JOB CORPS

FIRE & AVIATION

MANAGEMENT PROGRAM

2025 ANNUAL REPORT

USDA Forest Service | Job Corps National Office
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Table of Contents

Executive Summary 3

2025 Key Metrics 3

Program Overview 4

Workforce Development 4

FY Job Corps Student Hiring 4

National Impact 4

Major Highlights 5

Operational & Support Capabilities 5

Partnerships 6

Contract Job Corps Center Partnerships 7

Job Corps Advisory Board (JCAB) 7

Geographic Area Highlights 7

Northern Rockies: Wildfire Readiness & Response 7

Rocky Mountain: Wildfire Readiness & Response 8

Southwest: Wildfire Readiness & Response / Partnerships 9

Great Basin: Wildfire Readiness & Response / Recreation Enhancement 9

Pacific Southwest: Partnerships / Recreation Enhancement 10

Northwest: Wildfire Readiness & Response / Safety Focused 11

Southern: Disaster Recovery / Wildfire Response & Readiness 12

Eastern: Partnerships / Wildfire Readiness & Response 12

Alaska: Wildfire Readiness & Response 13

In Conclusion 13

Innovation & Growth 14

Challenges & Lessons Learned 14

Looking Ahead to 2026 14

Executive Summary

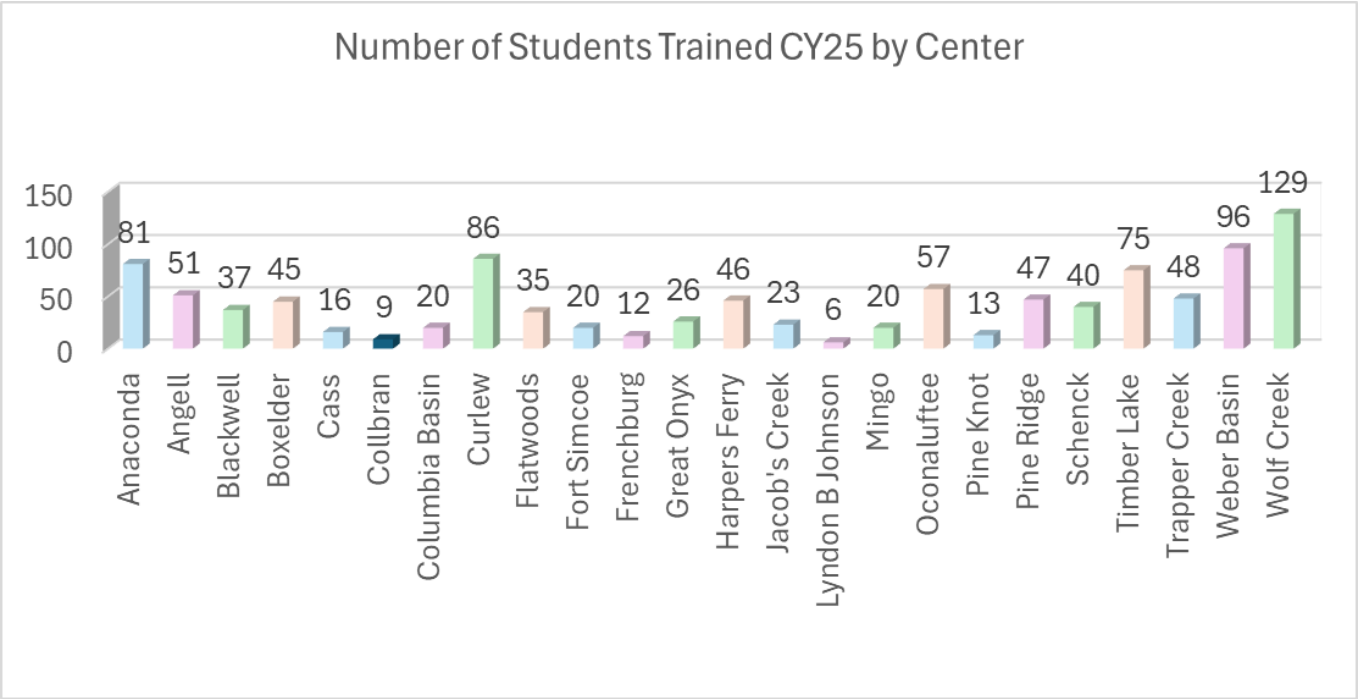
In 2025, the Job Corps Fire and Aviation Management (FAM) Program continued to expand its role as a national wildland fire workforce and operational support partner. Students and staff supported wildfire response, fuels management, disaster recovery, and land stewardship efforts across all Geographic Areas. Job Corps continues to be a strength to the Forest Service, adding capacity throughout the National Forests lands across the United States of America.

2025 Key Metrics

- 1,038 students trained
- 1,262 students mobilized
- 3,423 assignments completed
- 509,303 operational hours
- 215 hazardous fuels assignments
- 141,190 prescribed fire hours



Above: Weber Basin Job Corps students practice fire shelter deployments



*This graph above shows the total number of students trained in Fires Suppression and/or Fire Support by Job Corps Centers 01 Jan 2025 – 31 Dec 2025

Program Overview

The Job Corps Fire and Aviation Management Program supports national wildfire operations while developing the next generation of wildland firefighters and public land professionals through hands-on training and real-world experience.

Workforce Development

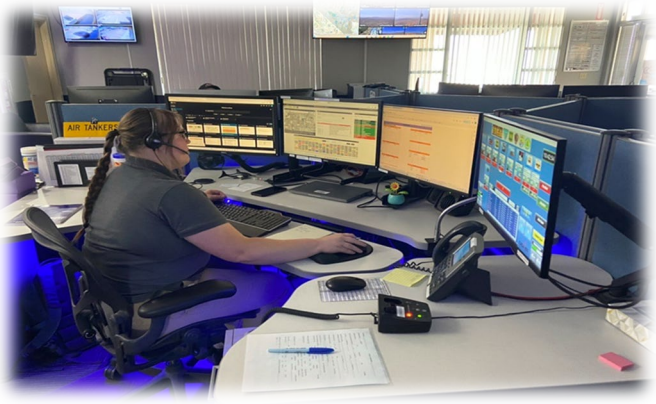
Students gained valuable certifications and operational experience that directly support hiring pipelines into the Forest Service and partner agencies. This program continues to serve as a critical entry point into wildland fire careers.

FY Job Corps Student Hiring

Job Corps students were placed in nearly every Region of the Forest Service despite some of the challenges faced this past year with hiring through typical methods in non-fire positions. Forests called upon Job Corps students to fill critical gaps in areas they couldn't hire for seasonal timeframes. Opportunities within California for Work Based Learning in 2025 included: frontliner support on the Sequoia National Forest and students staffing unfilled recreation jobs on the Tahoe National Forest. These partnerships teach our students the value of service while enhancing recreational experiences for the public and provide in-person interviews as many students apply for Forest vacancies.

Region	Number Hired	Region	Number Hired
R1	5	R6	10
R2	5	R8	2
R3	6	R9	0
R4	11	R10/RS/WO	0
R5	6	Job Corps	4
		Total Hired	**49**





Above: Advanced Dispatch Student, Crystal Mosier working Initial Attack duties as Initial Attack dispatcher for Las Vegas Interagency Dispatch

Left: Blackwell students' staff critical recreation positions to keep operations flowing on the Tahoe National Forest.

National Impact

Job Corps resources supported wildfire incidents nationwide, contributing over 500,000 hours in fire suppression, incident support, logistics, and land management activities.

Major Highlights

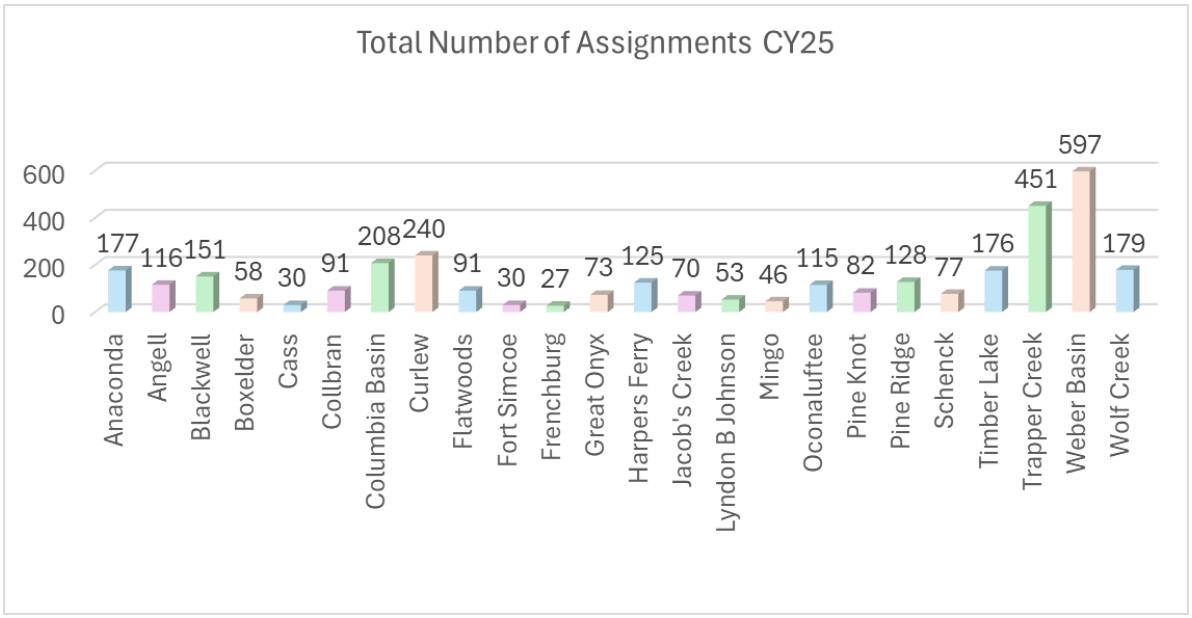
- Deployment of a Type 3 Incident Management Team (Rocky Mountain Area)
- Mobile kitchen operations supporting 200–500 firefighters per incident
- Disaster recovery operations following Hurricane Helene
- Expansion of dispatch and logistics training programs



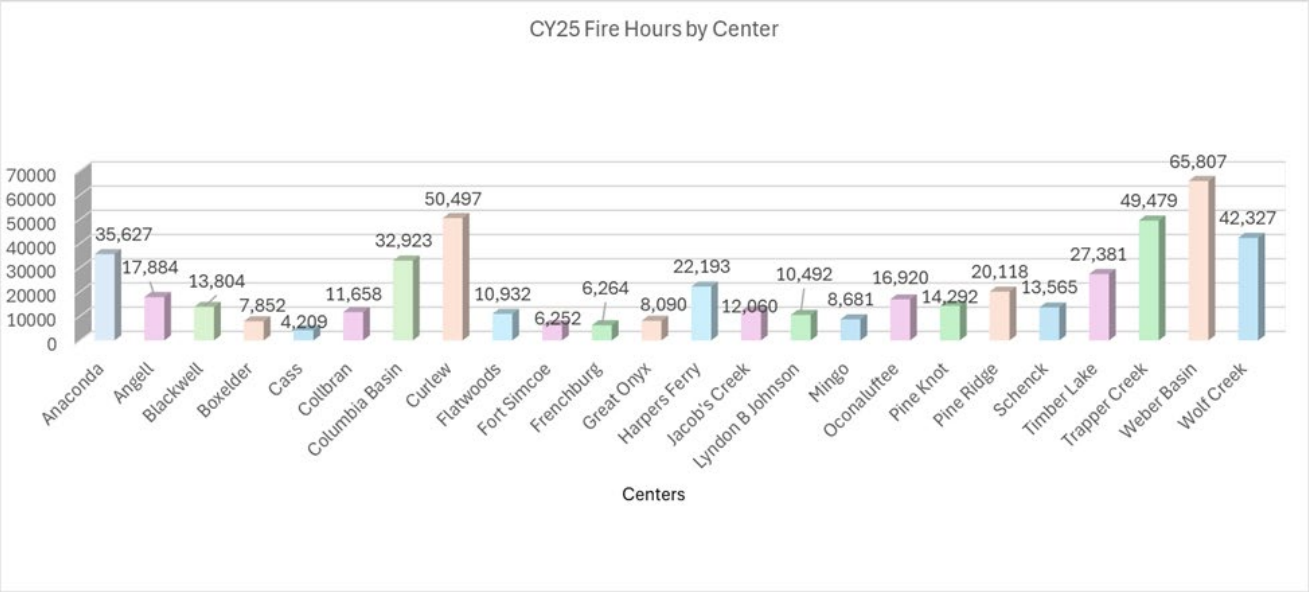
Above: Angell Job Corps students provide Initial Attack capacity to the Carson National Forest

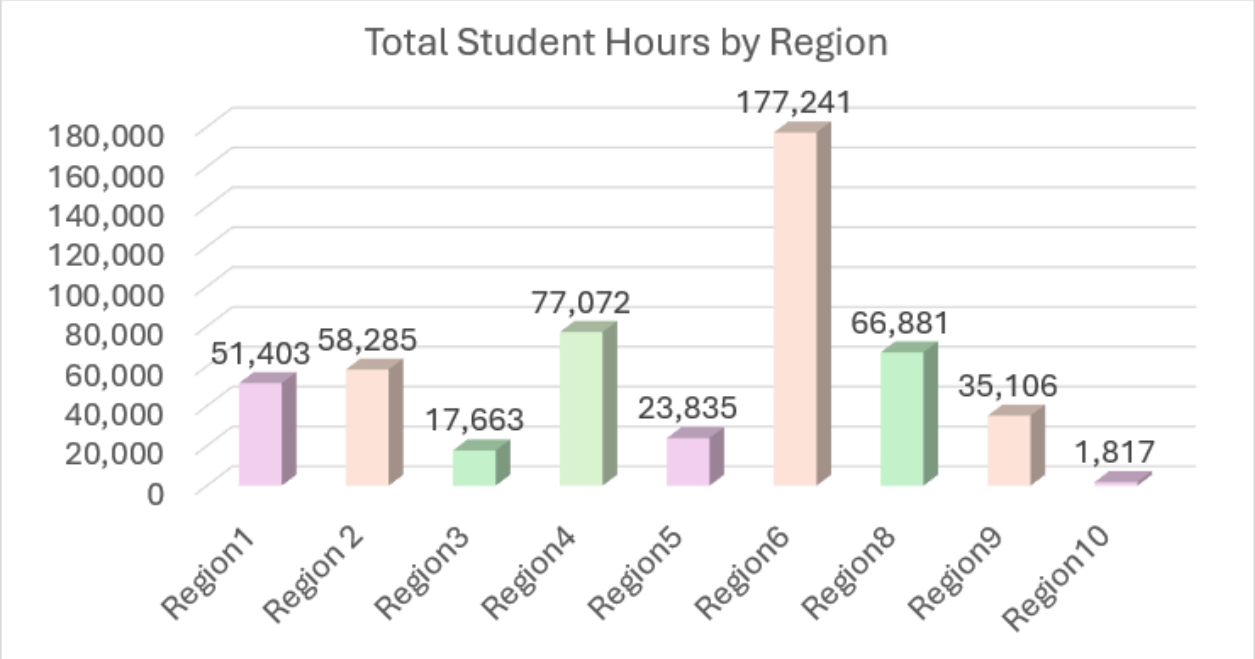
Operational & Support Capabilities

- Type 2 Initial Attack (T2IA) Crews
- Type 6 Engines
- Suppression Modules (SMODs)
- Camp Crews and Logistics Support
- Dispatch Personnel
- Mobile Kitchen Units



* This graph above shows Total number of Assignments that students participated in for 01 JAN 2025-31 DEC2031





* The Graph above shows the total Number of Student hours in Fire Suppression, Fire Support and Project work for 01 JAN 2025-31 DEC 2025

Partnerships

The program strengthened partnerships with federal, state, tribal, and local agencies, serving as a force multiplier in national wildfire response and land management operations.

Contract Job Corps Center Partnerships

The Forest Service Job Corps Centers are continually building stronger working relationships with Contract Centers. This past year we recruited 18 cooks from the Advanced Culinary trade at Treasure Island Job Corps Center near San Fransico, CA. Four of these students staffed our Job Corps Mobile Kitchen which fed ~200 firefighters on the Bivens Creek fire in Montana. Job Corps Fire Program continues to link Forests and Contract Centers together.



Above: Culinary Students from Treasure Island Job Corps Contract Center near San Francisco, CA feed Firefighters at the Bivens Fire in Montana.

Job Corps Advisory Board (JCAB)

Several changes happened this year as JCAB membership shifted starting last spring. Harris Maceo and Ken Arney are the current Co-chairs. JCAB works closely with FS Job Corps Integration Team to find ways to increase and strengthen Forest/Regional partnerships with the Forest Service Job Corps. This group of talented individuals are comprised of representation across the Forest Service in the United States. They assist in educating and informing the greater Forest Service on what the Job Corps have to offer to the agency. Efforts with JCAB and the Region 8 Timber Strike Team proved to be valuable as that program worked through processes to mobilize students in meeting the priority of active forest management by keeping for healthy and productive as students and Timber staff move from Forests marking units for harvesting.

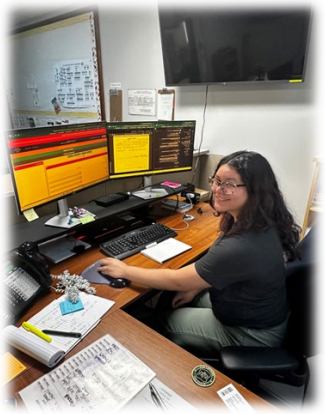
Geographic Area Highlights

Job Corps resources were deployed across all Geographic Areas, supporting wildfire response, fuels management, and disaster recovery operations nationwide.

Northern Rockies: Wildfire Readiness & Response

Job Corps Fire Program once again answered the call to the Northern Rockies Area. With the two centers located in Montana (Trapper Creek and Anaconda JCCCCs) and the help of many other Centers outside the Geographical Area (GA), Job Corps was there when CIMT needed them most. Multiple T2IA Handcrews, Suppression Modules (SMODs), Fire Engines, and Camp Crews from Job Corps were deployed to support multiple incidents in Montana and Northern Idaho. We provided additional capacity to our interagency partners in the BLM with a T6 Engine for a month in Miles City and Billings, MT. Job Corps T2IA handcrews, engines, and camp crews supported State partnerships during the Windy Rock incident, the Job Corps Mobile Kitchen ended its season supporting the Bivens fire with a unique make-up

of Center Culinary students. Job Corps student Dispatchers supported the Bitterroot NF during June, July, and August. These dispatchers came from Utah (Weber Basin JCCCC) and West Virginia (Harpers Ferry JCCCC). Trapper Creek's JCCCC Advanced Fire trade continues to support the GA, responding to multiple initial attack fires across the Bitterroot, Beaverhead-Deerlodge and Lolo National Forests. Anaconda JCCCC has built a reputation of having world class camp crews which began sending out camp crews in May, continuing well into November.



Right: Advanced Dispatch Trade student staffing Interagency Fire Dispatch Center in Grangeville, ID.

Rocky Mountain: Wildfire Readiness & Response

2025 was the season to test new avenues within the Rocky Mountain GA. As fire activity increased in Colorado, during July/August, the Job Corps Fire Program put together a T3 Incident Management Team (IMT) to assist the Upper Colorado River BLM unit, GMUG NFs, State, and local agencies by assuming command of the Turner Gulch Fire. With our T3 IMT we allowed local resources to reset, catch their breath, reset CIMT overhead and focus on initial attack (IA). While overseeing the Turner Gulch incident, JCNO Fire informed local industry, cooperators, and public about status on the fire and allowed local managers an opportunity to give feedback to the team throughout the decision-making process. We pulled in our Mobile Kitchen to feed the firefighters and IMT members on-site at the spike camp up near the fire. Turner Gulch gave us a great opportunity to showcase what the Job Corps Fire Program could offer in support of the national fire efforts. We look to grow and learn from this deployment and refine our T3 IMT in 2026. We laid the foundation for the Rocky Mountain Area Coordination Center to host us as a national Call When Needed (CWN) T3 IMT.



Above: Mobile Kitchen deployed to the Turner Gulch Fire near Gateway, CO. Frenchburg and LBJ JCCCC Culinary students enjoy feeding firefighters on-site at a remote forward operating base/spike camp.

In 2025 Job Corps provided T2IA, SMOD, T6 engines, dispatchers, and camp crews in support of a very active fire season on the West Slope of Colorado. We continued our relationship with the Arapaho-Roosevelt NF in helping them accomplish fuels work and targets, as well as supporting multiple fuels projects on the Nebraska NF. RMACC continues to be a huge

supporter of our dispatch programs, giving our students valuable training and an inside look at how a Geographic Area Coordination Center (GACC) operates.

Southwest: Wildfire Readiness & Response / Partnerships

Job Corps relationships with the Southwest GA have been growing for years. In 2025 we committed to surging capacity on the Carson NF with JC fire crews, modules, and engines to ensure an aggressive, coordinated response for new fires to keep them small. These crews rolled in/out of the Carson NF from early May through thru July. Additionally, Job Corps students trained in dispatch, supported Williams Dispatch Center on the Kaibab National Forest, Silver City Dispatch Center on the Gila National Forest, and Taos Dispatch Center on the Carson National Forest. During the peak of the GA's fire season, Job Corps sent multiple SMODs, T6 Engines, dispatchers, and camp crews to the nation's highest priority fires (ex. Dragon Bravo Fire which burned on the lands managed by the Grand Canyon National Park).



Above: Lonesome Pine and Soldier Creek Job Corps Fire crews create piles from dead and down fuels as part of a hazardous fuels' reduction project on the Camino Real Ranger District.

We also sent multiple students down to the Coronado National Forest to work on Work Based Learning assignments. These students were completely self-sufficient and worked to reclaim trails on Mount Graham just east of Tucson, AZ. This work of improving trails, maintaining campgrounds, and facilities made a safer experience for recreationists while enjoying their public lands. This effort and work aligns with the FS Chiefs priorities of recreation access and infrastructure.

The Gila National Forest has a history of partnering with Job Corps and bringing students to work for the summer. Once again, they brought students to the forest to serve as front liners. These opportunities provide our students with first-hand knowledge of how our agency works and provides them with real-world experience, creating a connection with hiring managers in hopes of a career in the Forest Service.

Great Basin: Wildfire Readiness & Response / Recreation Enhancement

Job Corps Fire had a strong showing in the Great Basin GA in 2025. With only having one Center in the GA, Weber Basin JCCCC fire program deployed personnel on nearly every large fire within Utah. At one point in July, we had 15 Job Corps Centers spread out across the entire GA. From T2IA crews, SMOD's, Engines on the fireline, and dispatchers supporting the GACC, it was a very busy season in the Great Basin GA. Our camp crews provided logistical support to

Complex Incident Management Teams (CIMTs) as well as assisting with refurbishment of gear in caches at the Great Basin Cache, Boise, ID and local caches in Utah. Our resources put a prioritization on safety in every action they took.

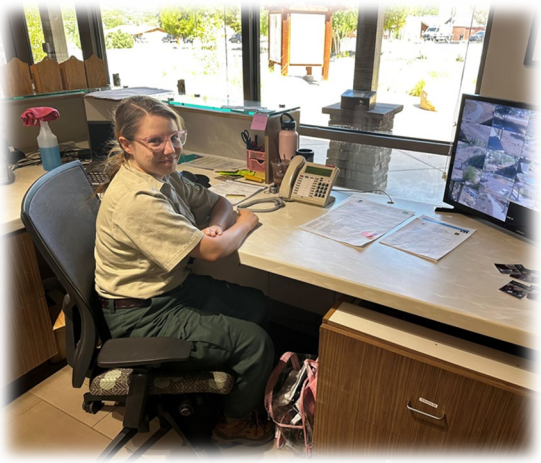
Weber Basin also had another successful year in their Mechanized Trails project, which uses Forestry Conservation and Firefighting students and staff to improve trail systems for visitors that recreate on the Uinta-Wasatch-Cache National Forests.



Above: Job Corps camp crew student's refurbishing hose at the Great Basin Cache, in Boise, ID

Pacific Southwest: Partnerships / Recreation Enhancement

Strengthening Partnerships is the first thing that comes to mind when you look at the Job Corps Fire Program relationship within California. We entered our third year of supporting the Sequoia NF with a Type 6 engine from several Job Corps Center's fire crews that rotated in/out from July to October. This relationship has continued to produce opportunities for students and staff to strengthen their skillsets and training. This directly improves readiness and capability of an aggressive initial attack work force. With the success on the Sequoia National Forest, we have expanded our presence into other forests this year.



Above: Work Based Learning (WBL) opportunities on the Sequoia National Forest, Kern River Ranger District, Kernville, CA

We provided a month of IA coverage on the Los Padres National Forest by providing fire personnel to the forest that would then boost their Type 3 Engines across several districts. This was also our second year of supplying dispatch students to boost South Ops with student dispatchers. The experiences afforded to the Job Corps Fire Program provides our students with first-hand experiences in a very busy GACC.We also had the opportunity to send one of our Mobile Kitchens, with crew, to support the Madre Fire in August. This was our second year of looking inside the larger Job Corps Program by partnering with Contract Centers, like Treasure Island in San Francisco, CA. Their Advanced Culinary Arts trade helped support our Mobile Kitchens during the western fire season. This relationship highlights work between Department of Labor (DOL), US Forest Service Job Corps National Office Fire Program and the Mendicino National Forest.

Other opportunities within California in 2025 included: Frontliner support on the Sequoia National Forest and students staffing unfilled recreation jobs on the Tahoe National Forest.

These partnerships teach our students the value of service while enhancing recreational experiences for the public.

Northwest: Wildfire Readiness & Response / Safety Focused

The Northwest GA had another busy season. Job Corps Fire had the opportunity to support multiple incidents and test new concepts in 2025. This year we partnered with the Bureau of Land Management (BLM), who provided a T6 Engine at Columbia Basin JCCCC and our Advanced Fire students with local fire supervisors staffed the apparatus. This engine crew responded as an IA resource for the BLM, State and local county wildfires around the area of Moses Lake, WA. Job Corps Fire rotated multiple resources from T2IA crews, SMODs, engine modules and heavy equipment to incidents. We also supported CIMT's and caches within the GA with Job Corps camp crews. Student dispatchers had another successful year boosting dispatch centers across the GA spending time in Wenatchee, WA, Columbia Cascades, the Rogue-Siskiyou NFs, Central Oregon, and Eugene, OR throughout the summer. Job Corps Fire Program provided a heavy equipment excavator with masticating capabilities to the Okanogan-Wenatchee NF most of the summer working on hazardous fuels reduction projects and Potential Operational Delineation (POD) lines. POD lines are identified pre-season by local fire managers that are determined features (natural or man-made) that could slow or stop wildland fires.



Above: Jacobs Creek JCCCC engages in Initial Attack across the Columbia River Gorge National Scenic Area. Burdoin Fire (2025)

It was our first time supporting the LaGrande, OR cache with camp crews. Our Job Corps camp crews were able to jump in and help with refurbishment of thousands of feet of hose for them to put back into use and ship it out to new incident(s). The cache system provided us with a unique opportunity to teach and train students how fire equipment is brought back from the fire, cleaned, and then re-stocked into the national cache system, where it is stored while waiting to get shipped back out to the next fire. With this knowledge our camp crews that are supporting large incidents know how to properly return



Above: Job Corps purchased and operated excavator/mastication unit works on the Okanogan-Wenatchee NFs strengthening POD lines/fire breaks.

gear to the caches. This knowledge makes our crews understand what caches need from the supply units on the incident to make the work more efficient. We also spent time in the Wenatchee, WA and Redmond, OR caches.

Southern: Disaster Recovery / Wildfire Response & Readiness

Building and strengthening relationships through support for disaster relief is a long-standing belief with the Job Corps Fire Program. Following the response to the catastrophic event of Hurricane Helene in the fall of 2024, there was still a need for Job Corps resources to continue the disaster response/recovery efforts. Our resources responded to various areas that were devastated by Hurricane Helene. Job Corps resources performed work in northern Georgia, South Carolina, North Carolina, Tennessee, and Virginia by continuing needed work to help restore access to the National Forest natural resources. These tasks were tedious and tough assignments with long days of physical labor for our staff and students. Seeing communities bounce back from these devastating events was eye opening for students and they felt comfort knowing that they helped others through difficult and challenging times.



Above: Job Corps Students and Staff doing hurricane clean-up

Great Onyx JCC Advanced Fire Trade led by Jackie Weeks took a module to the Oconee National Forest where they worked to on projects such as rebuilding forest trails and clearing roads in support of prescribed fire activities. This type of response not only supports the National Forest, but it also gives an opportunity for the students to develop skills that prepare them for future employment in the Forest Service as a Wildland Firefighter. "The motivation and the eagerness to learn and want to be here," said Jackie Weeks. "Coming out of their shells, ask more questions and being proactive with their learning and especially their work ethic." The work completed to address Recreation, Roads, Forest Health, and Communities at Risk is shown in these efforts. With these activities comes the building of our future generation of Firefighters.

Eastern: Partnerships / Wildfire Readiness & Response

In Wisconsin partnerships are alive and flourishing among Blackwell Job Corps Center, the Chequamegon-Nicolet National Forest, and Wisconsin Air National Guard. For seven years, these different entities have been partnering to meet critical needs at Volk Field Hardwood Range. Identified as the biggest threat to the base is the opportunity for a damaging wildfire. These partners came up with a plan to meet this immediate threat. Through partnership agreements and sharing valuable resources, the Hardwood Range has been mitigated yearly with prescribed fire. In 2025, 4,392 acres of hazardous fuels reduction through prescribed fire

was treated to allow safe operations on the military base. This coordination takes months of planning and dedication of employees to ensure the right resources are available, ready and capable of successfully completing the project.



Above: Prescribed fire results at the Folk Field Hardwood Range

While treating the fuels with prescribed fire is instrumental to success, there are secondary gains from this partnership. As part of the agreement training is provided in the classroom and the field to Job Corps students and military personnel. This provides an opportunity for Volk Field resources to interact with Forest Service resources to build capacity for each program.

Alaska: Wildfire Readiness & Response

Fostering new opportunities and creating partnerships is at the core of Job Corps values. We played a vital role in both wildfire support as well as in camp crew support to AK. Job Corps camp crews spent a month in Fairbanks, AK working with the Alaska Cache to help them refurb hose and equipment used during the fire season. They also helped them design and fabricate their new cache's hose testing, washing, drying, and rolling systems. The cache was so impressed with the skills of this camp crew; they have requested us to support them in the future.



Above: Anaconda JCCCC students refurbish fire equipment at the Alaska Cache (AKK)

In Conclusion

The Job Corps Fire and Aviation Management Program continues to demonstrate its value as both an operational asset and a workforce development pipeline, supporting the mission of the Forest Service while preparing the next generation of wildland fire professionals. Our students and staff maintain readiness for year-round deployments. We are one of the largest surge forces that the Forest Service has that is non-land based, which benefits the Forest Service's capabilities by responding across the U.S. when the need arises.

Innovation & Growth

Key advancements in 2025 included improved logistics systems for mobile kitchens, expansion of dispatch training programs, and increased integration with national cache systems.

Challenges & Lessons Learned

- Hiring constraints in non-fire positions
- Increased national demand for resources
- Complex coordination across multiple Forest Service Geographical Areas
- Organizational stability

Looking Ahead to 2026

- Expand Incident Management Team capabilities (Type 3 IMT and bolstering CIMTs)
- Grow workforce development pathways (fire and non-fire positions)
- Strengthening interagency partnerships (communicating early, pre-season)
- Increase fuels and mitigation project involvement (seek funding sources for students)



Above: Curlew Job Corps students spend their first days as qualified firefighters engaged in prescribed fire and fuels reduction efforts on the Colville National Forest, near Republic and Tonasket, WA. Getting a chance to sharpen their classroom instruction through practical experiences enhances their fire training, skills and knowledge while providing the local unit with additional personnel to complete projects like prescribed fire. It is a chance for the students to prove themselves to hiring officials and network with the Forest's fire crew leadership. These students dedicate time at Job Corps to find meaningful career paths for their future.