policy and guidance updates  
25 necessary to address any consensus rec-



1           ommendations reached by the aviation  
2           rulemaking committee; or

3                   (ii) submit to Congress a supple-  
4           mental report with an explanation for each  
5           such consensus recommendation not adopt-  
6           ed by the Administrator through an action  
7           under clause (i).

8           (5) PROHIBITION ON COMPENSATION.—The  
9           members of the aviation rulemaking committee con-  
10          vened under this subsection shall not receive pay, al-  
11          lowances, or benefits from the Federal Government  
12          by reason of their service on such committee.

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

15          (a) FAA FACILITY TRAINING EQUIPMENT IMPROVE-  
16          MENTS.—Section 415 of the FAA Reauthorization Act of  
17          2024 (49 U.S.C. 44506 note) is amended by adding at  
18          the end the following new subsection:

19               “(f) FUNDING.—There is authorized to be appro-  
20          priated \$20,000,000 for each of fiscal years 2026 through  
21          2031 for the purpose of the procurement and placement  
22          of TSS at air traffic control facilities in the United States,  
23          consistent with the requirements of this section.”.

24          (b) AIR TRAFFIC CONTROLLER QUALIFICATION IN-  
25          CENTIVES AND RETENTION ENHANCEMENTS.—Section

1 44506 of title 49, United States Code, is amended by add-  
2 ing at the end the following new subsection:

3 “(g) RETENTION BONUSES.—

4 “(1) CPC QUALIFICATION INCENTIVE.—The  
5 Secretary of Transportation shall establish, in ac-  
6 cordance with the requirements described in section  
7 40122(a), a qualification incentive program for  
8 trainees for the position of air traffic controller (as  
9 defined in section 2109 of title 5, United States  
10 Code) with the Department of Transportation.

11 “(2) ATC RETENTION INCENTIVE.—The Sec-  
12 retary of Transportation shall establish, in accord-  
13 ance with the requirements described in section  
14 40122(a), a retention incentive program for air traf-  
15 fic controllers (as defined in section 2109 of title 5,  
16 United States Code) with the Department of Trans-  
17 portation who are Certified Professional Control-  
18 lers.”.

19 **SEC. 5. OTHER IMPROVEMENTS.**

20 (a) AIR TRAFFIC CONTROLLER MENTAL HEALTH  
21 IMPROVEMENTS.—

22 (1) IN GENERAL.—Not later than 180 days  
23 after the date of enactment of this subsection, the  
24 Administrator shall establish, in consultation with

1 aviation industry stakeholders and aviation medical  
2 professionals, a training course to—

3 (A) support the development of mental  
4 health providers with an innate knowledge and  
5 understanding of the FAA criteria and decision  
6 making regarding mental health conditions for  
7 air traffic controllers; and

8 (B) develop advanced training programs  
9 for Aviation Medical Examiners with respect to  
10 mental health.

11 (2) CONSIDERATIONS.—In establishing the  
12 training course under paragraph (1), the Adminis-  
13 trator shall consider—

14 (A) the feasibility of virtual and in-person  
15 course offerings; and

16 (B) the need for an advisory board to en-  
17 sure continuous improvement of the training  
18 course.

19 (b) REPORT ON THE AIRPORT NON-COOPERATIVE  
20 SURVEILLANCE RADAR PROGRAM.—Not later than 90  
21 days after the date of enactment of this subsection, the  
22 Administrator shall submit to the Committees on Com-  
23 merce, Science, and Transportation and Appropriations of  
24 the Senate and the Committees on Transportation and In-  
25 frastructure and Appropriations of the House of Rep-

1 representatives a report on the status of the Airport Non-  
2 cooperative Surveillance Radar (in this subsection referred  
3 to as “ANSR”) program, including—

4 (1) a determination of funding needs for the  
5 ANSR program;

6 (2) a cost-benefit analysis of the most effective  
7 solutions to provide ongoing ANSR services, includ-  
8 ing a comparison of a sustainment approach versus  
9 a replacement approach;

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

17 (4) an update on the Radar Divestiture Pro-  
18 gram;

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

22 (6) any other information determined appro-  
23 priate by the Administrator.