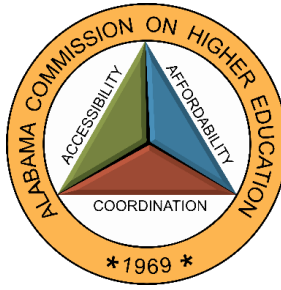


Alabama Commission on Higher Education Employment Outcomes Report 2024





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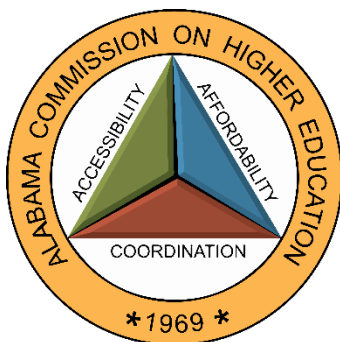
Dr. James E. Purcell

Note: This report is compliant with the Family Educational Rights and Privacy Act (FERPA) and Alabama Department of Labor (ADOL) reporting criteria.

Table of Contents

EXECUTIVE SUMMARY.....	1
METHODOLOGY	4
FINDINGS	6
All Graduates (Alabama and Non-Alabama Residents).....	6
Employment Rate Comparison	6
Employment by Field of Study	9
Employment by Residency Status.....	15
Average Salary Comparison	25
Alabama Residents Only	33
Employment Rate Comparison	33
Employment by Field of Study	36
Average Salary Comparison	36
Non-Alabama Residents Only	38
Employment Rate Comparison	38
Employment by Field of Study	39
Average Salary Comparison	40
CONCLUSIONS.....	41
TABLES.....	43
Bachelor’s Degree Employment by Field of Study	45
Bachelor’s Degree Employment by Residency Status and Field of Study	49
Average Salary by Degree Level and Field of Study	51
APPENDICES.....	63
Appendix A: Classification of Instructional Programs (CIP).....	65

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ALABAMA COMMISSION ON HIGHER EDUCATION

2024 Employment Outcomes Report

EXECUTIVE SUMMARY

Alabama's Workforce and Education Landscape

Over the past decade, Alabama's public colleges and universities have shown continued growth in graduates across all degree levels. Between 2014 and 2022, the number of degrees and certificates awarded by the state's public institutions increased by 44%, with bachelor's degrees growing from 21,800 to nearly 27,000.¹ Over a similar period, median annual earnings for working age Alabamians from 25-to-64 was \$47,195, with associate degree holders earning upwards of \$46,000 and bachelor's degree holders earning \$60,000 annually².

Under the leadership of Governor Kay Ivey, Alabama has committed to aligning workforce development and education to support economic growth and prosperity for all Alabamians. Established in 2018, the Governor's Office of Education and Workforce Transformation (GOEWT) brings together a broad coalition of public and private sector partners around three main goals:

- Increasing Alabama's labor force participation and decreasing the unemployment rate;
- Adding 500,000 skilled workers to the state's labor force by 2025; and
- Creating career pathways in all 16 career clusters for in-school youth, out-of-school youth, adults, at-risk populations, and disconnected populations.

The Alabama Commission on Higher Education (ACHE) is an important partner in this work. The Commission seeks to provide reasonable access to quality collegiate and university education for the citizens of Alabama. Established in 1969, the agency coordinates and facilitates activities to

¹ Historical degree production data from Alabama Student Unit Record Data System (ACHE, 2024).

² Median educational earnings by educational attainment from U.S. Census American Community Survey (ACS), 5-year estimates from 2019 to 2023.

support and promote Alabama's 14 public four-year universities and 24 public two-year colleges, who are governed by the Alabama Community College System (ACCS) Board of Trustees. The Commission facilitates informed decision-making and policy formulation regarding stewardship of state higher education funding and financial aid. ACHE provides a state-level framework for institutions to respond cooperatively and individually to the state's education and training needs.

Employment Outcomes for Public Higher Education

This Employment Outcomes Report is designed to study the value of public higher education in the state of Alabama by analyzing employment outcomes for graduates. Findings are intended for policymakers who are interested in how investments in public higher education are contributing to the state's workforce and economy. Findings may also inform higher education administrators and policymakers who are interested in how their graduates are faring in the workforce. Specifically, this report addresses the following questions:

- What percentage of Alabama residents and non-Alabama residents who graduate from public two-year and four-year institutions remain in Alabama?
- How does level of education impact salary?
- What is the average salary of Alabama graduates by field of study and level of degree?

Employment data were analyzed for graduates of Alabama public two-year and four-year institutions one year and five years after graduation for selected graduating classes of the past decade. Snapshots of employment status five years after graduation are shown for the graduating classes of 2014, 2015, 2016, and 2017, and the employment status of the 2019, 2020, 2021, and 2022 classes is shown after one year.

Key Findings

Following are highlights of this Alabama employment data for the state's higher education graduates:

- 1) The good news for Alabama is that a majority of Alabama public higher education institution graduates (53% overall) remain in Alabama after five years, contributing to the state's economy and opportunities for growth.
- 2) Alabama retains more undergraduate degree earners than graduate degree earners. Five years after graduation, 47.3% of the 2017 bachelor's degree recipients were employed in Alabama. More certificate (66.9%) and associate degree (72.6%) recipients remained in Alabama, while fewer master's (44.8%), doctoral research/other (28.3%) and doctoral professional (38.6%) graduates remained.

- 3) Graduates who were Alabama residents were more likely to remain in the state for employment, as compared with non-residents. After five years, Alabama resident bachelor's, master's, doctoral research/other and doctoral professional degree graduates were found employed in Alabama at **three or more times** the rate of non-residents. Alabama resident associate degree graduates were found employed at a minimum of double the rate of non-residents. Residency had the smallest impact at the undergraduate certificate level.
- 4) Retention of graduates into employment varied by degree level and field of study. Graduates in Education, Engineering Technologies, Health Professions, and Social Services were most likely to work in Alabama. On the other hand, graduates in fields of study such as Architecture, Communications and Journalism, and Communications Technologies were the least likely to be employed in the state after five years.
- 5) These data validate the link between educational attainment and higher salary. Five years after graduation, 2017 bachelor's degree recipients employed in Alabama were earning \$59,178 on average, while associate degree recipients and undergraduate certificate holders earned an average of \$48,572 and \$46,676, respectively.
- 6) Compared to bachelor's degree holders after five years, master's degree recipients earned 25.5% more (\$74,256); doctoral research/other degree recipients earned 83.2% more (\$108,407); and doctoral professional degree recipients earned, on average, 105.1% more (\$121,414).
- 7) At the bachelor's degree level, average earnings differed by field of study. Among those who stayed in Alabama, graduates in engineering, computer and information sciences, engineering technologies, mathematics and statistics, and health professions were among the highest paid at both one year and five years after completion.

METHODOLOGY

Process

Alabama two-year and four-year public institution degree recipients were identified using the Alabama Statewide Student Database. The highest degree earned was selected for students who earned multiple degrees within the same academic year. For example, a student who earned an undergraduate certificate and an associate degree in 2016 was reported only once with an associate degree in the 2016 academic year (in the case of multiple undergraduate certificates at the same award level, the last one earned was selected). Students who earned more than one degree over the six academic years reviewed were reported once in each year with the highest degree earned. For example, a student who earned a bachelor's degree in 2015 and a master's degree in 2017 was reported in each of those academic years.

A snapshot of employment status five years after graduation is shown for the graduating classes of 2014, 2015, 2016, and 2017 (for employment in 2020, 2021, 2022, and 2023, respectively). Additionally, an employment picture is taken one year after graduation for the classes of 2019, 2020, 2021, and 2022 (for employment in 2020, 2021, 2022, and 2023, respectively).

The list of graduates was compared to data records at the State of Alabama Department of Labor (DOL). When a match was found, the industry code, based on the North American Industry Classification System (NAICS), and quarterly wage information were attached to the degree recipient's record and returned to ACHE. Average salary was calculated by adding the wages of all four quarters per graduate to get an annual sum (the maximum annual sum was selected for graduates with multiple employment records in the same year). Wage records from the DOL database are only available for employees covered by Alabama unemployment insurance. The self-employed and those working out-of-state are not included.

Average Salary

When calculating average salary, persons whose annual earnings were found to be less than \$5,000 a year were excluded*, as these graduates were most likely part-time workers, including students continuing their education at higher levels. Table 1 details the number of graduates used to obtain the data reported.

Residency

The report presents the data in three groups by residency: (1) Alabama and non-Alabama residents combined, (2) Alabama residents only, and (3) non-Alabama residents only. Graduates were considered to be Alabama residents if the original state of residence when entering an Alabama higher education institution was Alabama. If the original state of residence was anything other than Alabama, then the graduate was considered to be a non-Alabama resident for reporting purposes.

Table 1
Number of Graduates in Employment Outcomes Study
Alabama and Non-Alabama Residents

	Number of Graduates									
	5-Year Interval					1-Year Interval				
	2014	2015	2016	2017	Average	2019	2020	2021	2022	Average
Total Graduates Submitted to DOL	45,278	46,520	48,385	49,919	47,526	55,918	49,580	49,525	47,856	50,720
Total Graduates Found Working in Alabama	24,215	24,559	25,742	25,478	24,999	32,312	27,761	27,208	26,015	28,324
*Total Graduates Used for Salary Calculations	22,982	23,117	24,765	24,557	23,855	28,567	25,604	25,113	23,948	25,808

*Individuals whose annual salary was less than \$5,000 were excluded from the study.

Privacy

A data exchange agreement between ACHE and DOL defines the procedures for protecting all data. All agencies protect the identity of individuals. This Employment Outcomes Report includes only aggregate data and only when six or more individuals are being described. Instances with 5 or fewer individuals are denoted with two asterisks (**).

Degree Levels

Due to space limitations in some tables and charts, “Bachelor’s Degrees and Post-Bacc Certificates” may be referred to as “Bachelor’s Degrees,” and “Master’s Degree and Post-Master’s Certificates” may be referred to as “Master’s Degrees.” Both groups, however, still include certificate numbers in their calculations.

This report also makes distinctions between Doctoral Research and Doctoral Professional degrees in accordance with federal IPEDS reporting. Here are explanations for those degrees:

A Doctoral Research degree program requires extensive academic work beyond the master’s degree and demonstrates the culmination of a substantial artistic or scholarly achievement. Examples of these degrees include the Ph.D. (Multiple Disciplines), D.M.A. (Music), D.B.A. (Business), and other related degrees.

A Doctoral Professional degree program provides the knowledge and skills necessary for licensing or credentialing for professional practice. Examples of these degrees include the D.C. or D.C.M. (Chiropractic), D.D.S. or D.M.D. (Dentistry), J.D. (Law), O.D. (Optometry), M.D. (Medicine), D.V.M. (Veterinary Medicine), and other related degrees.

FINDINGS

All Graduates (Alabama and Non-Alabama Residents)

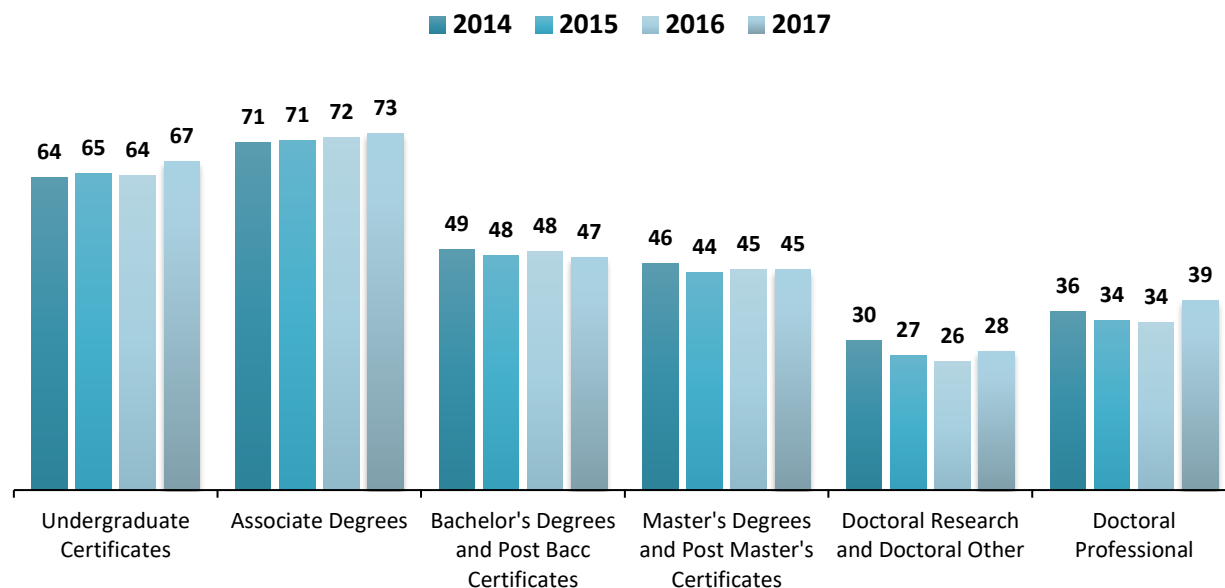
Employment Rate Comparison

- As highlighted in Table 2 and Figure 1, employment rates from 2014 to 2017 vary by academic level. Trends indicate more undergraduate certificates and associate degree recipients are remaining in the state, rates for baccalaureate recipients and graduate degree recipients are showing overall relatively consistent trends.
- Table 2 shows 47.3% of the 2017 bachelor's degree recipients were employed in Alabama five years after graduation. More undergraduate certificate (66.9%) and associate degree (72.6%) recipients remained in Alabama, and fewer master's (44.8%), doctoral research/other (28.3%), and doctoral professional (38.6%) graduates remained.
- This across-the-board decline at the graduate level can be attributed to a broader, more mobile job market for graduate degrees and larger percentages of non-Alabama graduate students who generally return to their home state for employment.
- Associate degree levels increased by 1.8% percentage points from 2014 to 2017. Undergraduate certificates (3.4%) experienced the largest increase while bachelor's (-1.6%), master's (-1.4%), and doctoral research/other (-2.2%) experienced declines. Doctoral professional (2.2%) saw the second largest increase during this time period. Overall employment has remained consistent, changing from 53.5% to 53.0%.

Table 2
Alabama Employment by Degree Level
After Five Years
for 2014, 2015, 2016, and 2017 Graduates
Alabama and Non-Alabama Residents

Degree Level	Number of Graduates				Percent Employed in Alabama			
	2014	2015	2016	2017	2014	2015	2016	2017
Undergraduate Certificates	3,964	4,301	4,758	4,451	63.5%	64.5%	64.0%	66.9%
Associate Degrees	9,200	9,590	9,506	9,183	70.8%	71.2%	71.7%	72.6%
Bachelor's Degrees and Post-Baccalaureate Certificates	21,573	21,908	23,154	23,611	48.9%	47.7%	48.5%	47.3%
Master's Degrees and Post Master's Certificates	8,689	8,783	9,056	9,018	46.2%	44.3%	44.8%	44.8%
Doctoral Research and Doctoral Other	692	754	746	724	30.5%	27.3%	26.1%	28.3%
Doctoral Professional	1,143	1,184	1,165	1,106	36.4%	34.5%	34.1%	38.6%
Grand Total	45,261	46,520	48,385	48,093	53.5%	52.8%	53.2%	53.0%

Figure 1
Percentage of Alabama Employment by Degree Level
After Five Years
for 2014, 2015, 2016 and 2017 Graduates
Alabama and Non-Alabama Residents

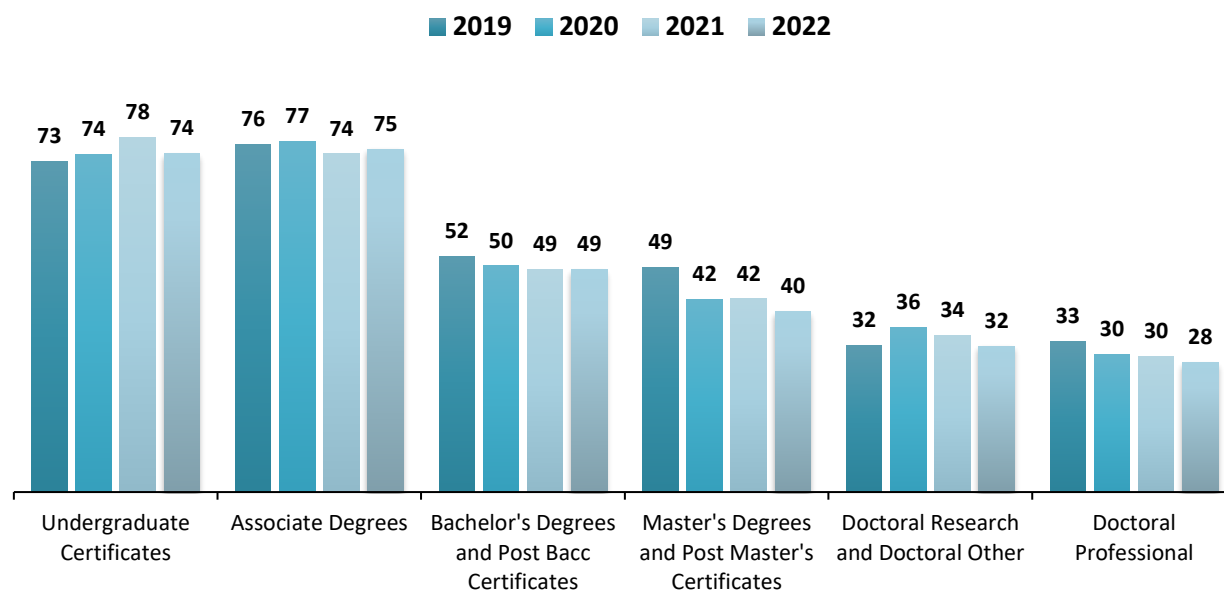


- Figures from Table 3 and Figure 2 show 48.9% of the 2022 bachelor's degree recipients were employed in Alabama one year after graduation. More undergraduate certificate and associate degree recipients (74.3% and 75.3%, respectively), fewer master's (39.6%), doctoral research/other (32.0%), and doctoral professional (28.4%) graduates remained in Alabama after graduation.
- For all degree levels, with the exception of undergraduate certificates (1.7%), in-state employment rates after one year for the 2022 graduates were *lower than* the rates for the 2019 graduates. Master's degree holder rates decreased the most (-9.7 percentage points) followed by doctoral professional degree holders (-4.6 percentage points). The decreases at the associate (-1.0 percentage points), bachelor's (-2.8 percentage points), and doctoral research/other (-0.3 percentage points) levels were more consistent.

Table 3
Alabama Employment by Degree Level
After One Year
for 2019, 2020, 2021, and 2022 Graduates
Alabama and Non-Alabama Residents

Degree Level	Number of Graduates				Percent Employed in Alabama			
	2019	2020	2021	2022	2019	2020	2021	2022
Undergraduate Certificates	6,905	5,366	5,311	5,818	72.6%	74.1%	77.8%	74.3%
Associate Degrees	10,510	9,795	8,771	8,206	76.3%	76.9%	74.2%	75.3%
Bachelor's Degrees and Post-Bachelor's Certificates	25,876	24,864	25,600	24,097	51.7%	49.7%	48.9%	48.9%
Master's Degrees and Post Master's Certificates	10,656	8,149	8,591	8,484	49.3%	42.3%	42.4%	39.6%
Doctoral Research and Doctoral Other	713	579	518	571	32.3%	36.1%	34.4%	32.0%
Doctoral Professional	1,258	827	734	680	33.0%	30.2%	29.8%	28.4%
Grand Total	55,918	49,580	49,525	47,856	57.8%	56.0%	54.9%	54.4%

Figure 2
Percentage of Alabama Employment by Degree Level
After One Year
for 2019, 2020, 2021 and 2022 Graduates
Alabama and Non-Alabama Residents



Employment by Field of Study

This section contains tables describing employment rates by field of study for 2014, 2015, 2016, and 2017's baccalaureate graduates after five years. The field of study has been defined using the federal Classification of Instructional Programs (CIP) (see *Alabama Employment by Field of Study* in the Tables section and Appendix A). Graduates who were in Alabama after five years are indicators of more long-term commitment to Alabama. Highlights of these findings are as follows:

- Business, Management and Marketing was the most popular field of study for 2017 graduates. Of the 5,393 graduates, 41% were employed in Alabama after five years.
- The second most popular field of study for 2017 graduates was Health Professions, with 57% of 3,157 graduates employed in Alabama after five years.
- Engineering slightly edged Education as the third most popular field of study for 2017 graduates, with 39% of 2,222 graduates employed in Alabama after five years.

Bar graphs on the following pages present employment rates, from highest to lowest, for bachelor's degree recipients by field of study (those with at least 6 graduates):

- Of the 2014 Alabama bachelor's degree recipients, the following fields of study had the highest Alabama employment rates after five years:
 - Education (62% of 2,140 graduates),
 - Parks, Recreation, and Fitness (62% of 210 graduates),
 - Health Professions (60% of 2,745 graduates), and
 - Public Administration and Social Services (57% of 582 graduates).
- Of the 2014 Alabama bachelor's degree recipients, the following fields of study had the lowest Alabama employment rates after five years:
 - Architecture (14% of 91 graduates),
 - Physical Sciences (36% of 308 graduates),
 - Communication and Journalism (39% of 1,367 graduates), and
 - Foreign Languages and Literature (39% of 123 graduates).
- Of the 2015 Alabama bachelor's degree recipients, the following fields of study had the highest Alabama employment rates after five years:
 - Education (63% of 2,003 graduates),
 - Security and Protective Services (59% of 714 graduates),
 - Communications Technologies (57% of 7 graduates), and
 - Computer and Information Sciences (57% of 407 graduates).

- Of the 2015 Alabama bachelor's degree recipients, the following fields of study had the lowest Alabama employment rates after five years:
 - Cultural, Gender, and Group Studies (25% of 20 graduates),
 - Architecture (26% of 69 graduates),
 - Communication and Journalism (35% of 1,299 graduates), and
 - Biological and Biomedical Sciences (38% of 1,272 graduates).
- Of the 2016 Alabama bachelor's degree recipients, the following fields of study had the highest Alabama employment rates after five years:
 - Education (72% of 2,208 graduates),
 - History (60% of 317 graduates),
 - Health Professions (59% of 3,173 graduates), and
 - Public Administration and Social Services (58% of 599 graduates).
- Of the 2016 Alabama bachelor's degree recipients, the following fields of study had the lowest Alabama employment rates after five years:
 - Cultural, Gender, and Group Studies (13% of 27 graduates),
 - Architecture (33% of 84 graduates),
 - Biological and Biomedical Sciences (34% of 1,198 graduates), and
 - Communication and Journalism (35% of 1,413 graduates).
- Of the 2017 Alabama bachelor's degree recipients, the following fields of study had the highest Alabama employment rates after five years:
 - Personal and Culinary Services (75% of 14 graduates),
 - Education (67% of 1,982 graduates),
 - Engineering Technologies (66% of 68 graduates), and
 - Liberal Arts and General Studies (59% of 185 graduates).
- Of the 2017 Alabama bachelor's degree recipients, the following fields of study had the lowest Alabama employment rates after five years:
 - Architecture (16% of 63 graduates),
 - Cultural, Gender, and Group Studies (28% of 24 graduates),
 - Communications Technologies (30% of 20 graduates), and
 - Communication and Journalism (34% of 1,429 graduates).

Figure 3
Alabama Employment by Field of Study
After Five Years
for 2014 Bachelor's Degree and Post Baccalaureate Certificates
(Graduates in Parentheses)

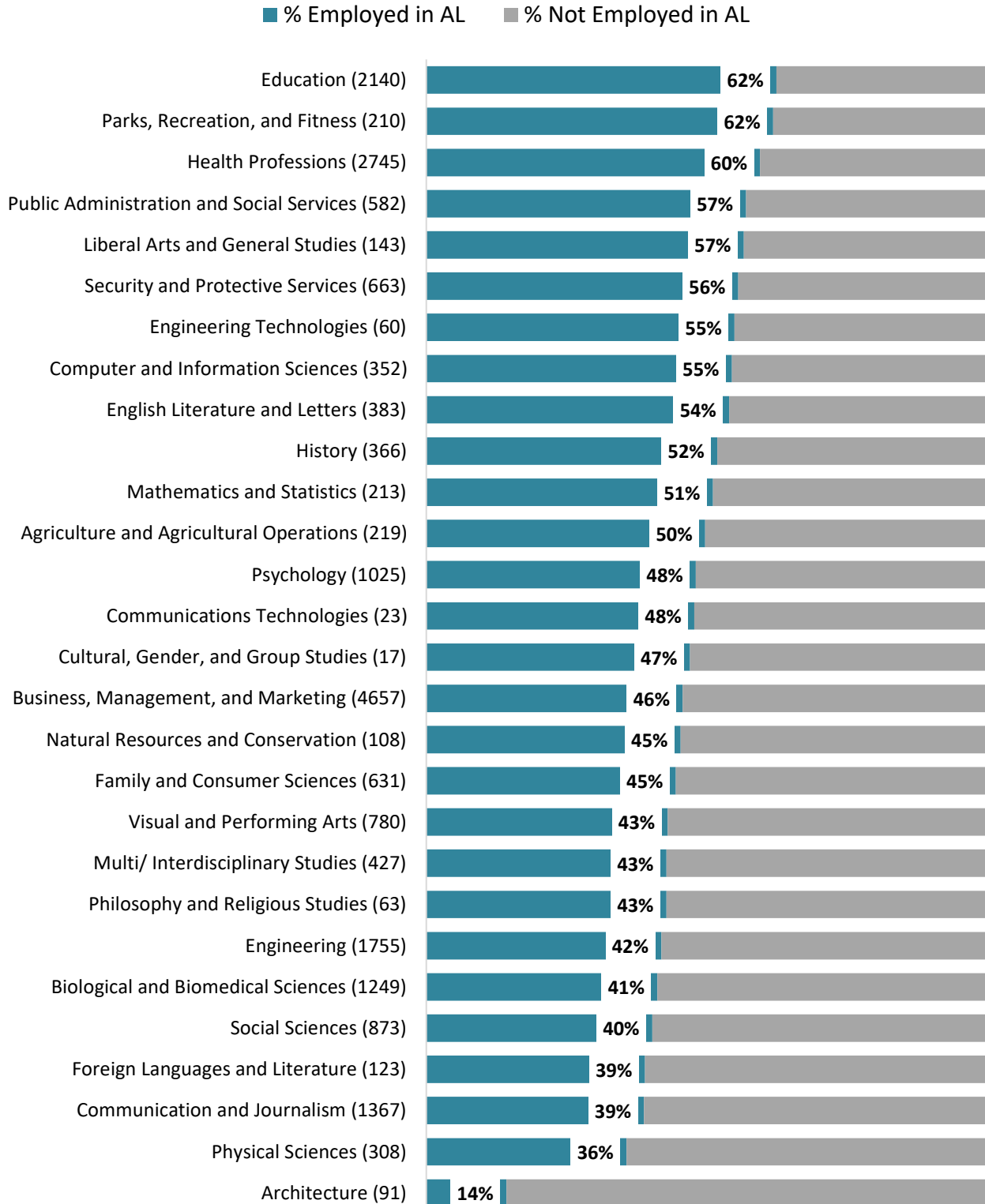


Figure 4
Alabama Employment by Field of Study
After Five Years
for 2015 Bachelor's Degree and Post Baccalaureate Certificates
(Graduates in Parentheses)

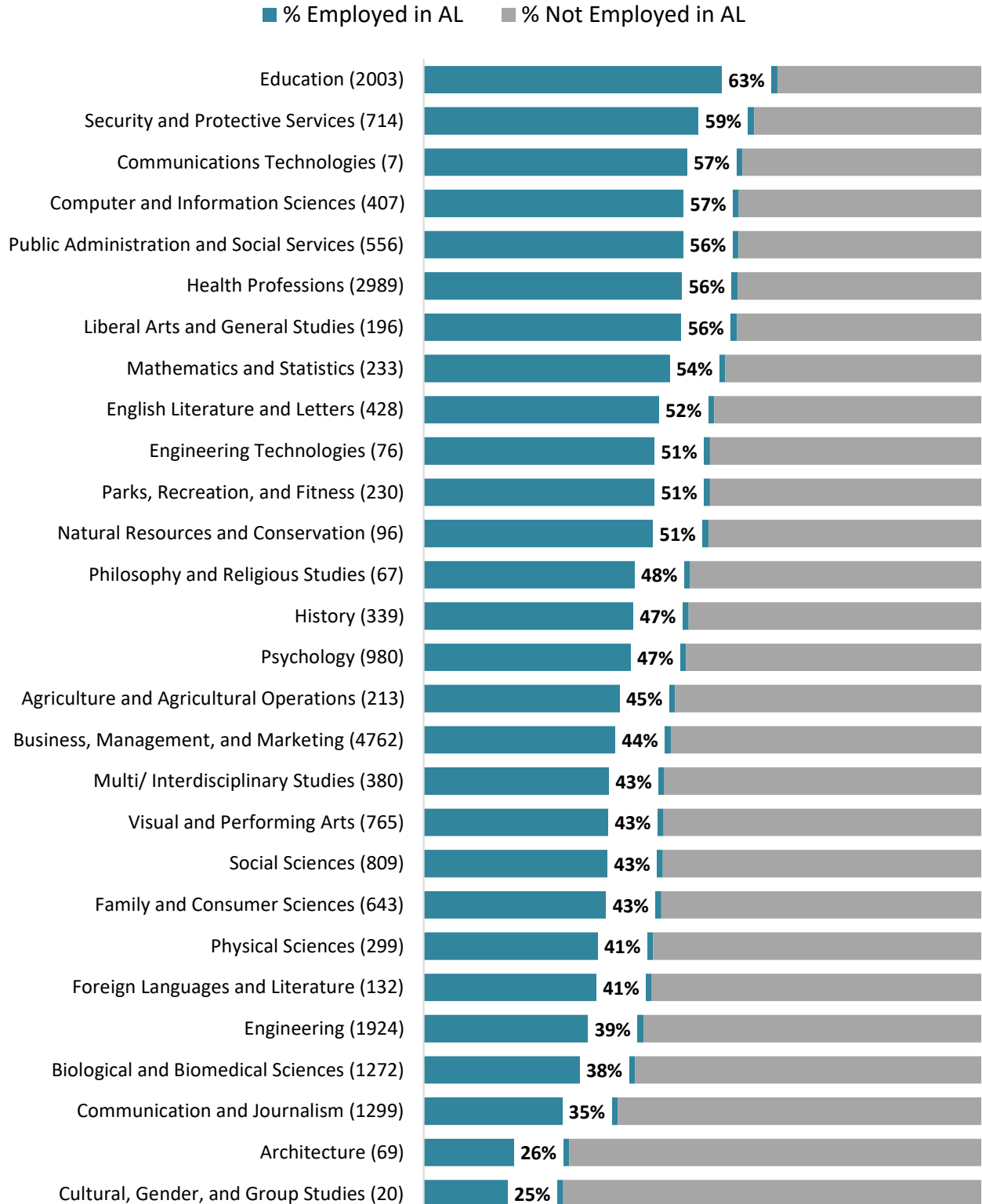


Figure 5
Alabama Employment by Field of Study
After Five Years
for 2016 Bachelor's Degree and Post Baccalaureate Certificates
(Graduates in Parentheses)

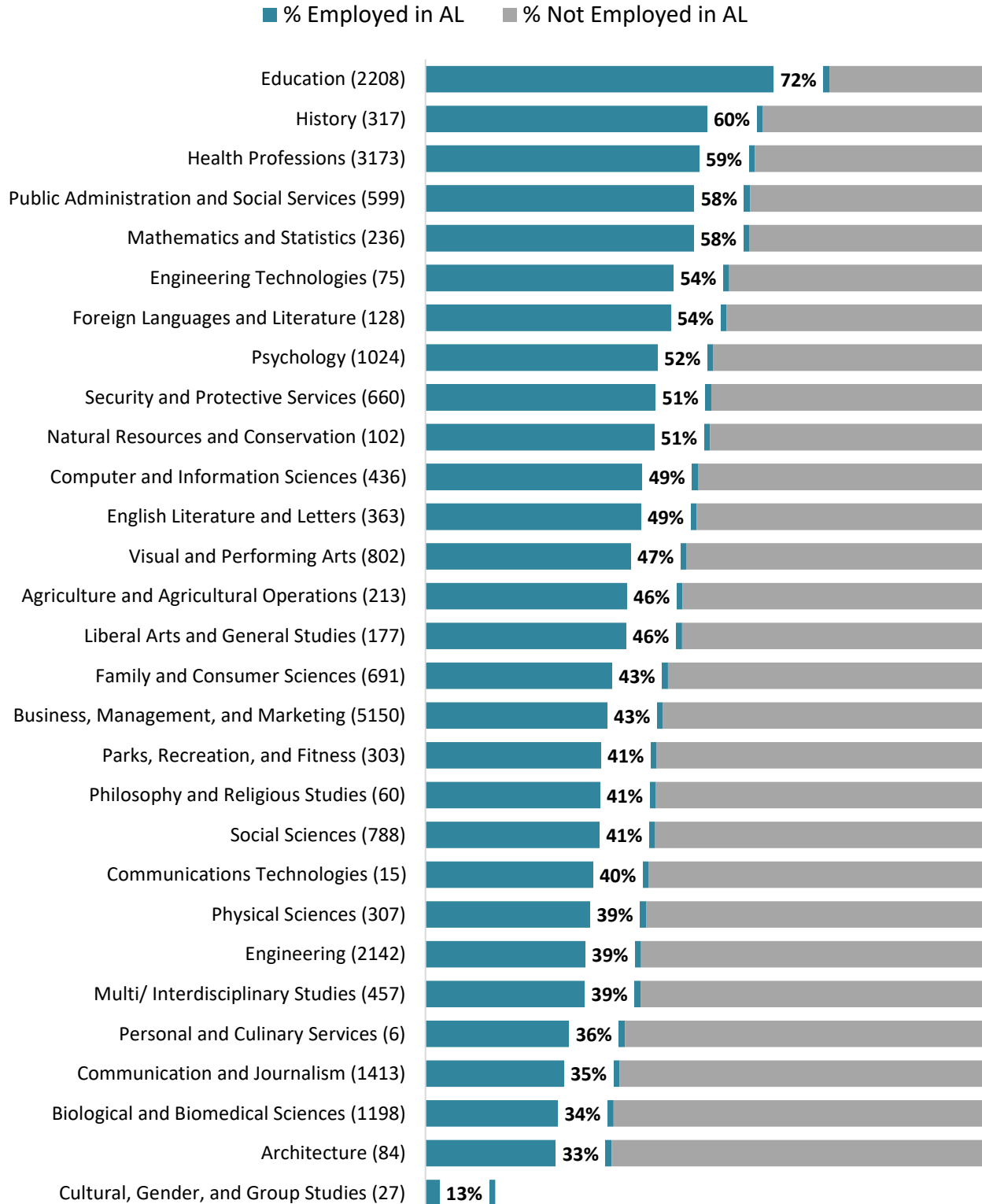
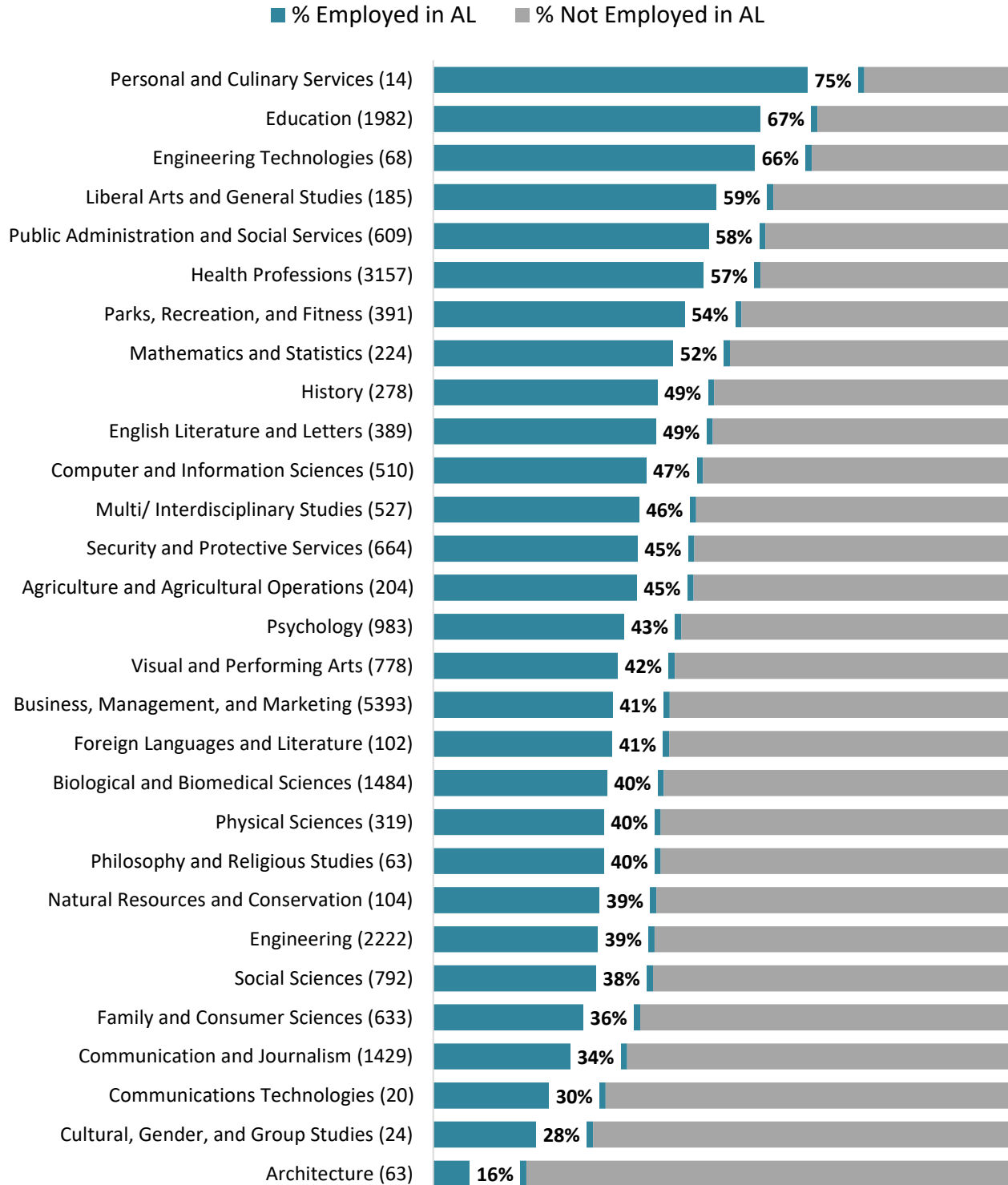


Figure 6
Alabama Employment by Field of Study
After Five Years
for 2017 Bachelor's Degree and Post Baccalaureate Certificates
(Graduates in Parentheses)



Employment by Residency Status

The figures in this report suggest residency is an important factor in whether a graduate will remain in the state or not. After five years, Alabama resident bachelor's, master's, doctoral research/other, and doctoral professional degree graduates were found employed in Alabama at three or more times the rate of non-residents. Alabama resident associate degree graduates were found employed at roughly double the rate of non-residents. Residency had the smallest impact at the undergraduate certificate level.

Table 4
Alabama Employment by Residency Status
After Five Years
for 2014, 2015, 2016, and 2017 Graduates

2014 Graduates	AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed
Undergraduate Certificates	3,749	64.8%	215	41.9%
Associate Degree	8,421	74.0%	779	36.1%
Bachelor's Degree & Post Baccalaureate Certificates	15,947	61.6%	5,626	12.9%
Master's Degree and Post Master's Certificates	5,520	67.9%	3,169	8.3%
Doctoral Research and Other Doctorate	266	53.4%	426	16.2%
Doctoral Professional	675	55.0%	468	9.6%

2015 Graduates	AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed
Undergraduate Certificates	4,086	65.8%	215	40.9%
Associate Degree	8,926	74.1%	664	32.1%
Bachelor's Degree & Post Baccalaureate Certificates	15,793	61.2%	6,115	13.0%
Master's Degree and Post Master's Certificates	5,350	67.0%	3,433	8.9%
Doctoral Research and Other Doctorate	321	51.4%	433	9.5%
Doctoral Professional	683	53.3%	501	8.8%

Table 4
Alabama Employment by Residency Status
After Five Years
for 2014, 2015, 2016, and 2017 Graduates (Continued)

2016 Graduates	AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed
Undergraduate Certificates	4,539	65.2%	219	40.2%
Associate Degree	8,828	74.7%	678	32.4%
Bachelor's Degree & Post Baccalaureate Certificates	16,552	62.5%	6,602	13.4%
Master's Degree and Post Master's Certificates	5,542	66.8%	3,514	10.1%
Doctoral Research and Other Doctorate	276	50.0%	470	12.1%
Doctoral Professional	672	52.5%	493	8.9%

2017 Graduates	AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed
Undergraduate Certificates	4,247	67.9%	204	46.6%
Associate Degree	8,434	75.8%	749	36.6%
Bachelor's Degree & Post Baccalaureate Certificates	16,313	62.1%	7,298	14.1%
Master's Degree and Post Master's Certificates	5,385	68.5%	3,633	9.7%
Doctoral Research and Other Doctorate	276	54.7%	448	12.1%
Doctoral Professional	608	57.2%	498	15.9%

Figure 7.1
Alabama Employment by Residency Status and Level of Degree
for 2014 Graduates After Five Years

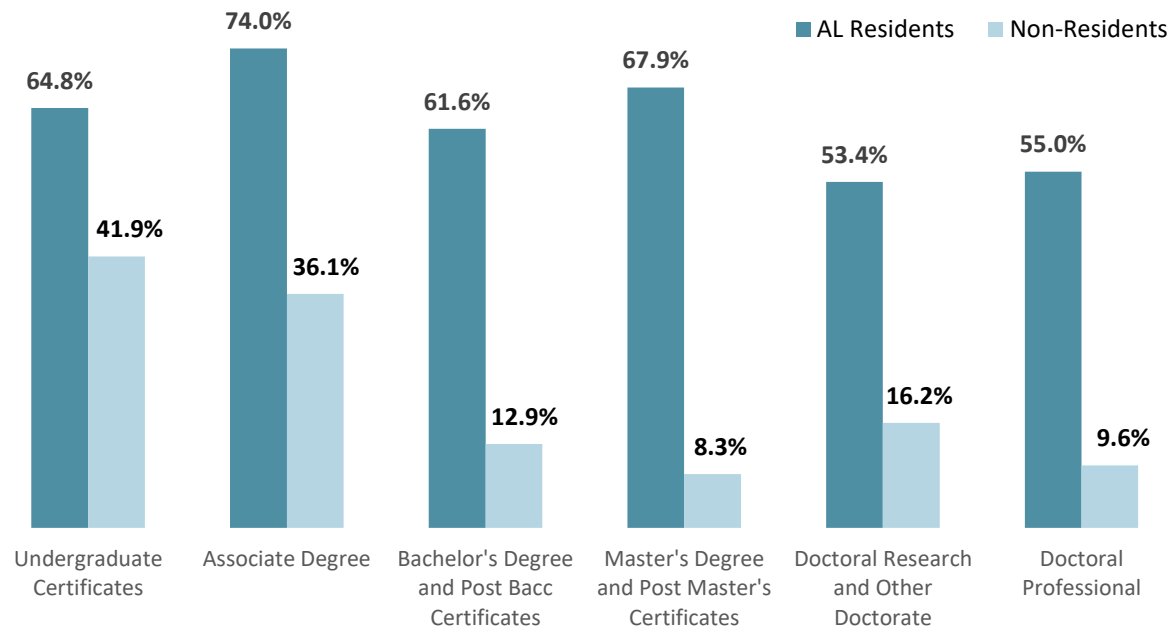


Figure 7.2
Alabama Employment by Residency Status and Level of Degree
for 2015 Graduates After Five Years

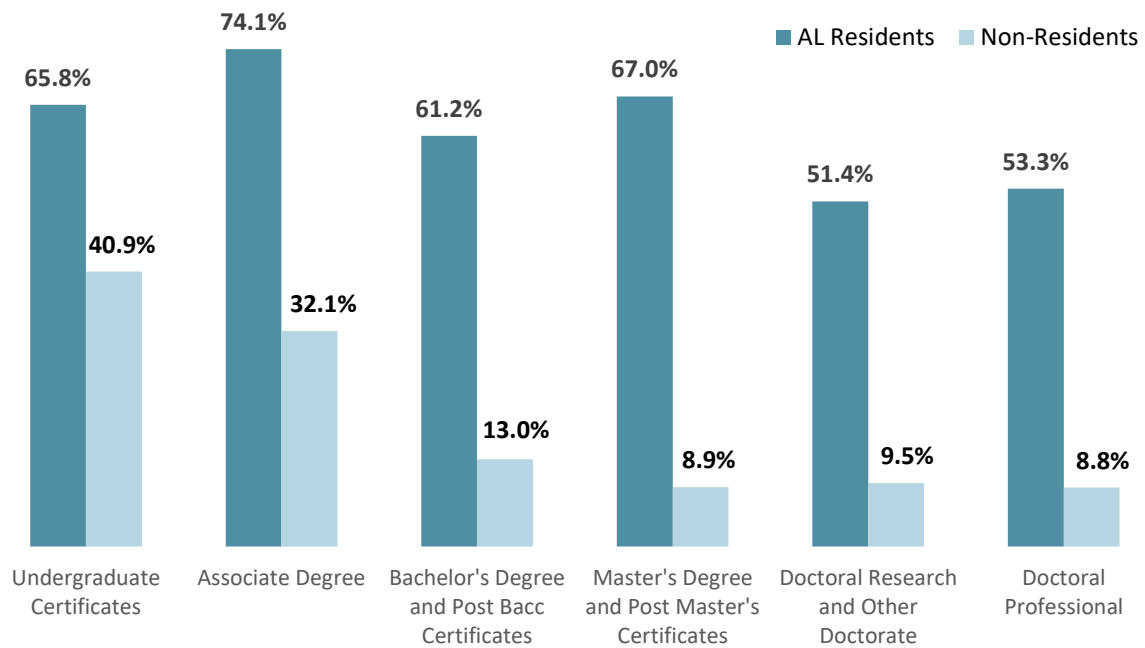


Figure 7.3
Alabama Employment by Residency Status and Level of Degree
for 2016 Graduates After Five Years

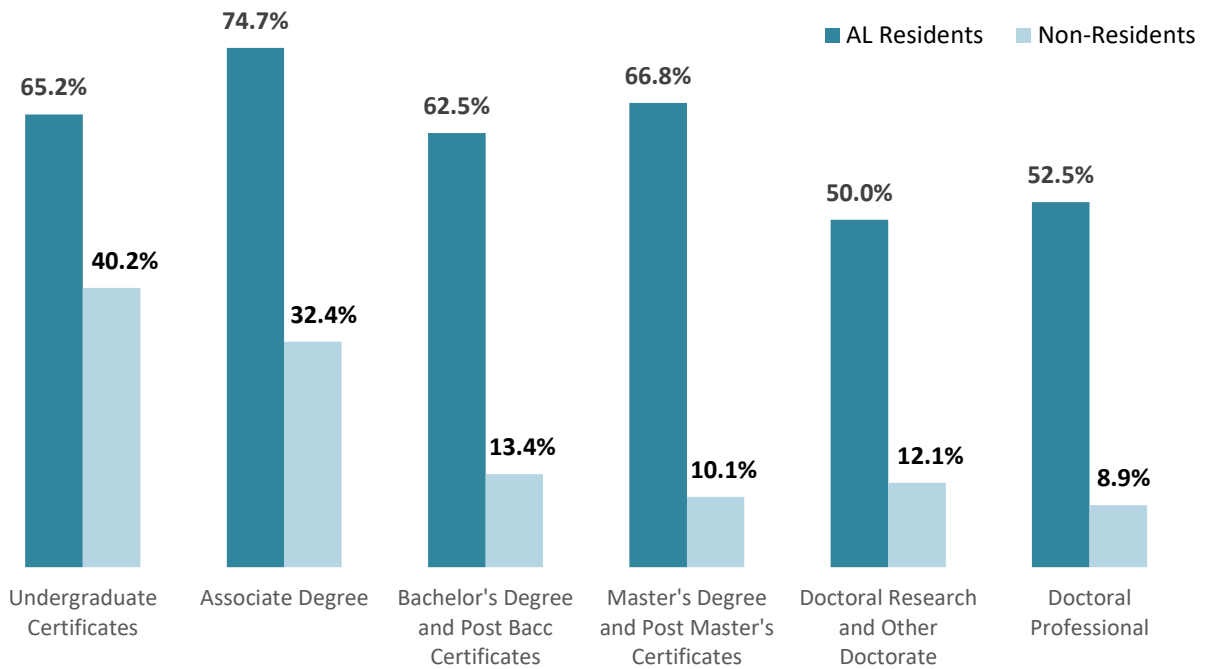
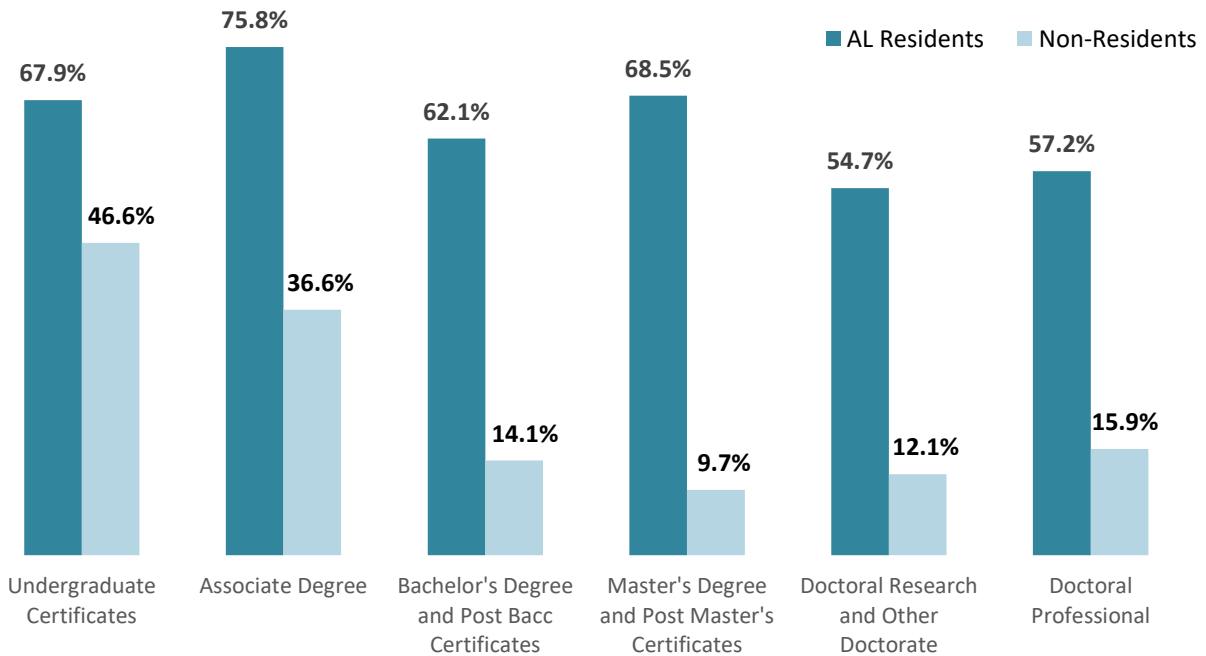


Figure 7.4
Alabama Employment by Residency Status and Level of Degree
for 2017 Graduates After Five Years



- One year after graduation, residents were again found employed in Alabama at higher rates than non-residents. Alabama resident bachelor's, master's, doctoral research/other and doctoral professional degree graduates were found employed in Alabama at three or more times the rate of non-residents. Alabama resident associate degree graduates were found employed at a minimum of double the rate of non-residents. Residency still had the smallest impact at the undergraduate certificate level.

Table 5
Alabama Employment by Residency Status
After One Year
for 2019, 2020, 2021, and 2022 Graduates

2019 Graduates	AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed
Undergraduate Certificates	6,583	73.8%	322	48.1%
Associate Degree	9,723	79.9%	787	31.1%
Bachelor's Degree & Post Baccalaureate Certificates	16,896	69.6%	8,980	18.1%
Master's Degree and Post Master's Certificates	5,907	77.1%	4,749	14.7%
Doctoral Research and Other Doctorate	257	56.0%	456	18.9%
Doctoral Professional	549	55.4%	709	15.7%

2020 Graduates	AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed
Undergraduate Certificates	5,135	75.6%	231	40.7%
Associate Degree	9,123	80.2%	672	31.3%
Bachelor's Degree & Post Baccalaureate Certificates	15,053	68.9%	9,811	20.1%
Master's Degree and Post Master's Certificates	3,642	78.8%	4,507	12.9%
Doctoral Research and Other Doctorate	192	66.7%	387	20.9%
Doctoral Professional	299	58.9%	528	14.0%

2021 Graduates	AL Residents		Non-Residents	
Degree Level	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed
Undergraduate Certificates	5,081	79.7%	230	37.0%
Associate Degree	8,192	77.7%	579	25.0%
Bachelor's Degree & Post Baccalaureate Certificates	15,571	68.6%	10,029	18.3%
Master's Degree and Post Master's Certificates	3,741	78.3%	4,850	14.7%
Doctoral Research and Other Doctorate	168	69.0%	350	17.7%
Doctoral Professional	242	58.7%	492	15.7%

Table 5
Alabama Employment by Residency Status
After One Year
for 2019, 2020, 2021, and 2022 Graduates (Continued)

2022 Graduates	AL Residents		Non-Residents	
	Number of Graduates	Percent Employed	Number of Graduates	Percent Employed
Undergraduate Certificates	5,569	75.9%	249	37.3%
Associate Degree	7,636	78.8%	570	28.8%
Bachelor's Degree & Post Baccalaureate Certificates	14,741	68.3%	9,356	18.3%
Master's Degree and Post Master's Certificates	3,645	77.8%	4,839	10.9%
Doctoral Research and Other Doctorate	171	63.2%	400	18.8%
Doctoral Professional	288	47.2%	392	14.5%

Figure 8.1
Alabama Employment by Residency Status and Level of Degree
for 2019 Graduates After One Year

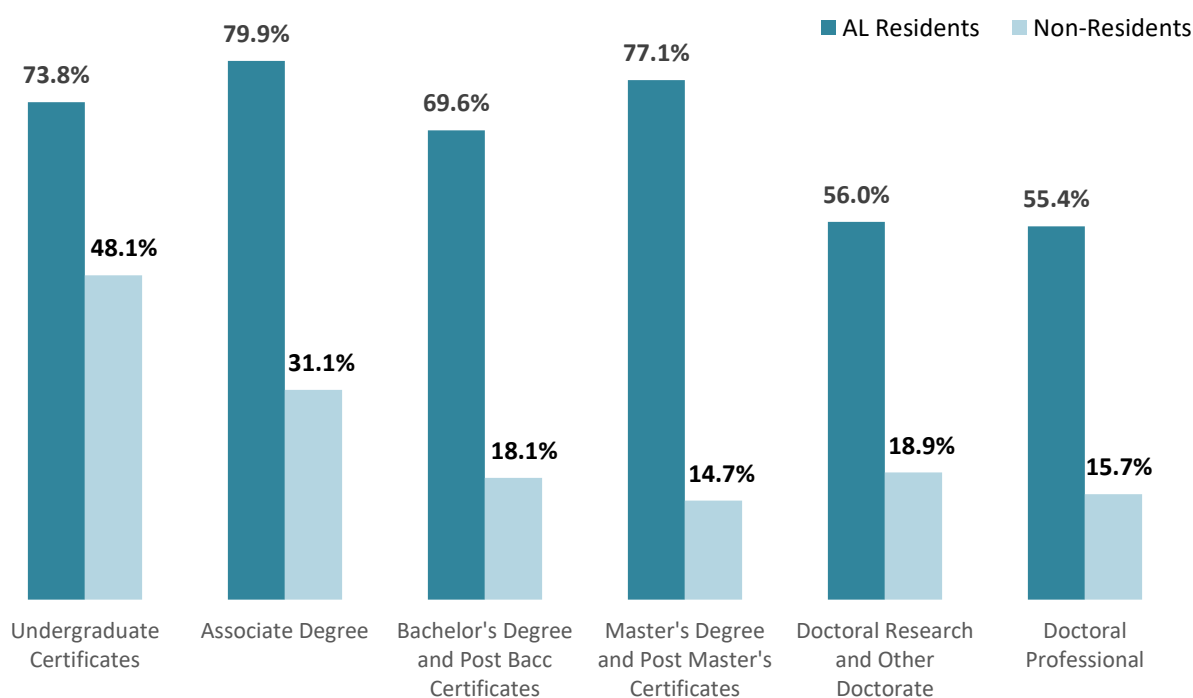


Figure 8.2
Alabama Employment by Residency Status and Level of Degree
for 2020 Graduates After One Year

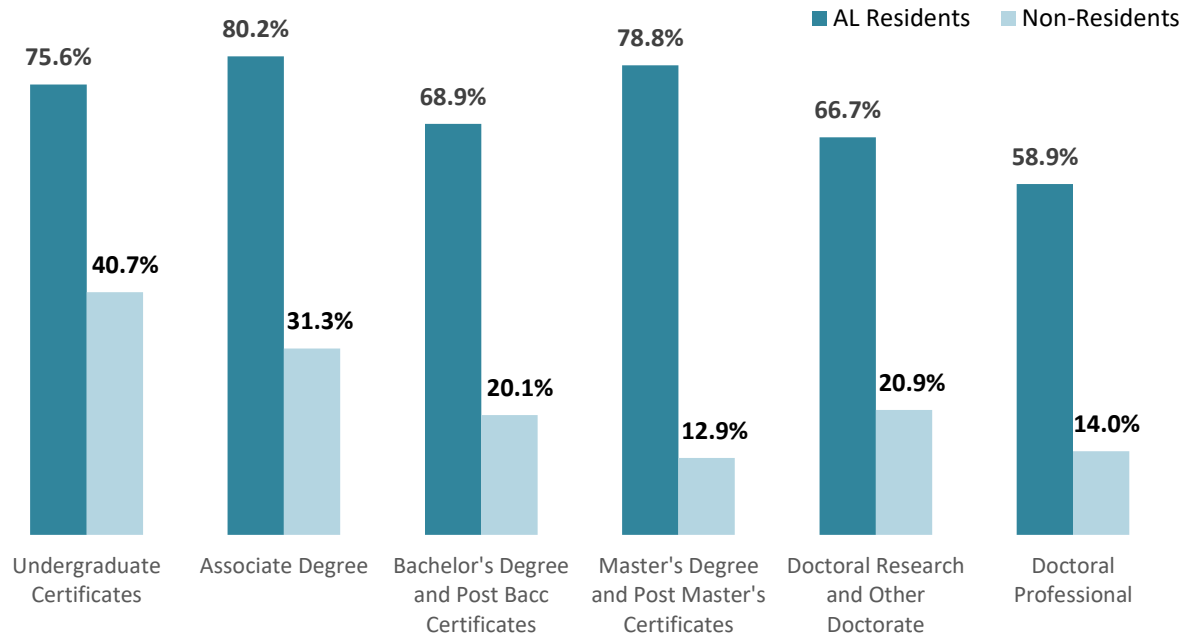


Figure 8.3
Alabama Employment by Residency Status and Level of Degree
for 2021 Graduates After One Year

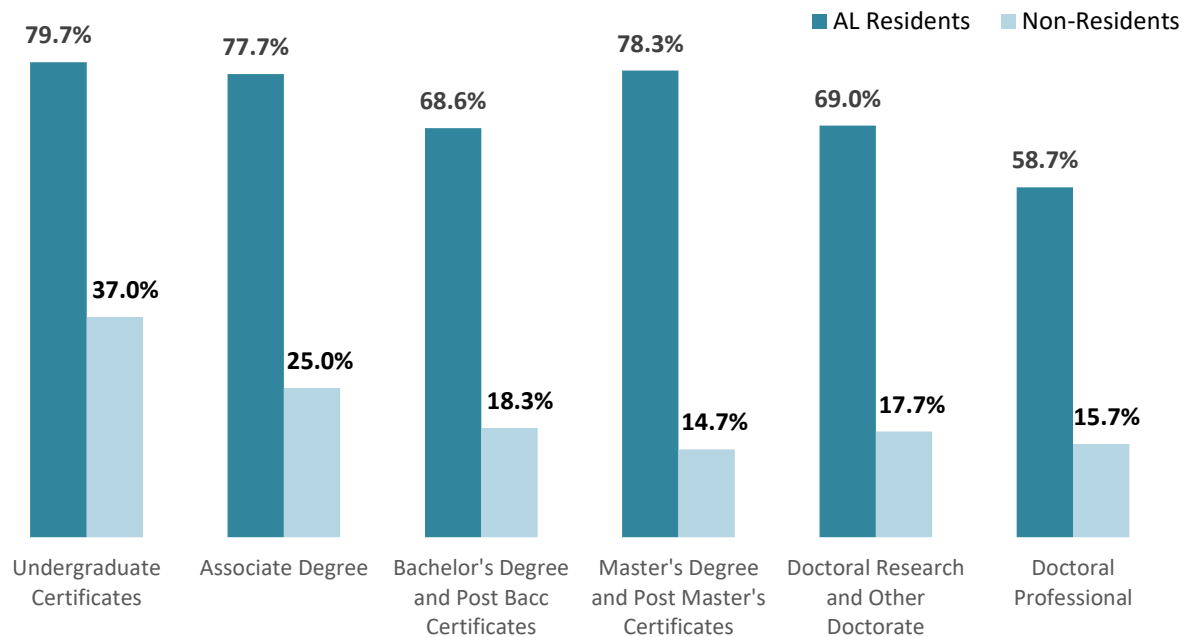
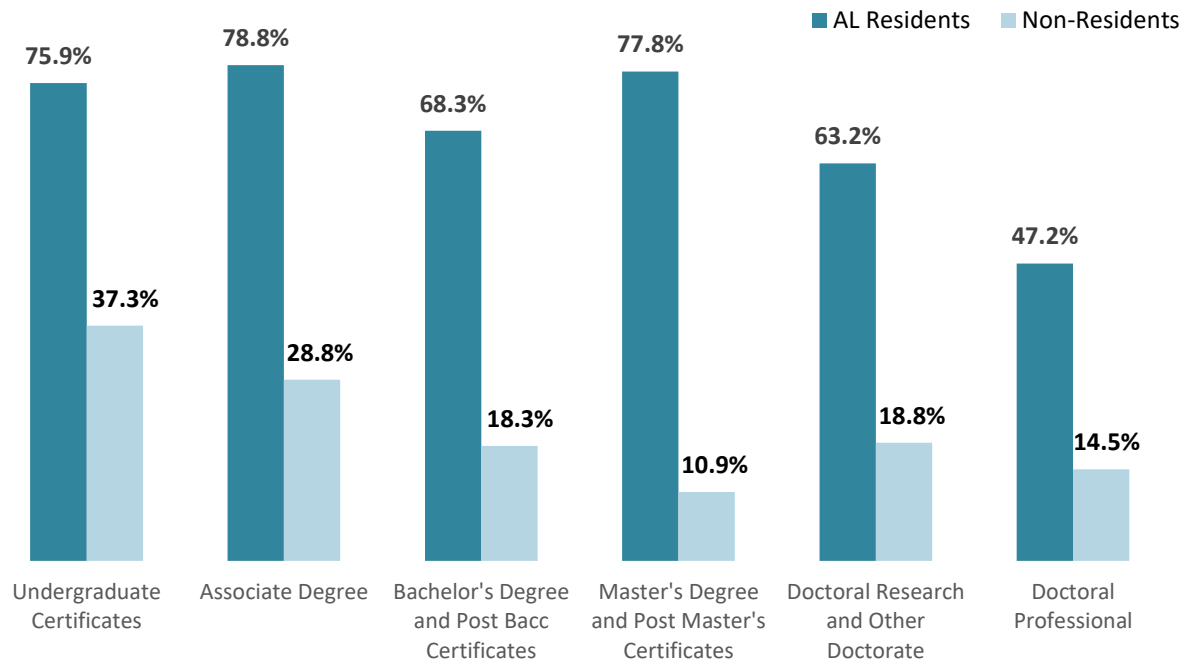
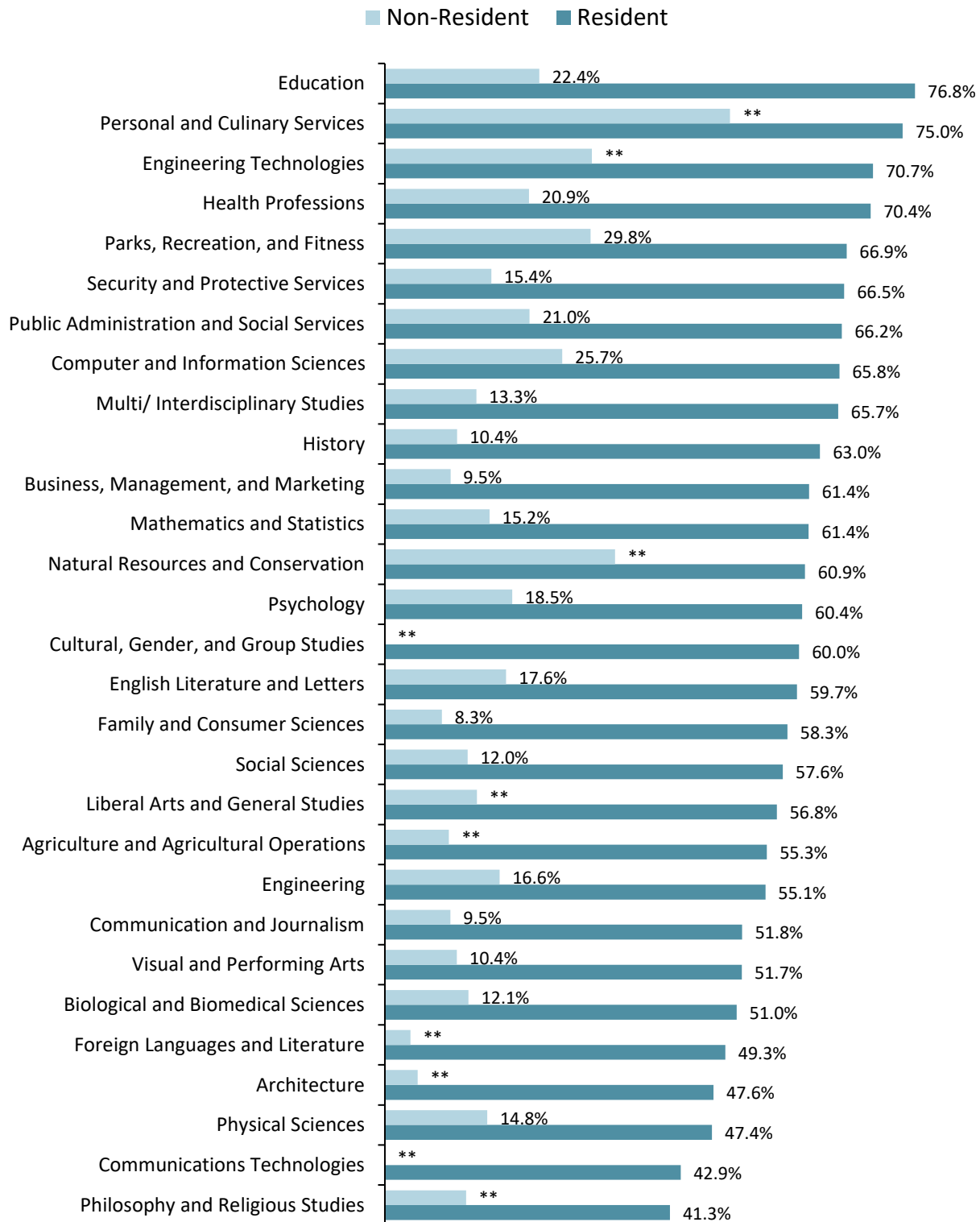


Figure 8.4
Alabama Employment by Residency Status and Level of Degree
for 2022 Graduates After One Year



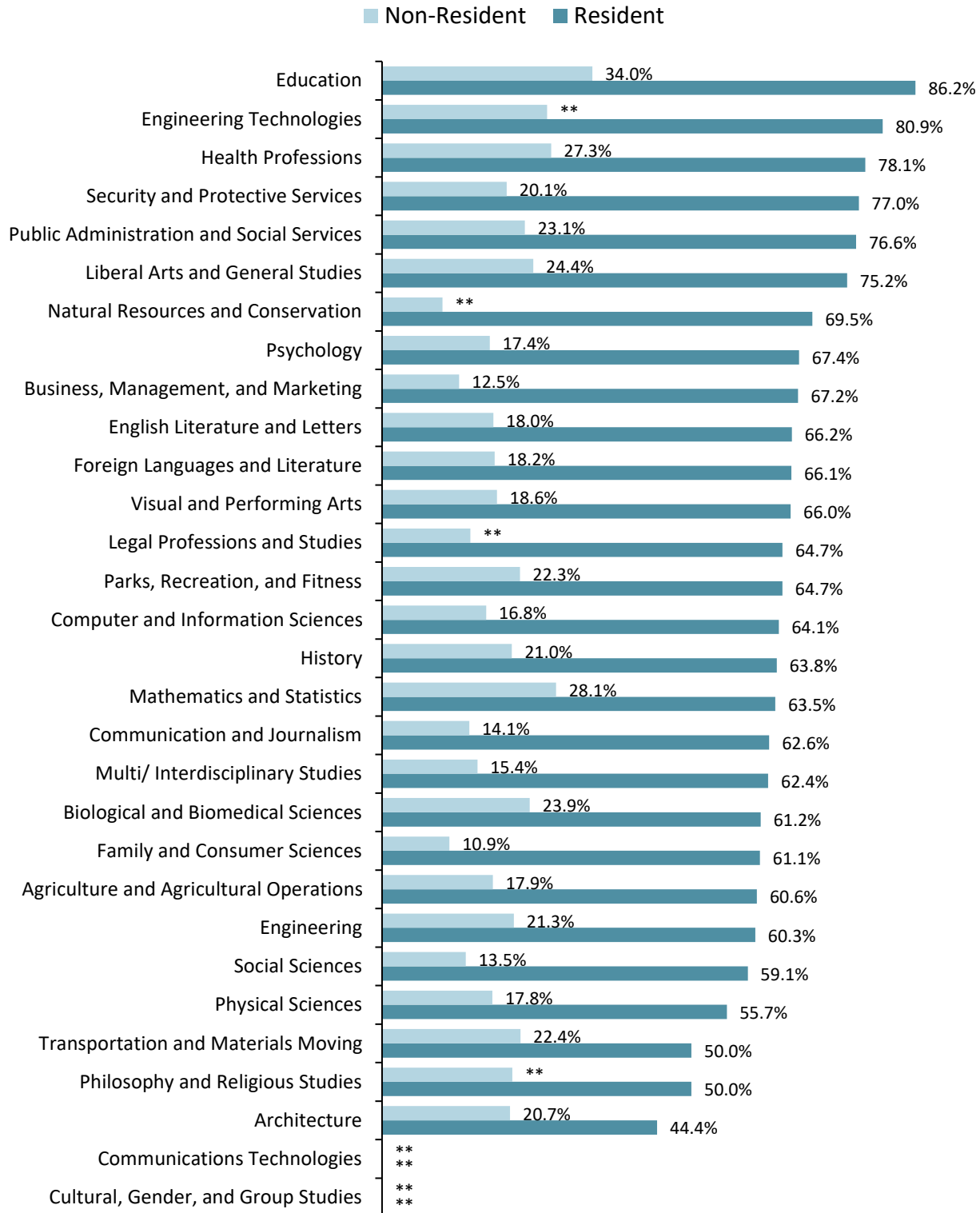
The charts on the following two pages compare resident and non-resident Alabama employment rates for bachelor's degree recipients by field of study. Results shown are for the 2017 graduates after five years and for the 2022 graduates after one year. The figures suggest in-state employment rates for Alabama residents are significantly higher than employment rates for non-residents.

Figure 9.1
Alabama Employment Rates by Field of Study
for Resident and Non-Resident
2017 Bachelor's Degree Graduates - After Five Years



Note: ** indicates data not reported for 5 or fewer graduates or employed graduates.

Figure 9.2
Alabama Employment Rates by Field of Study
for Resident and Non-Resident
2022 Bachelor's Degree Graduates - After One Year



Note: ** indicates data not reported for 5 or fewer graduates or employed graduates.

Average Salary Comparison

Salary information was reviewed for graduates and compared by field of study and level of degree. When calculating average salary, persons whose annual earnings were found to be less than \$5,000 a year were excluded, as these graduates were most likely part-time workers and transient in nature, including students continuing their education at higher levels.

Salary by Degree Level

- Five years after graduation, 2017 bachelor's degree recipients employed in Alabama were earning \$59,178 on average. This is higher than the previous classes' average salaries of \$52,340 for 2015 graduates and \$55,698 for the 2016 graduates (see Table 6, page 26).
- Average earnings for 2017 undergraduate certificate recipients five years after graduation were 21.1% less than bachelor's degree recipients. The average salary for 2017 undergraduate certificate holders (\$46,676) was higher than the average salary from 2015 (\$37,136) and 2016 (\$44,333).
- After five years, the 2017 associate degree recipients earned, on average, \$48,572, which is 17.9% less than bachelor's degree recipients from the same year. The average salary for these associate degree holders was higher than the average salaries from the previous two years, 2015 (\$42,579) and 2016 (\$47,368).
- Compared to bachelor's degree recipients after five years, master's degree recipients earned 25.2% more (\$74,110); doctoral research/other degree recipients earned 71.0% more (\$101,173); and doctoral professional degree recipients earned, on average 107.5% more (\$122,771).
- After one year, the 2022 bachelor's degree recipients earned an average of \$43,300.
- Master's degree holders earned \$69,812 on average, doctoral research/other recipients earned \$78,623, and doctoral professional recipients earned \$101,546. Associate degree holders earned of \$36,739, while undergraduate certificate holders earned \$36,143.
- One-year average salaries for undergraduate certificates, associate, bachelor's, master's, and doctoral professional degree recipients increased from 2019 through 2022. The associate degree group experienced the smallest increase (\$3,457) while the doctoral professional group experienced the largest increase (\$22,260) during the same time period.

Table 6
Average Salary by Degree Level
for All Graduates

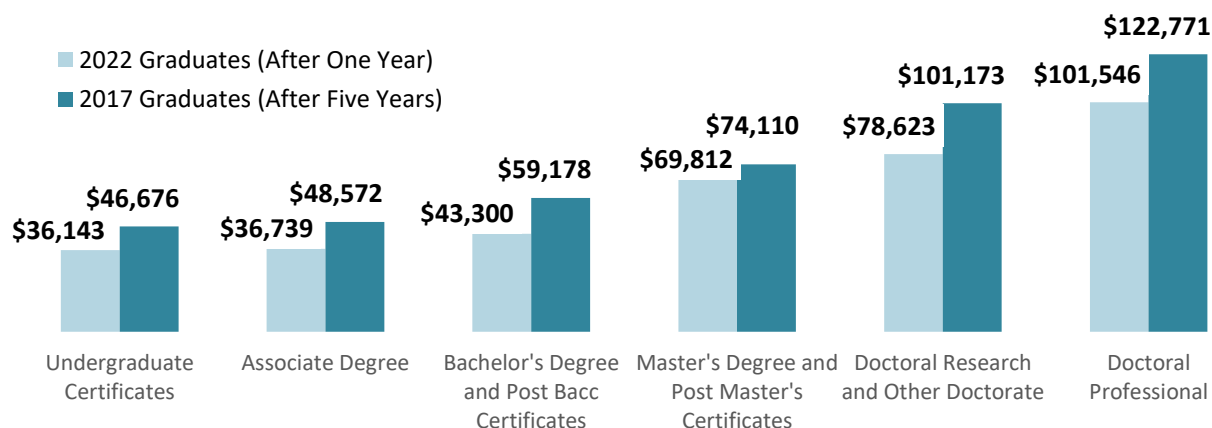
Degree Level	<i>After Five Years</i>				<i>After One Year</i>			
	2014	2015	2016	2017	2019	2020	2021	2022
Undergraduate Certificates	\$35,533	\$37,136	\$44,333	\$46,676	\$30,054	\$37,336	\$38,876	\$36,143
Associate Degrees	\$40,120	\$42,579	\$47,368	\$48,572	\$33,282	\$36,671	\$36,901	\$36,739
Bachelor's Degree & Post Baccalaureate Certificates	\$49,792	\$52,340	\$55,698	\$59,178	\$37,755	\$40,012	\$41,525	\$43,300
Master's Degree & Post Master's Certificates	\$64,714	\$69,890	\$70,725	\$74,110	\$58,646	\$61,965	\$64,866	\$69,812
Doctoral Research & Other Doctorate	\$77,779	\$83,590	\$83,996	\$101,173	\$63,419	\$64,345	\$74,695	\$78,623
Doctoral Professional	\$106,830	\$114,170	\$118,431	\$122,771	\$79,286	\$87,946	\$90,855	\$101,546

Earnings Growth by Degree Level

Data from this study suggest that work experience does impact salary. The average salary for graduates after five years was higher than for graduates after only one year at all degree levels.

- Associate degree recipients earned 32.2% more after five years than after one year (\$48,572 in 2017 compared to \$36,739 in 2019). The two previous employment periods (2015 compared to 2020, and 2016 compared to 2021) revealed lower differences (28.4% and 16.1%, respectively) between the after five-year and after one-year intervals.
- On average, Bachelor's degree recipients earned 36.7% more after five years than after one year (\$59,178 in 2017 compared to \$43,300 in 2022). The earlier employment periods showed slightly lower average salary differences by experience level (30.8% for 2015 and 34.1% for 2016). Likewise, doctoral professional recipients demonstrated similar growth earnings, where salaries after five years (\$122,771) were 21.0% higher than those after one year (\$101,546). Gains shown in the previous two employment periods were 29.8% for 2015 and 30.4% for 2016.
- Master's degree recipients consistently demonstrated the lowest earnings growth with a 6.2% increase, \$74,110 after five years compared to \$69,812 after one year. However, this difference was lower than the previous two employment periods of 12.8% for 2015 and 9.0% for 2016.
- Earnings growth for doctoral research/other degree holders earned, on average, 27.8% more after five years than after one year (\$101,173 for 2017 compared to \$78,623 for 2022); however, there was some variation in the previous two employment periods (29.9% for 2015 and 12.5% for 2016).

Figure 10
Average Salary by Degree Level
for All Graduates
One Year and Five Years After Graduation



Average Salary Comparison by Field of Study

Graduates who are employed after five years earn higher incomes than recent graduates and are more established within their professions; therefore, the findings from the 2014 through 2017 bachelor's degree recipients are highlighted below. Table 7 and Figures 11 through 14 on the following pages provide average salaries by field of study for bachelor's degree recipients. (Refer to the Tables section *Average Salary by Degree Level and Field of Study* for trend data related to all degree levels.)

- Among the 2014 bachelor's degree recipient salaries, Engineering graduates held the top spot at \$74,470. Computer and Information Sciences (\$64,639) ranked second, followed by Health Professions (\$56,931), Physical Sciences (\$56,573), and Engineering Technologies (\$56,537).
- Among the 2015 bachelor's degree recipient salaries, Engineering (\$81,037) graduates ranked first followed by Computer and Information Sciences (\$69,693), Engineering Technologies (\$66,756), Mathematics and Statistics (\$58,825), and Business, Management and Marketing (\$58,224).
- Among the 2016 bachelor's degree recipient salaries, Engineering (\$82,716) ranked first followed Computer and Information Sciences (\$73,949), Engineering Technologies (\$67,797), Health Professions (\$63,253), and Business, Management and Marketing (\$61,351).
- Among the 2017 bachelor's degree recipient salaries, Engineering (\$85,452) ranked first followed by Computer and Information Sciences (\$75,212), Multi/Interdisciplinary Studies (\$70,888), Natural Resources and Conservation (\$69,549), and Business, Management and Marketing (\$67,882).

Table 7
Average Salaries by Field of Study
for All Graduates
Bachelor's Degree Recipients

Field of Study	After Five Years				After One Year			
	2014	2015	2016	2017	2019	2020	2021	2022
Agriculture	\$49,210	\$50,599	\$56,756	\$57,767	\$33,338	\$31,149	\$40,901	\$44,950
Architecture	\$48,736	\$51,753	\$50,069	\$61,915	\$37,511	\$33,350	\$41,864	\$44,570
Cultural & Group Studies	\$37,127	**	**	\$56,945	**	\$25,049	\$24,923	**
Biological Sciences	\$51,290	\$54,538	\$58,486	\$55,652	\$22,127	\$29,048	\$25,053	\$25,893
Business, Mgmt, & Marketing	\$55,632	\$58,224	\$61,351	\$67,882	\$39,225	\$41,505	\$42,778	\$45,577
Communications & Journalism	\$41,810	\$40,867	\$43,332	\$45,538	\$25,856	\$26,368	\$31,502	\$31,582
Communications Technologies	\$26,983	**	**	**	\$19,786	\$22,630	\$23,113	\$27,897
Computer & Info Sciences	\$64,639	\$69,693	\$73,949	\$75,212	\$52,958	\$55,797	\$53,296	\$55,381
Education	\$42,491	\$43,801	\$48,364	\$50,075	\$34,384	\$36,005	\$37,802	\$39,086
Engineering	\$74,470	\$81,037	\$82,716	\$85,452	\$58,021	\$57,762	\$60,987	\$65,284
Engineering Technologies	\$56,537	\$66,756	\$67,797	\$64,057	\$52,856	\$43,229	\$53,746	\$61,249
English Literature & Letters	\$34,884	\$35,974	\$40,652	\$45,643	\$27,052	\$28,290	\$29,144	\$29,706
Family & Consumer Sciences	\$39,120	\$39,907	\$42,551	\$45,958	\$28,400	\$28,654	\$32,806	\$33,563
Foreign Languages	\$37,366	\$36,404	\$41,785	\$46,682	\$28,827	\$30,386	\$30,784	\$45,977
Health Professions	\$56,931	\$57,641	\$63,253	\$63,648	\$46,176	\$51,740	\$53,650	\$56,793
History	\$38,973	\$41,284	\$41,513	\$47,052	\$27,404	\$28,900	\$30,037	\$30,936
Security & Protective Services	\$41,117	\$44,463	\$45,337	\$43,377	\$30,392	\$30,718	\$33,278	\$35,089
Legal Professions & Studies							**	\$26,267
Liberal Arts & General Studies	\$41,170	\$46,411	\$44,696	\$49,350	\$34,533	\$37,721	\$36,413	\$40,905
Mathematics & Statistics	\$51,136	\$58,825	\$59,371	\$61,525	\$38,702	\$40,709	\$45,177	\$43,682
Multi/Interdisciplinary Studies	\$50,353	\$44,756	\$47,159	\$70,888	\$49,800	\$48,165	\$49,305	\$42,950
Natural Resources/Conservation	\$48,330	\$57,587	\$49,159	\$69,549	\$27,791	\$32,032	\$35,396	\$35,461
Parks, Recreation, & Fitness	\$36,293	\$45,648	\$43,027	\$46,820	\$22,894	\$25,854	\$26,591	\$24,736
Personal & Culinary Services			**	\$36,977	\$19,486	\$22,338		
Philosophy & Religion	\$44,865	\$46,623	\$37,865	\$54,046	\$24,911	\$20,614	\$28,418	\$28,848
Physical Sciences	\$56,573	\$54,406	\$58,972	\$59,216	\$32,819	\$37,899	\$33,163	\$37,930
Psychology	\$36,140	\$37,561	\$40,099	\$43,676	\$23,295	\$25,426	\$26,612	\$28,027
Public Admin & Social Services	\$35,391	\$38,106	\$38,771	\$41,288	\$26,604	\$28,856	\$30,966	\$29,162
Social Sciences	\$41,315	\$43,587	\$46,791	\$48,718	\$26,961	\$28,274	\$29,823	\$31,126
Transportation/Material Moving					\$15,780	\$26,192	\$30,600	\$32,663
Visual & Performing Arts	\$34,354	\$34,931	\$37,668	\$39,303	\$24,723	\$25,236	\$27,028	\$29,104

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Figure 11
Average Salaries by Field of Study
for All Graduates -- After Five Years
2014 Bachelor Degree Recipients
(Total Graduates in Parentheses)

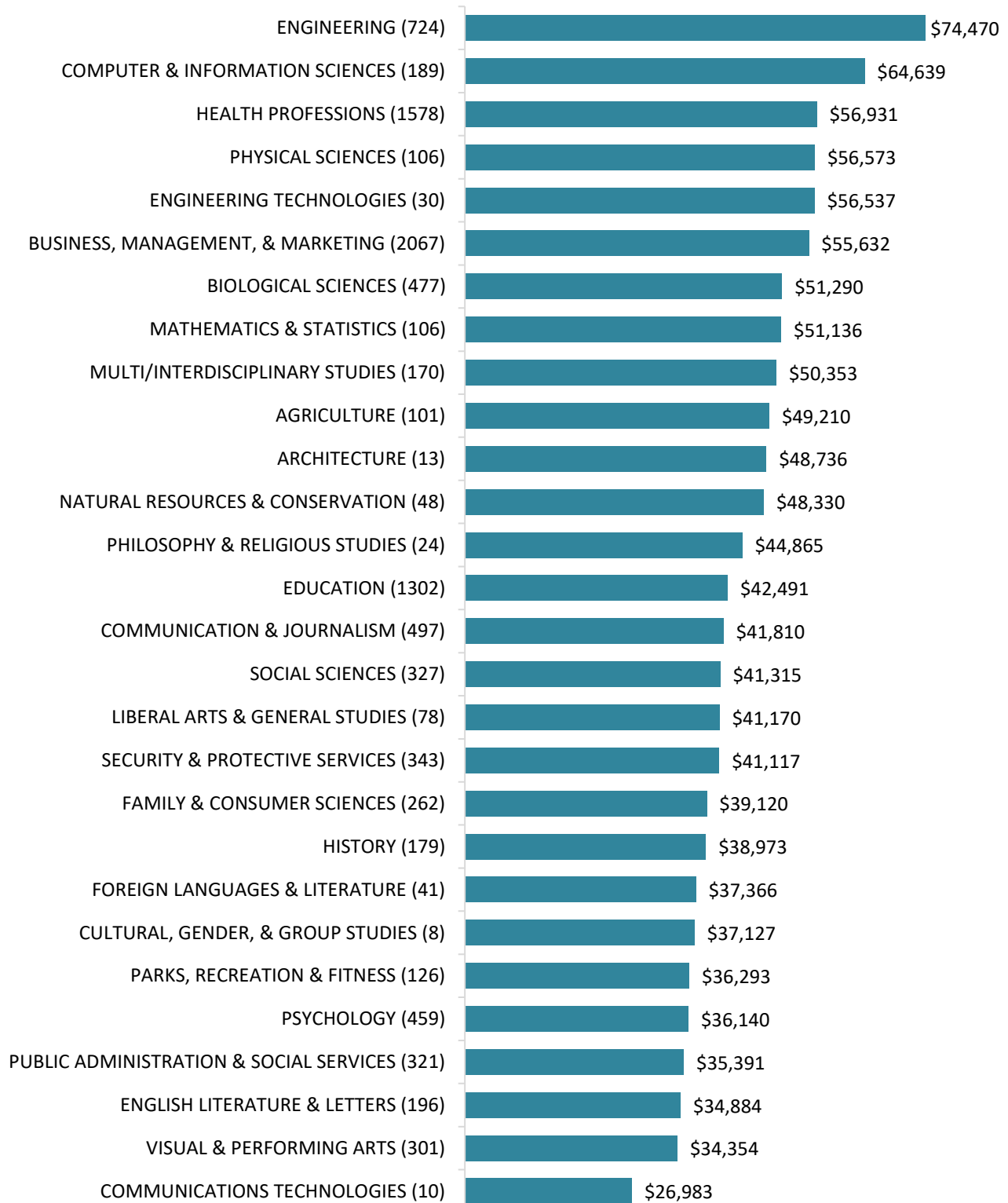


Figure 12
Average Salaries by Field of Study
for All Graduates
After Five Years
2015 Bachelor Degree Recipients
(Total Graduates in Parentheses)

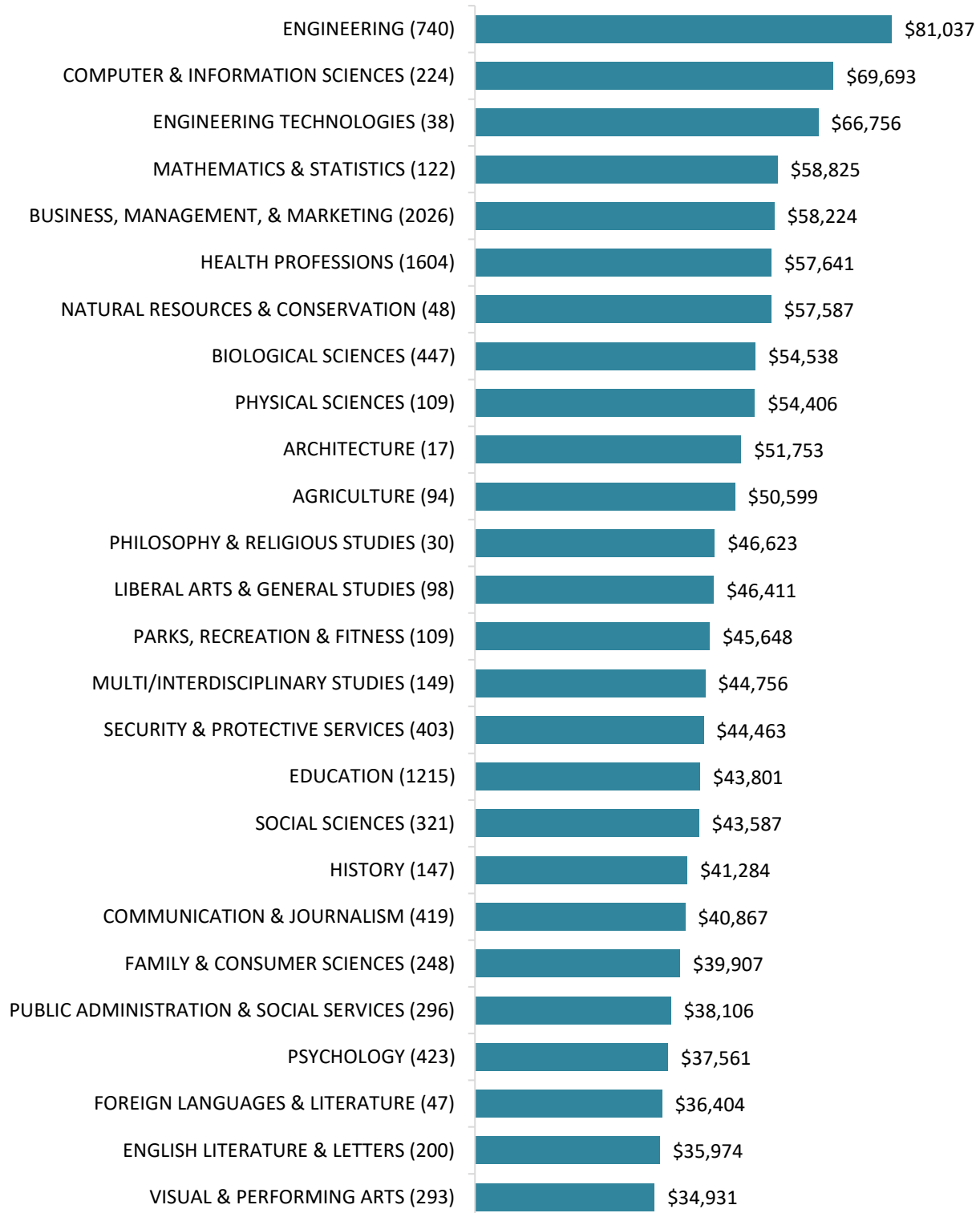


Figure 13
Average Salaries by Field of Study
for All Graduates
After Five Years
2016 Bachelor Degree Recipients
(Total Graduates in Parentheses)

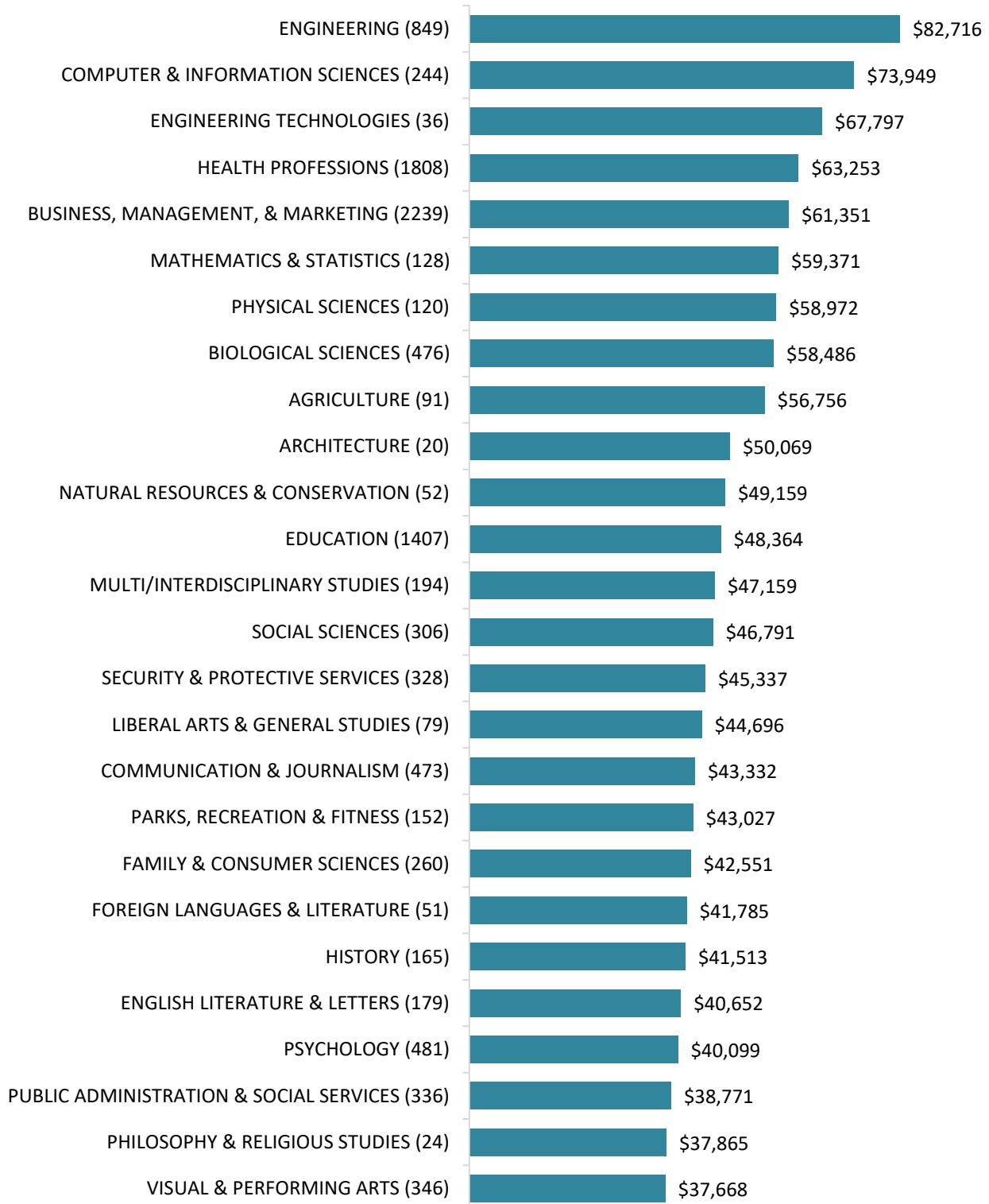
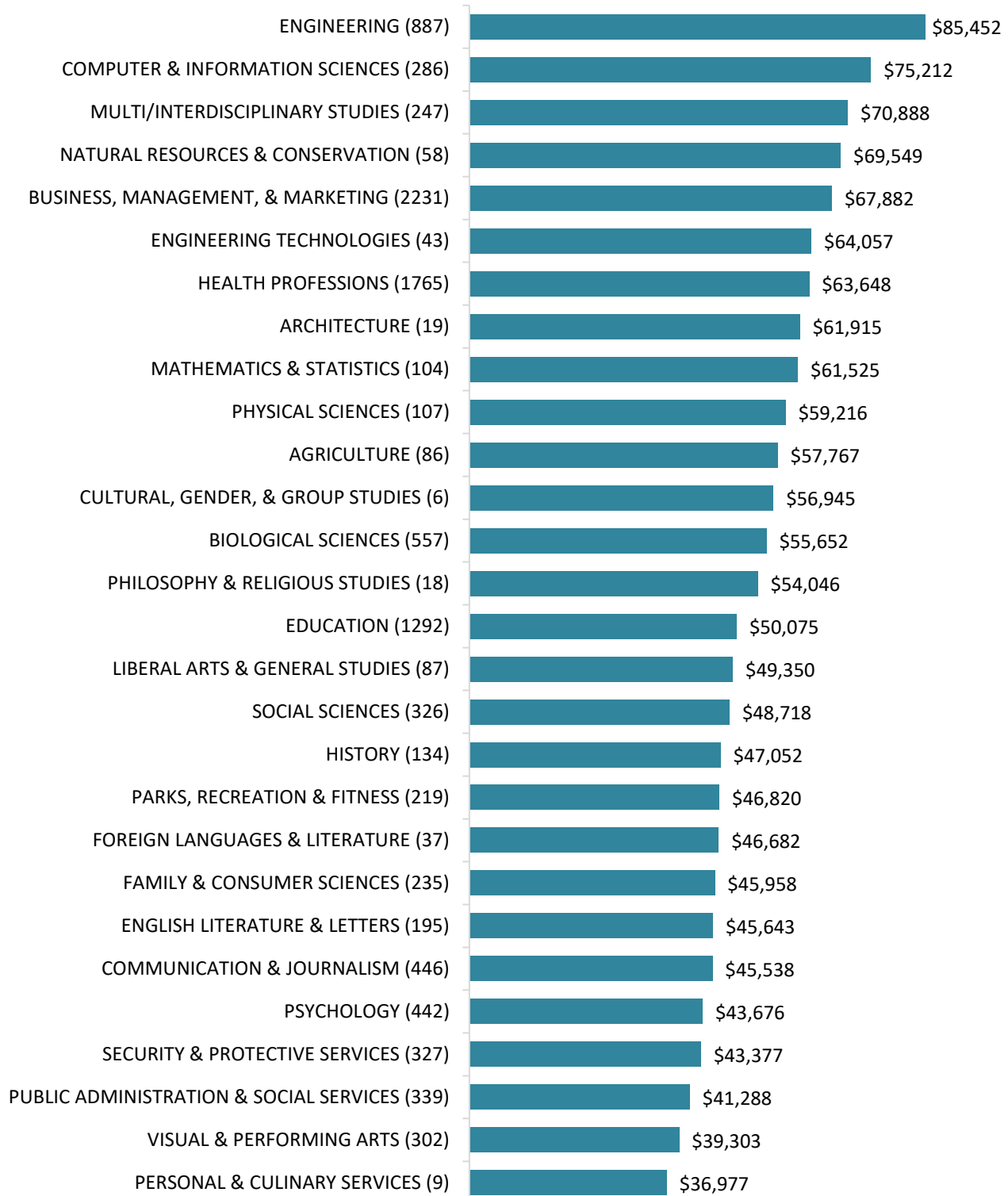


Figure 14
Average Salaries by Field of Study
for All Graduates
After Five Years
2017 Bachelor Degree Recipients
(Total Graduates in Parentheses)



Alabama Residents Only

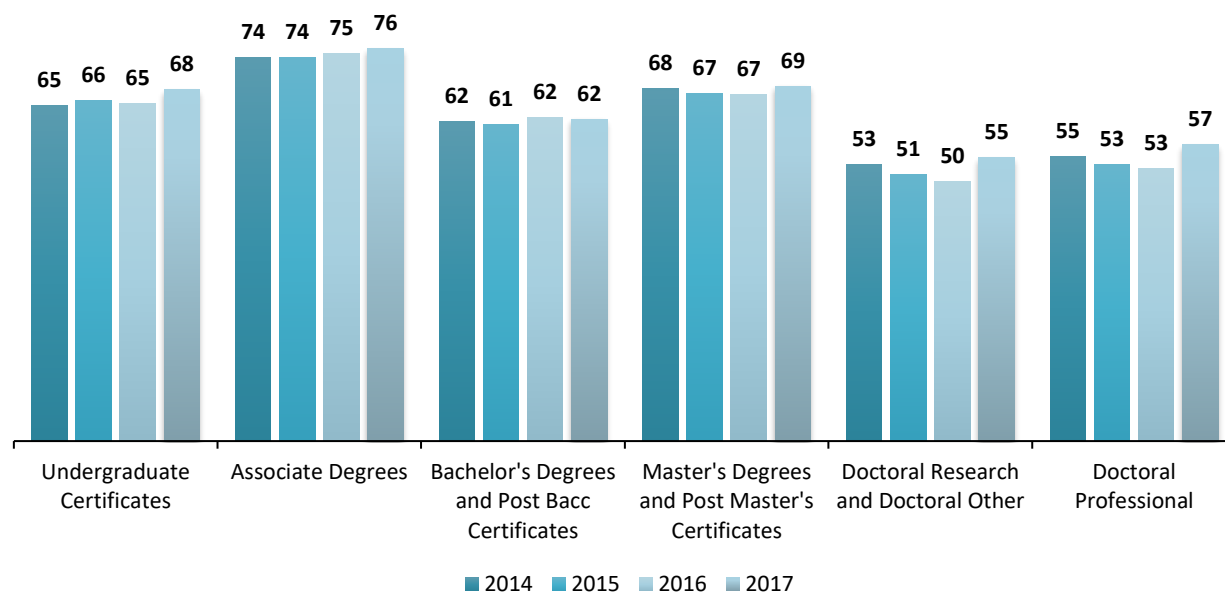
Employment Rate Comparison

- Five years after graduation, 62.1% of the 2017 bachelor's degree recipients who were Alabama residents were employed in Alabama. More undergraduate certificate (67.9%), associate degree (75.8%), and master's degree (68.5%) recipients remained in Alabama, while fewer doctoral research/other and doctoral professional degree holders (54.7% and 57.2%, respectively) were found in Alabama after five years.
- Compared to the previous study of 2015 graduates, employment rates for 2017 graduates were higher for all degree levels. The doctoral professional (3.9 percentage points) and doctoral research/other (3.3 percentage points) had the largest increases. The associate (1.7 percentage points) and master's level (1.5 percentage points) had the next largest increases.
- Alabama residents at all degree levels were more likely to remain in Alabama after five years than non-resident graduates (see Table 11, page 38). The differences were more extreme for bachelor's degrees through doctoral professional degrees. For instance, among doctoral professional degree graduates, 57.2% of Alabama residents remained versus 15.9% of non-residents. Non-resident undergraduate certificate holders and associate degree graduates were more likely to remain at 46.6% and 36.6%, respectively.

Table 8
Alabama Employment by Degree Level
After Five Years
for Alabama Residents Only

Degree Level	Number of Graduates				Percent Employed in Alabama			
	2014	2015	2016	2017	2014	2015	2016	2017
Undergraduate Certificates	3,749	4,086	4,539	4,247	64.8%	65.8%	65.2%	67.9%
Associate Degrees	8,421	8,926	8,828	8,434	74.0%	74.1%	74.7%	75.8%
Bachelor's Degrees & Post Baccalaureate Certificates	15,947	15,793	16,552	16,313	61.6%	61.2%	62.5%	62.1%
Master's Degrees & Post Master's Certificates	5,520	5,350	5,542	5,385	67.9%	67.0%	66.8%	68.5%
Doctoral Research & Doctoral Other	266	321	276	276	53.4%	51.4%	50.0%	54.7%
Doctoral Professional	675	683	672	608	55.0%	53.3%	52.5%	57.2%
Grand Total	34,578	35,159	36,409	35,263	65.8%	65.6%	66.2%	66.9%

Figure 15
Percentage of Alabama Employment by Degree Level
After Five Years
for 2014, 2015, 2016 and 2017 Graduates
for Alabama Residents Only

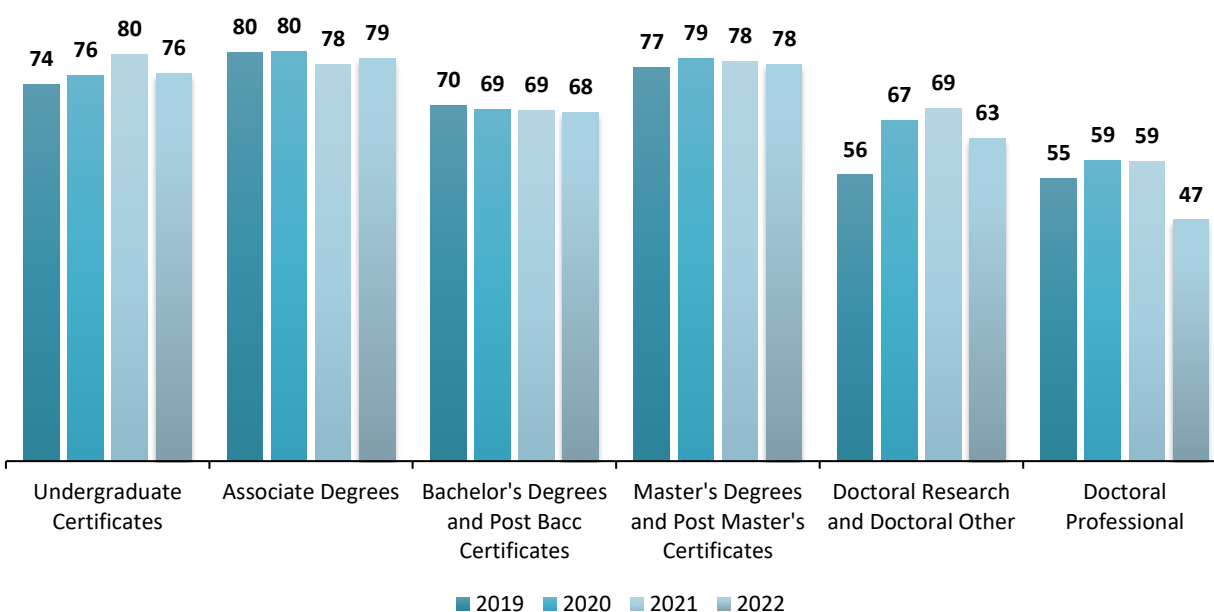


- One year after graduation, 68.3% of the 2022 Alabama resident bachelor's degree recipients were employed in Alabama (see Table 9, page 35). Employment rates for graduates at other degree levels ranged from 47.2% to 78.8%: 75.9% of undergraduate certificate holders, 78.8% of associate degree holders, 77.8% of master's, 63.2% of doctoral research/other, and 47.2% of doctoral professional degree holders remained in Alabama.
- Alabama residents from 2022 at all degree levels were also more likely to remain in Alabama after one year than non-resident graduates. The differences were more extreme for bachelor's degrees through doctoral professional degrees. Among master's degree graduates, 77.8% of Alabama residents remained versus 10.9% of non-residents (see Table 12, page 39). Undergraduate certificate holders and associate degree graduates were more likely to remain at 37.3% and 28.8%, respectively.

Table 9
Alabama Employment by Degree Level
After One Year
for Alabama Residents Only

Degree Level	Number of Graduates				Percent Employed in Alabama			
	2019	2020	2021	2022	2019	2020	2021	2022
Undergraduate Certificates	6,583	5,135	5,081	5,569	73.8%	75.6%	79.7%	75.9%
Associate Degrees	9,723	9,123	8,192	7,636	79.9%	80.2%	77.7%	78.8%
Bachelor's Degrees & Post Baccalaureate Certificates	16,896	15,053	15,571	14,741	69.6%	68.9%	68.6%	68.3%
Master's Degrees & Post Master's Certificates	5,907	3,642	3,741	3,645	77.1%	78.8%	78.3%	77.8%
Doctoral Research & Doctoral Other	257	192	168	171	56.0%	66.7%	69.0%	63.2%
Doctoral Professional	549	299	242	288	55.4%	58.9%	58.7%	47.2%
Grand Total	39,915	33,444	32,995	32,050	73.6%	74.0%	73.6%	73.0%

Figure 16
Percentage of Alabama Employment by Degree Level
After One Year
for 2019, 2020, 2021 and 2022 Graduates
for Alabama Residents Only



Employment by Field of Study

Alabama employment rates after five years are provided below by field of study (with at least six employed graduates) for Alabama residents who earned bachelor's degrees in 2017. (Refer to the Tables section starting on page 45 for detailed data pertaining to resident and non-resident graduates.)

- The most popular fields of study for 2017 Alabama resident bachelor's graduates were Business, Management, and Marketing (5,393), Health Professions (3,157), Engineering (2,222) and Education (1,982). These disciplines had the following employment rates five years after graduation: 42.3% of Business, Management, and Marketing, 57.5% of Health Professions, 40.6% of Engineering, and 66.1% of Education majors.
- Of the resident 2017 bachelor's degree recipients, the following fields of study had the highest Alabama employment rates after five years: Personal and Culinary Services (71.4% of 14 graduates), Education (66.1% of 1,982 graduates), Engineering Technologies (64.7% of 68 graduates), and Health Professions (57.5% of 3,157 graduates).
- The following fields of study had the lowest Alabama employment rates for 2017 Alabama resident bachelor's degree graduates after five years: Cultural and Group Studies (25% of 24 graduates), Communications Technologies (30% of 20 graduates), Communication and Journalism (33.1% of 1,429 graduates), and Architecture (33.3% of 63 graduates).

Average Salary Comparison

- Five years after graduation, 2017 bachelor's degree recipients who were Alabama residents when they entered college were earning \$58,922 on average. This salary is higher than the average for both prior 2015 and 2016 graduates (see Table 10, page 37).
- On average, 2017 undergraduate certificate and associate degree recipients' earnings were 20.5 and 17.4% less, respectively, than bachelor's degree recipients after five years (\$46,839 and \$48,649, compared to \$58,922).
- Master's degree recipients earned \$74,256, on average, which is 25.5% more than bachelor's degree recipients, while doctoral research/other degree recipients earned 83.2% (\$108,407) more, and doctoral professional degree recipients earned 105.1% (\$121,414) more than bachelor's degree recipients after five years.
- Average earnings for 2017 graduates after five years were gradually higher than the 2015 and 2016 graduates after five years at all levels. The doctoral research graduates experienced the most growth from 2015 to 2017, increasing by \$18,733 while master's graduates experienced the least growth, increasing by \$4,321.

- Significant salary variations by degree level were also found one year after graduation. On average, 2022 undergraduate certificate and associate degree recipients' earnings were 16.4 and 15.2% less, respectively, than bachelor's degree recipients after one year (\$36,132 and \$36,645, compared to \$43,238).
- The disparity between bachelor's degree recipients and doctoral professional degrees increased from 2019 through 2022, going from 107.2% to 138.7%. Similarly, master's and doctoral research/other degrees each saw an increase in growth (54.8% for master's degrees in 2019 versus 64.0% in 2022; and 83.0% for doctoral research/other degrees in 2019 versus 114.5% in 2022). This points to the positive long-term earning power of professional degree holders.
- At all degree levels, the average salary for Alabama residents after five years was higher than after one year.

Table 10
Average Salary by Degree Level
for Alabama Residents Only

Degree Level	After Five Years				After One Year			
	2014	2015	2016	2017	2019	2020	2021	2022
Undergraduate Certificates	\$35,521	\$37,040	\$44,206	\$46,839	\$30,045	\$37,313	\$38,580	\$36,132
Associate Degrees	\$40,036	\$42,488	\$47,374	\$48,649	\$33,277	\$36,571	\$36,863	\$36,645
Bachelor's Degrees & Post Bachelor's Cert	\$49,644	\$52,200	\$55,504	\$58,922	\$37,826	\$40,042	\$41,817	\$43,238
Master's Degrees & Post Master's Cert	\$64,866	\$69,935	\$71,249	\$74,256	\$58,550	\$63,395	\$65,325	\$70,899
Doctoral Research & Doctoral Other	\$77,023	\$89,674	\$90,184	\$108,407	\$69,216	\$71,849	\$81,122	\$92,750
Doctoral Professional	\$108,977	\$114,675	\$122,092	\$121,414	\$78,381	\$94,072	\$95,358	\$103,192

Non-Alabama Residents Only

Employment Rate Comparison

- Of all of the bachelor's degree recipients in 2017, 30.9% (7,298 of 23,611) were from out-of-state. Five years after graduation, 14.1% of these non-residents were employed in Alabama. Graduates at other degree levels remained in Alabama at varying rates.
- Undergraduate certificate and associate degree recipients remained at higher rates (46.6% and 36.6%, respectively). The remaining degree recipients remained at rates below the bachelor's level: master's (9.7%), doctoral research/other (12.1%), and doctoral professional degrees (15.9%). Alabama employment rates for non-resident graduates varied from the two previous years (2015 and 2016) which is due to the fewer numbers of graduates. Doctoral professional recipients experienced the most variance during the time period (8.8% in 2015 versus 15.9% in 2017).

Table 11
Alabama Employment by Degree Level
After Five Years
for Non-Alabama Residents Only

Degree Level	Number of Graduates				Percent Employed			
	2014	2015	2016	2017	2014	2015	2016	2017
Undergraduate Certificates	215	215	219	204	41.9%	40.9%	40.2%	46.6%
Associate Degrees	779	664	678	749	36.1%	32.1%	32.4%	36.6%
Bachelor's Degrees & Post Bachelor's Cert	5,626	6,115	6,602	7,298	12.9%	13.0%	13.4%	14.1%
Master's Degrees & Post Master's Cert	3,169	3,433	3,514	3,633	8.3%	8.9%	10.1%	9.7%
Doctoral Research & Doctoral Other	426	433	470	448	16.2%	9.5%	12.1%	12.1%
Doctoral Professional	468	501	493	498	9.6%	8.8%	8.9%	15.9%

- Of all the 2022 bachelor's degree recipients, 38.8% (9,356 of 24,097) were from out-of-state (see Table 12, page 39). One year after graduation, 18.3% of those non-resident bachelor's degree recipients were employed in Alabama.
- From 2019 through 2022, employment rates by degree level remained relatively consistent. These degree levels included associate (31.1% to 28.8%), bachelor's (18.1% to 18.3%), doctoral research (18.9% to 18.8%), and doctoral professional (15.7% to 14.5%). Undergraduate certificates (48.1% to 37.3%) and master's (14.7% to 10.9%) experienced the largest declines.

Table 12
Alabama Employment by Degree Level
After One Year
for Non-Alabama Residents Only

Degree Level	Number of Graduates				Percent Employed			
	2019	2020	2021	2022	2019	2020	2021	2022
Undergraduate Certificates	322	231	230	249	48.1%	40.7%	37.0%	37.3%
Associate Degrees	787	672	579	570	31.1%	31.3%	25.0%	28.8%
Bachelor's Degrees & Post Bachelor's Cert	8,980	9,811	10,029	9,356	18.1%	20.1%	18.3%	18.3%
Master's Degrees & Post Master's Cert	4,749	4,507	4,850	4,839	14.7%	12.9%	14.7%	10.9%
Doctoral Research & Doctoral Other	456	387	350	400	18.9%	20.9%	17.7%	18.8%
Doctoral Professional	709	528	492	392	15.7%	14.0%	15.7%	14.5%

Employment by Field of Study

Alabama employment rates after five years are highlighted by field of study (with at least six employed graduates) for non-Alabama residents who earned bachelor's degrees in 2017. (Refer to the Tables section starting on page 45 for detailed data pertaining to resident and non-resident graduates.)

- Business, management, & marketing (1,986) was the most popular field of study for 2017 non-resident bachelor's degree graduates (as well as for resident graduates), with Engineering (836), Health Professions (824), and Communications (631) being among the most popular programs. Alabama employment rates for the non-resident graduates in these fields were 9.5%, 16.6%, 20.9%, and 9.5%, respectively.
- Of the non-resident 2017 bachelor's degree recipients, the following fields of study had the highest Alabama employment rates after five years: Parks, Recreation, and Fitness (29.8% of 104 graduates), Computer and Information Sciences (25.7% of 109 graduates), and Education (22.4% of 389 graduates). Several additional programs were between 16% and 20%.
- Of the 2015 Alabama non-resident graduates who earned bachelor's degrees, the following fields of study had the lowest Alabama employment rates after five years: Family and Consumer Sciences (8.3% of 242 graduates), Business Management and Marketing (9.5% of 1,986 graduates), and Communications (9.5% of 631 graduates).

Average Salary Comparison

- Five years after graduation, 2017 bachelor's degree recipients who were non-Alabama residents when they entered college were earning \$61,699 on average. This salary is higher than the average for both of the previous two years studied (2015 and 2016 graduates).
- On average, 2017 undergraduate certificate and associate degree recipients' earnings were 47.4 and 31.9% less, respectively, than bachelor's degree recipients after five years (\$41,866 and \$46,764, compared to \$61,699).
- Master's degree recipients earned \$72,572, on average, which is 17.6% more than bachelor's degree recipients, while doctoral research/other degree recipients earned 31.2% more (\$80,971), and doctoral professional degree recipients earned 108.8% more (\$128,849) than bachelor's degree recipients after five years.
- Average earnings for 2017 graduates after five years were higher than the 2015 graduates after five years at all levels. However, there were some variations in the 2016 year. Undergraduate certificates and associate degrees showed a slight increase while doctoral research and doctoral professionals showed decreases in 2016. This variation was due to the smaller numbers of non-resident students in these degree levels.
- Average earnings for 2022 graduates after one year were not as consistent. The only two levels consistently higher than their 2020 and 2021 counterparts were the doctoral research and doctoral professional degree levels. As mentioned, this greater degree of fluctuation in year-over-year results is more likely with non-residents because the number of graduates is lower.

Table 13
Average Salary by Degree Level
for Non-Alabama Residents Only

Degree Level	After Five Years				After One Year			
	2014	2015	2016	2017	2019	2020	2021	2022
Undergraduate Certificates	\$35,867	\$39,928	\$48,643	\$41,866	\$30,327	\$38,319	\$53,184	\$36,645
Associate Degrees	\$42,036	\$45,388	\$47,167	\$46,764	\$33,417	\$40,107	\$38,563	\$40,154
Bachelor's Degrees & Post Bachelor's Cert	\$51,814	\$54,063	\$57,977	\$61,699	\$37,219	\$39,840	\$39,765	\$43,685
Master's Degrees & Post Master's Cert	\$62,540	\$69,337	\$65,196	\$72,572	\$59,307	\$54,561	\$62,942	\$63,793
Doctoral Research & Doctoral Other	\$79,444	\$79,703	\$69,191	\$80,971	\$53,400	\$52,526	\$62,291	\$57,629
Doctoral Professional	\$89,165	\$109,875	\$88,637	\$128,849	\$81,959	\$73,426	\$82,329	\$97,477

CONCLUSIONS

Salaries

The findings of this study indicate higher salaries are related to higher levels of educational attainment. Employment data for graduates of Alabama public two-year and four-year institutions confirm that, on average, more advance degrees typically produce higher earnings.

- Five years after graduation, 2017 bachelor's degree recipients employed in Alabama were earning \$59,178 on average. During this same time period, associate degree recipients and undergraduate certificate holders earned an average of \$46,676 and \$48,572, respectively.
- Compared to bachelor's degree recipients after five years, master's degree recipients earned 25.2% more (\$74,110); doctoral research/other degree recipients earned 71% more (\$101,173); and doctoral professional degree recipients earned, on average, 107.5% more (\$122,771).
- In addition, the study suggests salary differences exist among major fields of study. Graduates with engineering, computer and information sciences, and engineering technologies degrees consistently earn higher average salaries (\$85,452, \$75,212, and \$64,057, respectively, for 2017 bachelor's degree recipients after five years) although Interdisciplinary Studies, Natural Resources and Conservation, Business, Management, and Marketing, and Health Professions graduates also earn higher average salaries (\$70,888, \$69,549, and \$67,882, respectively). Conversely, Personal and Culinary Services, Visual and Performing Arts and Public Administration and Social Services earned lower average salaries (\$36,977, \$39,303, and \$41,288, respectively) over five years.

Retention

Overall, Alabama is retaining a majority of its graduates (53%), even after five years. Outward migration is evident, particularly at the higher-level degrees. However, most of this migration is assumed to be non-resident graduates returning to their home state after earning their degree.

All Graduates

- Five years after graduation, 47.3% of the 2017 bachelor's degree recipients were employed in Alabama. More undergraduate certificate (66.9%) and associate degree (72.6%) recipients remained in Alabama, and fewer master's (44.8%), doctoral research/other (28.3%) and doctoral professional (38.6%) graduates remained.
- One year after graduation, 48.9% of the 2022 bachelor's degree recipients were employed in Alabama. More undergraduate certificate and associate degree recipients (74.3% and 75.3%, respectively) remained in Alabama, and fewer master's (39.6%), doctoral research/other (32.0%), and doctoral professional (28.4%) graduates remained.

Alabama Residents versus Non-Residents

- Alabama residents at all degree levels were more likely to remain in Alabama after five years than non-resident graduates. The differences were more extreme for bachelor's degrees through doctoral professional degrees. Among 2017 doctoral professional degree graduates, 57.2% of Alabama residents remained versus 15.9% of non-residents. Non-resident undergraduate certificate holders and associate degree graduates were more likely to remain at 46.6% and 36.6%, respectively.
- Alabama residents at all degree levels were also more likely to remain in Alabama after one year than non-resident graduates. The differences, again, were more extreme for bachelor's degrees through doctoral professional degrees. Among master's degree graduates, 77.8% of Alabama residents remained versus 10.9% of non-residents. Undergraduate certificate holders and associate degree non-resident graduates were more likely to remain at 37.3% and 28.8%, respectively.

In conclusion, this report is not founded on assumptions or estimates, but based on actual data linking graduation data with labor data across multiple time periods. It clearly highlights the connection between educational attainment, personal income, and workforce development. The results demonstrate the importance of the state's system of higher education in building a competitive and highly-trained workforce.

The state must continue to support students by making postsecondary education more affordable through increased state-supported scholarship opportunities and more stable tuition and fee increases. The state must also support its institutions of higher learning, and leverage their resources, to cultivate a highly skilled, college-educated workforce which is critical to improving the future of Alabama and its citizenry.

2024 Employment Outcomes Report

TABLES

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Bachelor's Degree Employment by Field of Study

Alabama Employment by Field of Study Bachelor's Degree Recipients 2017 Graduates – After Five Years

Field of Study	All Graduates		
	Number of Graduates	Number Employed	Percent Employed
AGRICULTURE	204	88	43.1%
ARCHITECTURE	63	21	33.3%
CULTURAL, GENDER, & GROUP STUDIES	24	6	25.0%
BIOLOGICAL SCIENCES	1,484	583	39.3%
BUSINESS, MANAGEMENT, & MARKETING	5,393	2,282	42.3%
COMMUNICATION & JOURNALISM	1,429	473	33.1%
COMMUNICATIONS TECHNOLOGIES	20	6	30.0%
COMPUTER & INFORMATION SCIENCES	510	292	57.3%
EDUCATION	1,982	1,310	66.1%
ENGINEERING	2,222	903	40.6%
ENGINEERING TECHNOLOGIES	68	44	64.7%
ENGLISH LITERATURE & LETTERS	389	201	51.7%
FAMILY & CONSUMER SCIENCES	633	248	39.2%
FOREIGN LANGUAGES & LITERATURE	102	38	37.3%
HEALTH PROFESSIONS	3,157	1,814	57.5%
HISTORY	278	140	50.4%
SECURITY & PROTECTIVE SERVICES	664	339	51.1%
LIBERAL ARTS & GENERAL STUDIES	185	92	49.7%
MATHEMATICS & STATISTICS	224	107	47.8%
MULTI/INTERDISCIPLINARY STUDIES	527	259	49.1%
NATURAL RESOURCES & CONSERVATION	104	60	57.7%
PARKS, RECREATION & FITNESS	391	223	57.0%
PERSONAL & CULINARY SERVICES	14	10	71.4%
PHILOSOPHY & RELIGIOUS STUDIES	63	21	33.3%
PHYSICAL SCIENCES	319	116	36.4%
PSYCHOLOGY	983	469	47.7%
PUBLIC ADMINISTRATION & SOCIAL SERVICES	609	347	57.0%
SOCIAL SCIENCES	792	346	43.7%
VISUAL & PERFORMING ARTS	778	323	41.5%

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Alabama Employment by Field of Study
Bachelor's Degree Recipients
2016 Graduates – After Five Years

Field of Study	All Graduates		
	Number of Graduates	Number Employed	Percent Employed
AGRICULTURE	213	94	44.1%
ARCHITECTURE	84	21	25.0%
CULTURAL, GENDER, & GROUP STUDIES	**	**	**
BIOLOGICAL SCIENCES	1,198	500	41.7%
BUSINESS, MANAGEMENT, & MARKETING	5,150	2,295	44.6%
COMMUNICATION & JOURNALISM	1,413	497	35.2%
COMMUNICATIONS TECHNOLOGIES	15	8	53.3%
COMPUTER & INFORMATION SCIENCES	436	249	57.1%
EDUCATION	2,208	1,434	64.9%
ENGINEERING	2,142	858	40.1%
ENGINEERING TECHNOLOGIES	75	37	49.3%
ENGLISH LITERATURE & LETTERS	363	189	52.1%
FAMILY & CONSUMER SCIENCES	691	275	39.8%
FOREIGN LANGUAGES & LITERATURE	128	55	43.0%
HEALTH PROFESSIONS	3,173	1,863	58.7%
HISTORY	317	168	53.0%
SECURITY & PROTECTIVE SERVICES	660	340	51.5%
LIBERAL ARTS & GENERAL STUDIES	177	85	48.0%
MATHEMATICS & STATISTICS	236	130	55.1%
MULTI/INTERDISCIPLINARY STUDIES	457	203	44.4%
NATURAL RESOURCES & CONSERVATION	102	53	52.0%
PARKS, RECREATION & FITNESS	303	162	53.5%
PERSONAL & CULINARY SERVICES	**	**	**
PHILOSOPHY & RELIGIOUS STUDIES	60	26	43.3%
PHYSICAL SCIENCES	307	126	41.0%
PSYCHOLOGY	1,024	507	49.5%
PUBLIC ADMINISTRATION & SOCIAL SERVICES	599	354	59.1%
SOCIAL SCIENCES	788	326	41.4%
VISUAL & PERFORMING ARTS	802	364	45.4%

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Alabama Employment by Field of Study
Bachelor's Degree Recipients
2015 Graduates – After Five Years

Field of Study	All Graduates		
	Number of Graduates	Number Employed	Percent Employed
AGRICULTURE	213	96	45.1%
ARCHITECTURE	69	18	26.1%
CULTURAL, GENDER, & GROUP STUDIES	**	**	**
BIOLOGICAL SCIENCES	1,272	482	37.9%
BUSINESS, MANAGEMENT, & MARKETING	4,762	2,109	44.3%
COMMUNICATION & JOURNALISM	1,299	452	34.8%
COMMUNICATIONS TECHNOLOGIES	**	**	**
COMPUTER & INFORMATION SCIENCES	407	230	56.5%
EDUCATION	2,003	1,270	63.4%
ENGINEERING	1,924	758	39.4%
ENGINEERING TECHNOLOGIES	76	39	51.3%
ENGLISH LITERATURE & LETTERS	428	223	52.1%
FAMILY & CONSUMER SCIENCES	643	274	42.6%
FOREIGN LANGUAGES & LITERATURE	132	54	40.9%
HEALTH PROFESSIONS	2,989	1,682	56.3%
HISTORY	339	161	47.5%
SECURITY & PROTECTIVE SERVICES	714	423	59.2%
LIBERAL ARTS & GENERAL STUDIES	196	110	56.1%
MATHEMATICS & STATISTICS	233	126	54.1%
MULTI/INTERDISCIPLINARY STUDIES	380	164	43.2%
NATURAL RESOURCES & CONSERVATION	96	49	51.0%
PARKS, RECREATION & FITNESS	230	118	51.3%
PERSONAL & CULINARY SERVICES			
PHILOSOPHY & RELIGIOUS STUDIES	67	32	47.8%
PHYSICAL SCIENCES	299	123	41.1%
PSYCHOLOGY	980	461	47.0%
PUBLIC ADMINISTRATION & SOCIAL SERVICES	556	314	56.5%
SOCIAL SCIENCES	809	347	42.9%
VISUAL & PERFORMING ARTS	765	329	43.0%

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Alabama Employment by Field of Study
Bachelor's Degree Recipients
2014 Graduates – After Five Years

Field of Study	All Graduates		
	Number of Graduates	Number Employed	Percent Employed
AGRICULTURE	219	109	49.8%
ARCHITECTURE	91	13	14.3%
CULTURAL, GENDER, & GROUP STUDIES	17	8	47.1%
BIOLOGICAL SCIENCES	1,249	515	41.2%
BUSINESS, MANAGEMENT, & MARKETING	4,657	2,130	45.7%
COMMUNICATION & JOURNALISM	1,367	531	38.8%
COMMUNICATIONS TECHNOLOGIES	23	11	47.8%
COMPUTER & INFORMATION SCIENCES	352	192	54.5%
EDUCATION	2,140	1,337	62.5%
ENGINEERING	1,755	736	41.9%
ENGINEERING TECHNOLOGIES	60	33	55.0%
ENGLISH LITERATURE & LETTERS	383	207	54.0%
FAMILY & CONSUMER SCIENCES	631	281	44.5%
FOREIGN LANGUAGES & LITERATURE	123	48	39.0%
HEALTH PROFESSIONS	2,745	1,635	59.6%
HISTORY	366	190	51.9%
SECURITY & PROTECTIVE SERVICES	663	369	55.7%
LIBERAL ARTS & GENERAL STUDIES	143	81	56.6%
MATHEMATICS & STATISTICS	213	109	51.2%
MULTI/INTERDISCIPLINARY STUDIES	427	183	42.9%
NATURAL RESOURCES & CONSERVATION	108	49	45.4%
PARKS, RECREATION & FITNESS	210	130	61.9%
PERSONAL & CULINARY SERVICES	63	27	42.9%
PHILOSOPHY & RELIGIOUS STUDIES	308	110	35.7%
PHYSICAL SCIENCES	1,025	493	48.1%
PSYCHOLOGY	582	332	57.0%
PUBLIC ADMINISTRATION & SOCIAL SERVICES	873	352	40.3%
SOCIAL SCIENCES	780	336	43.1%

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Bachelor's Degree Employment by Residency Status and Field of Study

Alabama Employment by Residency Status and Field of Study

Bachelor's Degree Recipients 2017 Graduates – After Five Years

Field of Study	Resident			Non-Resident		
	Number of Graduates	Number Employed	Percent Employed	Number of Graduates	Number Employed	Percent Employed
AGRICULTURE	150	83	55.3%	54	**	**
ARCHITECTURE	42	20	47.6%	21	**	**
CULTURAL & GROUP STUDIES	10	6	60.0%	14	0	0.0%
BIOLOGICAL SCIENCES	1,038	529	51.0%	446	54	12.1%
BUSINESS, MGMT, & MARKETING	3,407	2,093	61.4%	1,986	189	9.5%
COMMUNICATION & JOURNALISM	798	413	51.8%	631	60	9.5%
COMMUNICATIONS TECHNOLOGIES	14	6	42.9%	6	0	0.0%
COMPUTER & INFO SCIENCES	401	264	65.8%	109	28	25.7%
EDUCATION	1,593	1,223	76.8%	389	87	22.4%
ENGINEERING	1,386	764	55.1%	836	139	16.6%
ENGINEERING TECHNOLOGIES	58	41	70.7%	10	**	**
ENGLISH LITERATURE & LETTERS	315	188	59.7%	74	13	17.6%
FAMILY & CONSUMER SCIENCES	391	228	58.3%	242	20	8.3%
FOREIGN LANG & LITERATURE	75	37	49.3%	27	**	**
HEALTH PROFESSIONS	2,333	1,642	70.4%	824	172	20.9%
HISTORY	211	133	63.0%	67	7	10.4%
SECURITY & PROTECTIVE SERVICES	463	308	66.5%	201	31	15.4%
LIBERAL ARTS & GENERAL STUDIES	155	88	56.8%	30	**	**
MATHEMATICS & STATISTICS	158	97	61.4%	66	10	15.2%
MULTI/INTERDISCIPLINE STUDIES	361	237	65.7%	166	22	13.3%
NATURAL RESOURCES & CONSERV	92	56	60.9%	12	**	**
PARKS, RECREATION AND FITNESS	287	192	66.9%	104	31	29.8%
PERSONAL & CULINARY SERVICES	12	9	75.0%	**	**	**
PHILOSOPHY & RELIGIOUS STUDIES	46	19	41.3%	17	**	**
PHYSICAL SCIENCES	211	100	47.4%	108	16	14.8%
PSYCHOLOGY	685	414	60.4%	298	55	18.5%
PUBLIC ADMIN & SOCIAL SERVICES	485	321	66.2%	124	26	21.0%
SOCIAL SCIENCES	550	317	57.6%	242	29	12.0%
VISUAL & PERFORMING ARTS	586	303	51.7%	192	20	10.4%

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Alabama Employment by Residency Status and Field of Study
Bachelor's Degree Recipients
2022 Graduates – After One Year

Field of Study	Resident			Non-Resident		
	Number of Graduates	Number Employed	Percent Employed	Number of Graduates	Number Employed	Percent Employed
AGRICULTURE	142	86	60.6%	67	12	17.9%
ARCHITECTURE	45	20	44.4%	58	12	20.7%
CULTURAL & GROUP STUDIES	6	**	**	7	**	**
BIOLOGICAL SCIENCES	1,092	668	61.2%	578	138	23.9%
BUSINESS, MGMT, & MARKETING	3,030	2,036	67.2%	2,262	282	12.5%
COMMUNICATION & JOURNALISM	697	436	62.6%	589	83	14.1%
COMMUNICATIONS TECHNOLOGIES	9	**	**	7	**	**
COMPUTER & INFO SCIENCES	585	375	64.1%	333	56	16.8%
EDUCATION	1,238	1,067	86.2%	262	89	34.0%
ENGINEERING	1,378	831	60.3%	1,221	260	21.3%
ENGINEERING TECHNOLOGIES	68	55	80.9%	15	**	**
ENGLISH LITERATURE & LETTERS	225	149	66.2%	89	16	18.0%
FAMILY & CONSUMER SCIENCES	280	171	61.1%	477	52	10.9%
FOREIGN LANG & LITERATURE	62	41	66.1%	33	6	18.2%
HEALTH PROFESSIONS	1,879	1,467	78.1%	955	261	27.3%
HISTORY	138	88	63.8%	62	13	21.0%
SECURITY & PROTECTIVE SERVICES	366	282	77.0%	159	32	20.1%
LEGAL PROFESSIONS & STUDIES	17	11	64.7%	14	**	**
LIBERAL ARTS & GENERAL STUDIES	165	124	75.2%	45	11	24.4%
MATHEMATICS & STATISTICS	96	61	63.5%	64	18	28.1%
MULTI/INTERDISCIPLINE STUDIES	367	229	62.4%	253	39	15.4%
NATURAL RESOURCE & CONSERV	128	89	69.5%	41	**	**
PARKS, RECREATION AND FITNESS	320	207	64.7%	193	43	22.3%
PERSONAL & CULINARY SERVICES	**	**	**	**	**	**
PHILOSOPHY & RELIGIOUS STUDIES	26	13	50.0%	19	**	**
PHYSICAL SCIENCES	210	117	55.7%	101	18	17.8%
PSYCHOLOGY	711	479	67.4%	454	79	17.4%
PUBLIC ADMIN & SOCIAL SERVICES	346	265	76.6%	143	33	23.1%
SOCIAL SCIENCES	511	302	59.1%	510	69	13.5%
TRANSPORT & MATERIAL MOVING	38	19	50.0%	76	17	22.4%
VISUAL & PERFORMING ARTS	565	373	66.0%	269	50	18.6%

Note: Asterisks (*) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Average Salary by Degree Level and Field of Study

Average Salaries by Field of Study for All Graduates

Undergraduate Certificate Recipients

Field of Study	After Five Years				After One Year			
	2014	2015	2016	2017	2019	2020	2021	2022
AGRICULTURE	**	**	**	\$22,935	**	**	**	**
ARCHITECTURE								
AREA & ETHNIC STUDIES								
BIOLOGICAL SCIENCES								
BUSINESS, MGT & MARKETING	\$25,517	\$30,147	\$42,565	\$42,837	\$28,568	\$34,142	\$40,100	\$41,293
COMMUNICATIONS								
COMMUNICATIONS TECH	\$28,190	**	**	**	\$14,196	**	**	**
COMPUTER & INFO SCIENCES	\$47,767	\$36,964	\$56,672	\$54,831	\$32,450	\$34,298	\$33,438	\$34,328
CONSTRUCTION TRADES	\$24,585	\$28,852	\$31,797	\$38,052	\$23,514	\$29,150	\$32,137	\$32,436
EDUCATION								
ENGINEERING								
ENGINEERING TECHNOLOGIES	\$38,580	\$42,959	\$57,994	\$55,806	\$39,717	\$41,628	\$45,423	\$41,271
ENGLISH LIT & LETTERS							**	
FAMILY & CONSUMER SCIENCES	\$24,271	\$23,263	\$25,634	\$27,420	\$16,539	\$20,259	\$20,781	\$21,168
FOREIGN LANG & LITERATURE				**			**	**
HEALTH PROFESSIONS	\$37,285	\$38,634	\$46,479	\$48,166	\$33,025	\$46,101	\$45,571	\$43,040
HISTORY								
SECURITY & PROTECTIVE SERVICES	**	\$62,301	\$27,667	**	\$29,912	\$31,573	\$44,807	\$32,180
LEGAL PROFESSIONS & STUDIES	**	**		**	**	\$28,097	**	**
LIBERAL ARTS & GENERAL STUDIES					\$23,484	\$26,383	\$29,912	\$27,616
LIBRARY SCIENCE								
MATHEMATICS & STATISTICS								
MECHANIC & REPAIR TECH	\$37,027	\$45,113	\$52,015	\$58,727	\$31,106	\$39,902	\$38,507	\$37,997
MILITARY APPLIED SCIENCES								
MULTI/INTERDISCIPLINE STUDIES	\$47,308	\$37,450	\$41,495	\$51,495	\$20,559	\$31,380	\$23,067	\$20,929
NATURAL RESOURCES & CONSERV	**	**	**	**	\$21,446	**	**	\$29,025
PARKS, RECREATION AND FITNESS	**	**	**	\$41,806	**	**	**	**
PERSONAL & CULINARY SERVICES	\$23,184	\$23,764	\$26,549	\$26,151	\$19,944	\$21,977	\$24,120	\$21,834
PHILOSOPHY & RELIG STUDIES								
PHYSICAL SCIENCES								
PRECISION PRODUCTION	\$37,098	\$34,387	\$40,247	\$43,904	\$26,580	\$29,774	\$34,993	\$31,420
PSYCHOLOGY								
PUBLIC ADMIN & SOCIAL SERV								
SCIENCE TECH & TECHNICIANS								
SOCIAL SCIENCES	**	**	**		**			
TRANSPORT & MATERIAL MOVING	\$39,973	\$36,298	\$41,823	\$43,925	\$35,911	\$32,254	\$46,095	\$44,275
VISUAL & PERFORMING ARTS	**	**	\$38,791	\$31,219	**	**	**	**

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

**Average Salaries by Field of Study
for All Graduates
Associate Degree Recipients**

Field of Study	After Five Years				After One Year			
	2014	2015	2016	2017	2019	2020	2021	2022
AGRICULTURE	**	**	**	**	**	\$28,740	\$27,844	\$32,821
ARCHITECTURE								
AREA & ETHNIC STUDIES								
BIOLOGICAL SCIENCES								
BUSINESS, MGT & MARKETING	\$29,711	\$31,910	\$33,216	\$35,306	\$25,785	\$28,175	\$31,871	\$31,783
COMMUNICATIONS								
COMMUNICATIONS TECH	**	\$24,478	**	\$24,409	\$14,684	\$17,959	\$14,884	\$18,872
COMPUTER & INFO SCIENCES	\$37,695	\$42,403	\$44,568	\$48,330	\$30,039	\$31,959	\$34,570	\$39,369
CONSTRUCTION TRADES	\$57,232	\$56,858	\$60,447	\$59,556	\$37,623	\$40,670	\$37,961	\$49,559
EDUCATION								
ENGINEERING								
ENGINEERING TECHNOLOGIES	\$49,899	\$54,146	\$54,579	\$59,355	\$39,117	\$42,891	\$47,686	\$46,920
ENGLISH LITERATURE & LETTERS								
FAMILY & CONSUMER SCIENCES	\$23,507	\$25,571	\$26,359	\$26,178	\$21,205	\$19,373	\$23,630	\$27,065
FOREIGN LANG & LITERATURE								
HEALTH PROFESSIONS	\$46,470	\$47,288	\$54,427	\$56,054	\$43,921	\$49,843	\$52,675	\$53,980
HISTORY								
SECURITY & PROTECTIVE SERVICES	\$38,756	\$42,340	\$40,651	\$46,249	\$29,325	\$32,779	\$38,604	\$41,061
LEGAL PROFESSIONS & STUDIES	\$22,600	\$32,751	\$39,651	\$31,631	\$23,225	\$27,248	\$28,090	\$32,470
LIBERAL ARTS & GENERAL STUDIES	\$35,938	\$38,459	\$43,440	\$44,057	\$23,300	\$29,142	\$26,702	\$26,828
LIBRARY SCIENCE								
MATHEMATICS & STATISTICS								
MECHANIC & REPAIR TECH	\$53,917	\$60,491	\$68,069	\$70,361	\$46,583	\$46,983	\$52,712	\$56,176
MILITARY APPLIED SCIENCES	**	**						
MULTI/INTERDISCIPLINE STUDIES	\$37,441	\$44,686	\$42,957	\$49,861	\$35,660	\$31,311	\$35,477	\$43,921
NATURAL RESOURCES & CONSERV	\$32,151	**		**	**	**	**	**
PARKS, RECREATION AND FITNESS	**	**		**		**		
PERSONAL & CULINARY SERVICES	\$30,653	\$31,242	\$29,050	\$38,474	\$24,510	\$24,246	\$22,242	\$24,322
PHILOSOPHY & RELIGIOUS STUDIES								
PHYSICAL SCIENCES								
PRECISION PRODUCTION	\$47,318	\$48,224	\$64,103	\$55,940	\$43,085	\$37,701	\$40,331	\$50,439
PSYCHOLOGY								
PUBLIC ADMIN & SOCIAL SERVICES		**						
SCIENCE TECH & TECHNICIANS	\$80,024	**	**	**	**			
SOCIAL SCIENCES								
TRANSPORT & MATERIAL MOVING		**	**	**	**	**		**
VISUAL & PERFORMING ARTS	\$30,881	\$31,356	\$35,656	\$32,822	\$16,562	\$15,659	\$22,171	\$21,670

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

**Average Salaries by Field of Study
For All Graduates
Bachelor's Degree Recipients**

Field of Study	After Five Years				After One Year			
	2014	2015	2016	2017	2019	2020	2021	2022
AGRICULTURE	\$49,210	\$50,599	\$56,756	\$57,767	\$33,338	\$31,149	\$40,901	\$44,950
ARCHITECTURE	\$48,736	\$51,753	\$50,069	\$61,915	\$37,511	\$33,350	\$41,864	\$44,570
AREA & ETHNIC STUDIES	\$37,127	**	**	\$56,945	**	\$25,049	\$24,923	**
BIOLOGICAL SCIENCES	\$51,290	\$54,538	\$58,486	\$55,652	\$22,127	\$29,048	\$25,053	\$25,893
BUSINESS, MGT & MARKETING	\$55,632	\$58,224	\$61,351	\$67,882	\$39,225	\$41,505	\$42,778	\$45,577
COMMUNICATIONS	\$41,810	\$40,867	\$43,332	\$45,538	\$25,856	\$26,368	\$31,502	\$31,582
COMMUNICATIONS TECH	\$26,983	**	**	**	\$19,786	\$22,630	\$23,113	\$27,897
COMPUTER & INFO SCIENCES	\$64,639	\$69,693	\$73,949	\$75,212	\$52,958	\$55,797	\$53,296	\$55,381
CONSTRUCTION TRADES								
EDUCATION	\$42,491	\$43,801	\$48,364	\$50,075	\$34,384	\$36,005	\$37,802	\$39,086
ENGINEERING	\$74,470	\$81,037	\$82,716	\$85,452	\$58,021	\$57,762	\$60,987	\$65,284
ENGINEERING TECHNOLOGIES	\$56,537	\$66,756	\$67,797	\$64,057	\$52,856	\$43,229	\$53,746	\$61,249
ENGLISH LITERATURE & LETTERS	\$34,884	\$35,974	\$40,652	\$45,643	\$27,052	\$28,290	\$29,144	\$29,706
FAMILY & CONSUMER SCIENCES	\$39,120	\$39,907	\$42,551	\$45,958	\$28,400	\$28,654	\$32,806	\$33,563
FOREIGN LANG & LITERATURE	\$37,366	\$36,404	\$41,785	\$46,682	\$28,827	\$30,386	\$30,784	\$45,977
HEALTH PROFESSIONS	\$56,931	\$57,641	\$63,253	\$63,648	\$46,176	\$51,740	\$53,650	\$56,793
HISTORY	\$38,973	\$41,284	\$41,513	\$47,052	\$27,404	\$28,900	\$30,037	\$30,936
SECURITY & PROTECTIVE SERVICES	\$41,117	\$44,463	\$45,337	\$43,377	\$30,392	\$30,718	\$33,278	\$35,089
LEGAL PROFESSIONS & STUDIES							**	\$26,267
LIBERAL ARTS & GENERAL STUDIES	\$41,170	\$46,411	\$44,696	\$49,350	\$34,533	\$37,721	\$36,413	\$40,905
LIBRARY SCIENCE								
MATHEMATICS & STATISTICS	\$51,136	\$58,825	\$59,371	\$61,525	\$38,702	\$40,709	\$45,177	\$43,682
MECHANIC & REPAIR TECH								
MILITARY APPLIED SCIENCES								
MULTI/INTERDISCIPLINE STUDIES	\$50,353	\$44,756	\$47,159	\$70,888	\$49,800	\$48,165	\$49,305	\$42,950
NATURAL RESOURCES & CONSERV	\$48,330	\$57,587	\$49,159	\$69,549	\$27,791	\$32,032	\$35,396	\$35,461
PARKS, RECREATION AND FITNESS	\$36,293	\$45,648	\$43,027	\$46,820	\$22,894	\$25,854	\$26,591	\$24,736
PERSONAL & CULINARY SERVICES			**	\$36,977	\$19,486	\$22,338		
PHILOSOPHY & RELIGIOUS	\$44,865	\$46,623	\$37,865	\$54,046	\$24,911	\$20,614	\$28,418	\$28,848
PHYSICAL SCIENCES	\$56,573	\$54,406	\$58,972	\$59,216	\$32,819	\$37,899	\$33,163	\$37,930
PRECISION PRODUCTION								
PSYCHOLOGY	\$36,140	\$37,561	\$40,099	\$43,676	\$23,295	\$25,426	\$26,612	\$28,027
PUBLIC ADMIN & SOCIAL SERVICES	\$35,391	\$38,106	\$38,771	\$41,288	\$26,604	\$28,856	\$30,966	\$29,162
SCIENCE TECH & TECHNICIANS								
SOCIAL SCIENCES	\$41,315	\$43,587	\$46,791	\$48,718	\$26,961	\$28,274	\$29,823	\$31,126
TRANSPORT & MATERIAL MOVING					\$15,780	\$26,192	\$30,600	\$32,663
VISUAL & PERFORMING ARTS	\$34,354	\$34,931	\$37,668	\$39,303	\$24,723	\$25,236	\$27,028	\$29,104

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

**Average Salaries by Field of Study
For All Graduates
Master's Degree Recipients**

Field of Study	After Five Years				After One Year			
	2014	2015	2016	2017	2019	2020	2021	2022
AGRICULTURE	\$49,560	\$45,617	\$50,408	\$72,826	\$28,966	**	\$42,657	\$55,663
ARCHITECTURE	\$53,598	\$54,971	\$73,091	\$73,423	\$30,635	\$48,039	\$64,360	\$43,722
AREA & ETHNIC STUDIES		**	**	**	\$18,945		**	**
BIOLOGICAL SCIENCES	\$52,935	\$62,750	\$57,136	\$52,051	\$33,245	\$33,056	\$35,887	\$36,536
BUSINESS, MGT & MARKETING	\$83,020	\$90,115	\$95,364	\$97,457	\$72,026	\$79,911	\$86,768	\$96,946
COMMUNICATIONS	\$42,985	\$49,873	\$48,623	\$54,463	\$41,588	\$54,027	\$70,461	\$51,507
COMMUNICATIONS TECH								
COMPUTER & INFO SCIENCES	\$81,444	\$85,247	\$102,630	\$90,932	\$70,145	\$69,378	\$67,312	\$74,232
CONSTRUCTION TRADES								
EDUCATION	\$55,707	\$58,729	\$61,204	\$64,093	\$53,001	\$57,443	\$60,455	\$63,013
ENGINEERING	\$94,710	\$102,436	\$102,739	\$110,460	\$76,092	\$77,086	\$84,257	\$104,542
ENGINEERING TECHNOLOGIES	**	**	**	**	**	**	**	\$112,915
ENGLISH LITERATURE & LETTERS	\$45,362	\$44,272	\$43,194	\$52,681	\$34,765	\$38,203	\$33,227	\$36,296
FAMILY & CONSUMER SCIENCES	\$54,632	\$55,838	\$61,705	\$67,147	\$60,390	\$46,383	\$56,199	\$59,177
FOREIGN LANG & LITERATURE	\$31,852	\$33,649	**	\$41,097	**	**	**	**
HEALTH PROFESSIONS	\$80,581	\$86,367	\$86,606	\$89,650	\$73,631	\$71,737	\$73,589	\$76,190
HISTORY	\$41,387	\$48,347	\$43,097	\$42,394	\$31,678	**	\$47,855	\$31,678
SECURITY & PROTECTIVE SERVICES	\$39,346	\$46,122	\$49,117	\$64,612	\$38,211	\$44,413	\$49,257	\$54,625
LEGAL PROFESSIONS & STUDIES	**	**	**	\$101,196	\$120,848	**	**	**
LIBERAL ARTS & GENERAL STUDIES	\$42,371	\$43,449	\$49,052	\$41,030	\$31,352	\$42,746	\$43,625	**
LIBRARY SCIENCE	\$46,186	\$49,077	\$43,955	\$50,479	\$41,337	\$41,158	\$48,872	\$46,550
MATHEMATICS & STATISTICS	\$58,161	\$72,108	\$53,124	\$75,933	\$48,281	\$43,708	\$52,900	\$79,104
MECHANIC & REPAIR TECH								
MILITARY APPLIED SCIENCES								
MULTI/INTERDISCIPLINE STUDIES	\$55,543	\$53,770	\$52,486	\$93,127	\$68,889	\$70,225	\$54,278	\$80,740
NATURAL RESOURCES & CONSERV	**	**	**	**	**	\$34,453	\$38,644	**
PARKS, RECREATION & FITNESS	\$48,082	\$53,305	\$51,037	\$52,458	\$37,128	\$37,750	\$46,719	\$39,025
PERSONAL & CULINARY SERVICES								
PHILOSOPHY & RELIGIOUS STUDIES					**	**	**	**
PHYSICAL SCIENCES	\$63,155	\$66,410	\$63,535	\$61,338	\$41,317	\$35,157	\$45,976	\$54,993
PRECISION PRODUCTION								
PSYCHOLOGY	\$41,155	\$45,023	\$42,697	\$43,610	\$33,417	\$36,339	\$42,095	\$43,600
PUBLIC ADMIN & SOCIAL SERVICES	\$47,014	\$47,745	\$48,006	\$50,868	\$37,098	\$40,735	\$44,135	\$46,994
SCIENCE TECH & TECHNICIANS								
SOCIAL SCIENCES	\$56,885	\$41,553	\$52,617	\$59,468	\$45,187	\$49,076	\$42,767	\$49,835
TRANSPORT & MATERIAL MOVING								
VISUAL & PERFORMING ARTS	\$34,610	\$45,606	\$46,168	\$48,685	\$25,842	\$29,414	\$30,507	\$39,117

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**Average Salaries by Field of Study
For All Graduates**

Doctoral Research and Other Doctorate Recipients

Field of Study	After Five Years				After One Year			
	2014	2015	2016	2017	2019	2020	2021	2022
AGRICULTURE	\$62,899	**	**	**	**	**	\$59,623	**
ARCHITECTURE								
AREA & ETHNIC STUDIES								
BIOLOGICAL SCIENCES	\$56,812	\$72,179	\$63,872	\$71,110	\$49,297	\$50,926	\$54,373	\$56,680
BUSINESS, MGT & MARKETING	\$128,757	\$118,981	**	\$122,764	**	\$72,059	**	\$103,637
COMMUNICATIONS	**	\$66,080	**	**	**	**	**	**
COMMUNICATIONS TECH								
COMPUTER & INFO SCIENCES	**	**	**	**	**	**		**
CONSTRUCTION TRADES								
EDUCATION	\$78,188	\$87,731	\$90,136	\$95,213	\$74,322	\$78,948	\$82,856	\$80,340
ENGINEERING	\$104,542	\$101,536	\$90,882	\$140,476	\$77,034	\$74,274	\$89,085	\$91,007
ENGINEERING TECHNOLOGIES								
ENGLISH LITERATURE & LETTERS	**	\$51,629	\$74,072	**		\$27,498	**	**
FAMILY & CONSUMER SCIENCES		**		**			**	**
FOREIGN LANG & LITERATURE	**	**			**	**		**
HEALTH PROFESSIONS	\$89,744	\$87,759	\$112,227	\$170,381	\$72,628	\$81,025	**	\$150,921
HISTORY	**	**		**	**	**	**	**
SECURITY & PROTECTIVE SERVICES								**
LEGAL PROFESSIONS & STUDIES								
LIBERAL ARTS & GENERAL STUDIES								
LIBRARY SCIENCE								
MATHEMATICS & STATISTICS	**	**	**	\$75,469	**	\$42,893	**	**
MECHANIC & REPAIR TECH								
MILITARY APPLIED SCIENCES								
MULTI/INTERDISCIPLINE STUDIES	**	**	**	**	**	\$65,387	**	**
NATURAL RESOURCES & CONSERV			**	**	**		**	**
PARKS, RECREATION & FITNESS	\$58,526	**	\$74,186	\$66,693	\$50,477	\$50,966	\$92,560	**
PERSONAL & CULINARY SERVICES								
PHILOSOPHY & RELIGIOUS STUDIES								
PHYSICAL SCIENCES	\$67,318	\$95,514	\$68,107	\$101,393	\$64,021	\$59,160	**	\$44,851
PRECISION PRODUCTION								
PSYCHOLOGY	\$67,543	\$79,209	\$71,846	\$73,737	\$49,107		**	\$62,323
PUBLIC ADMIN & SOCIAL SERVICES	**		**	**	**	**	**	**
SCIENCE TECH & TECHNICIANS								
SOCIAL SCIENCES	**	\$75,706		**	**	\$45,564	**	**
TRANSPORT & MATERIAL MOVING								
VISUAL & PERFORMING ARTS	**	**	**	**	\$46,425	**		**

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

**Average Salaries by Field of Study
For All Graduates
Doctoral Professional Recipients**

Field of Study	After Five Years				After One Year			
	2014	2015	2016	2017	2019	2020	2021	2022
AGRICULTURE						\$92,223	\$90,524	\$104,926
ARCHITECTURE								
AREA & ETHNIC STUDIES								
BIOLOGICAL SCIENCES								
BUSINESS, MGT & MARKETING								
COMMUNICATIONS								
COMMUNICATIONS TECH								
COMPUTER & INFO SCIENCES								
CONSTRUCTION TRADES								
EDUCATION	\$84,081	\$78,403	\$84,929	\$88,610	\$88,449	\$72,065		
ENGINEERING								
ENGINEERING TECHNOLOGIES								
ENGLISH LITERATURE & LETTERS								
FAMILY & CONSUMER SCIENCES								
FOREIGN LANG & LITERATURE								
HEALTH PROFESSIONS	\$112,610	\$120,600	\$121,915	\$126,248	\$80,846	\$91,812	\$93,395	\$102,444
HISTORY								
SECURITY & PROTECTIVE SERVICES								
LEGAL PROFESSIONS & STUDIES	\$88,740	\$82,120	\$108,318	\$107,794	\$68,195	\$67,592	\$70,801	\$98,911
LIBERAL ARTS & GENERAL STUDIES								
LIBRARY SCIENCE								
MATHEMATICS & STATISTICS								
MECHANIC & REPAIR TECH								
MILITARY APPLIED SCIENCES								
MULTI/INTERDISCIPLINE STUDIES								
NATURAL RESOURCES & CONSERV								
PARKS, RECREATION & FITNESS								
PERSONAL & CULINARY SERVICES								
PHILOSOPHY & RELIGIOUS STUDIES								
PHYSICAL SCIENCES								
PRECISION PRODUCTION								
PSYCHOLOGY								
PUBLIC ADMIN & SOCIAL SERVICES								
SCIENCE TECH & TECHNICIANS								
SOCIAL SCIENCES								
TRANSPORT & MATERIAL MOVING								
VISUAL & PERFORMING ARTS								

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Average Salaries by Field of Study and Degree Level
After Five Years
for All Graduates

Field of Study	Undergraduate Certificates				Associate Degree			
	2014	2015	2016	2017	2014	2015	2016	2017
AGRICULTURE	**	**	**	\$22,935	**	**	**	**
ARCHITECTURE								
AREA & ETHNIC STUDIES								
BIOLOGICAL SCIENCES								
BUSINESS, MGT & MARKETING	\$25,517	\$30,147	\$42,565	\$42,837	\$29,711	\$31,910	\$33,216	\$35,306
COMMUNICATIONS								
COMMUNICATIONS TECH	\$28,190	**	**	**	**	\$24,478	**	\$24,409
COMPUTER & INFO SCIENCES	\$47,767	\$36,964	\$56,672	\$54,831	\$37,695	\$42,403	\$44,568	\$48,330
CONSTRUCTION TRADES	\$24,585	\$28,852	\$31,797	\$38,052	\$57,232	\$56,858	\$60,447	\$59,556
EDUCATION								
ENGINEERING								
ENGINEERING TECHNOLOGIES	\$38,580	\$42,959	\$57,994	\$55,806	\$49,899	\$54,146	\$54,579	\$59,355
ENGLISH LITERATURE & LETTERS								
FAMILY & CONSUMER SCIENCES	\$24,271	\$23,263	\$25,634	\$27,420	\$23,507	\$25,571	\$26,359	\$26,178
FOREIGN LANG & LITERATURE				**				
HEALTH PROFESSIONS	\$37,285	\$38,634	\$46,479	\$48,166	\$46,470	\$47,288	\$54,427	\$56,054
HISTORY								
SECURITY & PROTECTIVE SERVICES	**	\$62,301	\$27,667	**	\$38,756	\$42,340	\$40,651	\$46,249
LEGAL PROFESSIONS & STUDIES	**	**		**	\$22,600	\$32,751	\$39,651	\$31,631
LIBERAL ARTS & GENERAL STUDIES					\$35,938	\$38,459	\$43,440	\$44,057
LIBRARY SCIENCE								
MATHEMATICS & STATISTICS								
MECHANIC & REPAIR TECH	\$37,027	\$45,113	\$52,015	\$58,727	\$53,917	\$60,491	\$68,069	\$70,361
MILITARY APPLIED SCIENCES					**	**		
MULTI/INTERDISCIPLINE STUDIES	\$47,308	\$37,450	\$41,495	\$51,495	\$37,441	\$44,686	\$42,957	\$49,861
NATURAL RESOURCES & CONSERV	**	**	**	**	\$32,151	**		**
PARKS, RECREATION & FITNESS	**	**	**	\$41,806	**	**		**
PERSONAL & CULINARY SERVICES	\$23,184	\$23,764	\$26,549	\$26,151	\$30,653	\$31,242	\$29,050	\$38,474
PHILOSOPHY & RELIGIOUS STUDIES								
PHYSICAL SCIENCES								
PRECISION PRODUCTION	\$37,098	\$34,387	\$40,247	\$43,904	\$47,318	\$48,224	\$64,103	\$55,940
PSYCHOLOGY								
PUBLIC ADMIN & SOCIAL SERVICES						**		
SCIENCE TECH & TECHNICIANS					\$80,024	**	**	**
SOCIAL SCIENCES	**	**	**					
TRANSPORT & MATERIAL MOVING	\$39,973	\$36,298	\$41,823	\$43,925		**	**	**
VISUAL & PERFORMING ARTS	**	**	\$38,791	\$31,219	\$30,881	\$31,356	\$35,656	\$32,822

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Average Salaries by Field of Study and Degree Level
After Five Years
for All Graduates, Continued

Field of Study	<i>Bachelor's Degree</i>				<i>Master's Degree</i>			
	2014	2015	2016	2017	2014	2015	2016	2017
AGRICULTURE	\$49,210	\$50,599	\$56,756	\$57,767	\$49,560	\$45,617	\$50,408	\$72,826
ARCHITECTURE	\$48,736	\$51,753	\$50,069	\$61,915	\$53,598	\$54,971	\$73,091	\$73,423
AREA & ETHNIC STUDIES	\$37,127	**	**	\$56,945		**	**	**
BIOLOGICAL SCIENCES	\$51,290	\$54,538	\$58,486	\$55,652	\$52,935	\$62,750	\$57,136	\$52,051
BUSINESS, MGT & MARKETING	\$55,632	\$58,224	\$61,351	\$67,882	\$83,020	\$90,115	\$95,364	\$97,457
COMMUNICATIONS	\$41,810	\$40,867	\$43,332	\$45,538	\$42,985	\$49,873	\$48,623	\$54,463
COMMUNICATIONS TECH	\$26,983	**	**	**				
COMPUTER & INFO SCIENCES	\$64,639	\$69,693	\$73,949	\$75,212	\$81,444	\$85,247	\$102,630	\$90,932
CONSTRUCTION TRADES								
EDUCATION	\$42,491	\$43,801	\$48,364	\$50,075	\$55,707	\$58,729	\$61,204	\$64,093
ENGINEERING	\$74,470	\$81,037	\$82,716	\$85,452	\$94,710	\$102,436	\$102,739	\$110,460
ENGINEERING TECHNOLOGIES	\$56,537	\$66,756	\$67,797	\$64,057	**	**	**	**
ENGLISH LITERATURE & LETTERS	\$34,884	\$35,974	\$40,652	\$45,643	\$45,362	\$44,272	\$43,194	\$52,681
FAMILY & CONSUMER SCIENCES	\$39,120	\$39,907	\$42,551	\$45,958	\$54,632	\$55,838	\$61,705	\$67,147
FOREIGN LANG & LITERATURE	\$37,366	\$36,404	\$41,785	\$46,682	\$31,852	\$33,649	**	\$41,097
HEALTH PROFESSIONS	\$56,931	\$57,641	\$63,253	\$63,648	\$80,581	\$86,367	\$86,606	\$89,650
HISTORY	\$38,973	\$41,284	\$41,513	\$47,052	\$41,387	\$48,347	\$43,097	\$42,394
SECURITY & PROTECTIVE SERVICES	\$41,117	\$44,463	\$45,337	\$43,377	\$39,346	\$46,122	\$49,117	\$64,612
LEGAL PROFESSIONS & STUDIES					**	**	**	\$101,196
LIBERAL ARTS & GENERAL STUDIES	\$41,170	\$46,411	\$44,696	\$49,350	\$42,371	\$43,449	\$49,052	\$41,030
LIBRARY SCIENCE					\$46,186	\$49,077	\$43,955	\$50,479
MATHEMATICS & STATISTICS	\$51,136	\$58,825	\$59,371	\$61,525	\$58,161	\$72,108	\$53,124	\$75,933
MECHANIC & REPAIR TECH								
MILITARY APPLIED SCIENCES								
MULTI/INTERDISCIPLINE STUDIES	\$50,353	\$44,756	\$47,159	\$70,888	\$55,543	\$53,770	\$52,486	\$93,127
NATURAL RESOURCES & CONSERV	\$48,330	\$57,587	\$49,159	\$69,549	**	**	**	**
PARKS, RECREATION & FITNESS	\$36,293	\$45,648	\$43,027	\$46,820	\$48,082	\$53,305	\$51,037	\$52,458
PERSONAL & CULINARY SERVICES			**	\$36,977				
PHILOSOPHY & RELIGIOUS STUDIES	\$44,865	\$46,623	\$37,865	\$54,046				
PHYSICAL SCIENCES	\$56,573	\$54,406	\$58,972	\$59,216	\$63,155	\$66,410	\$63,535	\$61,338
PRECISION PRODUCTION								
PSYCHOLOGY	\$36,140	\$37,561	\$40,099	\$43,676	\$41,155	\$45,023	\$42,697	\$43,610
PUBLIC ADMIN & SOCIAL SERVICES	\$35,391	\$38,106	\$38,771	\$41,288	\$47,014	\$47,745	\$48,006	\$50,868
SCIENCE TECH & TECHNICIANS								
SOCIAL SCIENCES	\$41,315	\$43,587	\$46,791	\$48,718	\$56,885	\$41,553	\$52,617	\$59,468
TRANSPORT & MATERIAL MOVING								
VISUAL & PERFORMING ARTS	\$34,354	\$34,931	\$37,668	\$39,303	\$34,610	\$45,606	\$46,168	\$48,685

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Average Salaries by Field of Study and Degree Level
After Five Years
for All Graduates, Continued

Field of Study	<i>Doctoral Research & Doctoral Other</i>				<i>Doctoral Professional</i>			
	2014	2015	2016	2017	2014	2015	2016	2017
AGRICULTURE	\$62,899	**	**	**				
ARCHITECTURE								
AREA & ETHNIC STUDIES								
BIOLOGICAL SCIENCES	\$56,812	\$72,179	\$63,872	\$71,110				
BUSINESS, MGT & MARKETING	\$128,757	\$118,981	**	\$122,764				
COMMUNICATIONS	**	\$66,080	**	**				
COMMUNICATIONS TECH								
COMPUTER & INFO SCIENCES	**	**	**	**				
CONSTRUCTION TRADES								
EDUCATION	\$78,188	\$87,731	\$90,136	\$95,213	\$84,081	\$78,403	\$84,929	\$88,610
ENGINEERING	\$104,542	\$101,536	\$90,882	\$140,476				
ENGINEERING TECHNOLOGIES								
ENGLISH LITERATURE & LETTERS	**	\$51,629	\$74,072	**				
FAMILY & CONSUMER SCIENCES		**		**				
FOREIGN LANG & LITERATURE	**	**						
HEALTH PROFESSIONS	\$89,744	\$87,759	\$112,227	\$170,381	\$112,610	\$120,600	\$121,915	\$126,248
HISTORY	**	**		**				
SECURITY & PROTECTIVE SERVICE								
LEGAL PROFESSIONS & STUDIES					\$88,740	\$82,120	\$108,318	\$107,794
LIBERAL ARTS & GENERAL STUDY								
LIBRARY SCIENCE								
MATHEMATICS & STATISTICS	**	**	**	\$75,469				
MECHANIC & REPAIR TECH								
MILITARY APPLIED SCIENCES								
MULTI/INTERDISCIPLINE STUDIES	**	**	**	**				
NATURAL RESOURCES & CONSERV			**	**				
PARKS, RECREATION & FITNESS	\$58,526	**	\$74,186	\$66,693				
PERSONAL & CULINARY SERVICES								
PHILOSOPHY & RELIGIOUS STUDY								
PHYSICAL SCIENCES	\$67,318	\$95,514	\$68,107	\$101,393				
PRECISION PRODUCTION								
PSYCHOLOGY	\$67,543	\$79,209	\$71,846	\$73,737				
PUBLIC ADMIN & SOCIAL SERVICE	**		**	**				
SCIENCE TECH & TECHNICIANS								
SOCIAL SCIENCES	**	\$75,706		**				
TRANSPORT & MATERIAL MOVIN								
VISUAL & PERFORMING ARTS	**	**	**	**				

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Average Salaries by Field of Study and Degree Level
After One Year
for All Graduates, Continued

Field of Study	Undergraduate Certificates				Associate Degree			
	2019	2020	2021	2022	2019	2020	2021	2022
AGRICULTURE	**	**	**	**	**	\$28,740	\$27,844	\$32,821
ARCHITECTURE								
AREA & ETHNIC STUDIES								
BIOLOGICAL SCIENCES								
BUSINESS, MGT & MARKETING	\$28,568	\$34,142	\$40,100	\$41,293	\$25,785	\$28,175	\$31,871	\$31,783
COMMUNICATIONS								
COMMUNICATIONS TECH	\$14,196	**	**	**	\$14,684	\$17,959	\$14,884	\$18,872
COMPUTER & INFO SCIENCES	\$32,450	\$34,298	\$33,438	\$34,328	\$30,039	\$31,959	\$34,570	\$39,369
CONSTRUCTION TRADES	\$23,514	\$29,150	\$32,137	\$32,436	\$37,623	\$40,670	\$37,961	\$49,559
EDUCATION								
ENGINEERING								
ENGINEERING TECHNOLOGIES	\$39,717	\$41,628	\$45,423	\$41,271	\$39,117	\$42,891	\$47,686	\$46,920
ENGLISH LITERATURE & LETTERS			**					
FAMILY & CONSUMER SCIENCES	\$16,539	\$20,259	\$20,781	\$21,168	\$21,205	\$19,373	\$23,630	\$27,065
FOREIGN LANG & LITERATURE			**	**				
HEALTH PROFESSIONS	\$33,025	\$46,101	\$45,571	\$43,040	\$43,921	\$49,843	\$52,675	\$53,980
HISTORY								
SECURITY & PROTECTIVE SERVICE	\$29,912	\$31,573	\$44,807	\$32,180	\$29,325	\$32,779	\$38,604	\$41,061
LEGAL PROFESSIONS & STUDIES	**	\$28,097	**	**	\$23,225	\$27,248	\$28,090	\$32,470
LIBERAL ARTS & GENERAL STUDY	\$23,484	\$26,383	\$29,912	\$27,616	\$23,300	\$29,142	\$26,702	\$26,828
LIBRARY SCIENCE								
MATHEMATICS & STATISTICS								
MECHANIC & REPAIR TECH	\$31,106	\$39,902	\$38,507	\$37,997	\$46,583	\$46,983	\$52,712	\$56,176
MILITARY APPLIED SCIENCES								
MULTI/INTERDISCIPLINE STUDIES	\$20,559	\$31,380	\$23,067	\$20,929	\$35,660	\$31,311	\$35,477	\$43,921
NATURAL RESOURCES & CONSERV	\$21,446	**	**	\$29,025	**	**	**	**
PARKS, RECREATION & FITNESS	**	**	**	**		**		
PERSONAL & CULINARY SERVICES	\$19,944	\$21,977	\$24,120	\$21,834	\$24,510	\$24,246	\$22,242	\$24,322
PHILOSOPHY & RELIGIOUS STUDY								
PHYSICAL SCIENCES								
PRECISION PRODUCTION	\$26,580	\$29,774	\$34,993	\$31,420	\$43,085	\$37,701	\$40,331	\$50,439
PSYCHOLOGY								
PUBLIC ADMIN & SOCIAL SERVICE								
SCIENCE TECH & TECHNICIANS					**			
SOCIAL SCIENCES	**							
TRANSPORT & MATERIAL MOVIN	\$35,911	\$32,254	\$46,095	\$44,275	**	**		**
VISUAL & PERFORMING ARTS	**	**	**	**	\$16,562	\$15,659	\$22,171	\$21,670

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Average Salaries by Field of Study and Degree Level
After One Year
for All Graduates, Continued

Field of Study	<i>Bachelor's Degree</i>				<i>Master's Degree</i>			
	2019	2020	2021	2022	2019	2020	2021	2022
AGRICULTURE	\$33,338	\$31,149	\$40,901	\$44,950	\$28,966	**	\$42,657	\$55,663
ARCHITECTURE	\$37,511	\$33,350	\$41,864	\$44,570	\$30,635	\$48,039	\$64,360	\$43,722
AREA & ETHNIC STUDIES	**	\$25,049	\$24,923	**	\$18,945		**	**
BIOLOGICAL SCIENCES	\$22,127	\$29,048	\$25,053	\$25,893	\$33,245	\$33,056	\$35,887	\$36,536
BUSINESS, MGT & MARKETING	\$39,225	\$41,505	\$42,778	\$45,577	\$72,026	\$79,911	\$86,768	\$96,946
COMMUNICATIONS	\$25,856	\$26,368	\$31,502	\$31,582	\$41,588	\$54,027	\$70,461	\$51,507
COMMUNICATIONS TECH	\$19,786	\$22,630	\$23,113	\$27,897				
COMPUTER & INFO SCIENCES	\$52,958	\$55,797	\$53,296	\$55,381	\$70,145	\$69,378	\$67,312	\$74,232
CONSTRUCTION TRADES								
EDUCATION	\$34,384	\$36,005	\$37,802	\$39,086	\$53,001	\$57,443	\$60,455	\$63,013
ENGINEERING	\$58,021	\$57,762	\$60,987	\$65,284	\$76,092	\$77,086	\$84,257	\$104,542
ENGINEERING TECHNOLOGIES	\$52,856	\$43,229	\$53,746	\$61,249	**	**	**	\$112,915
ENGLISH LITERATURE & LETTERS	\$27,052	\$28,290	\$29,144	\$29,706	\$34,765	\$38,203	\$33,227	\$36,296
FAMILY & CONSUMER SCIENCES	\$28,400	\$28,654	\$32,806	\$33,563	\$60,390	\$46,383	\$56,199	\$59,177
FOREIGN LANG & LITERATURE	\$28,827	\$30,386	\$30,784	\$45,977	**	**	**	**
HEALTH PROFESSIONS	\$46,176	\$51,740	\$53,650	\$56,793	\$73,631	\$71,737	\$73,589	\$76,190
HISTORY	\$27,404	\$28,900	\$30,037	\$30,936	\$31,678	**	\$47,855	\$31,678
SECURITY & PROTECTIVE SERVICE	\$30,392	\$30,718	\$33,278	\$35,089	\$38,211	\$44,413	\$49,257	\$54,625
LEGAL PROFESSIONS & STUDIES			**	\$26,267	\$120,848	**	**	**
LIBERAL ARTS & GENERAL STUDY	\$34,533	\$37,721	\$36,413	\$40,905	\$31,352	\$42,746	\$43,625	**
LIBRARY SCIENCE					\$41,337	\$41,158	\$48,872	\$46,550
MATHEMATICS & STATISTICS	\$38,702	\$40,709	\$45,177	\$43,682	\$48,281	\$43,708	\$52,900	\$79,104
MECHANIC & REPAIR TECH								
MILITARY APPLIED SCIENCES								
MULTI/INTERDISCIPLINE STUDIES	\$49,800	\$48,165	\$49,305	\$42,950	\$68,889	\$70,225	\$54,278	\$80,740
NATURAL RESOURCES & CONSERV	\$27,791	\$32,032	\$35,396	\$35,461	**	\$34,453	\$38,644	**
PARKS, RECREATION & FITNESS	\$22,894	\$25,854	\$26,591	\$24,736	\$37,128	\$37,750	\$46,719	\$39,025
PERSONAL & CULINARY SERVICES	\$19,486	\$22,338						
PHILOSOPHY & RELIGIOUS STUDY	\$24,911	\$20,614	\$28,418	\$28,848	**	**	**	**
PHYSICAL SCIENCES	\$32,819	\$37,899	\$33,163	\$37,930	\$41,317	\$35,157	\$45,976	\$54,993
PRECISION PRODUCTION								
PSYCHOLOGY	\$23,295	\$25,426	\$26,612	\$28,027	\$33,417	\$36,339	\$42,095	\$43,600
PUBLIC ADMIN & SOCIAL SERVICE	\$26,604	\$28,856	\$30,966	\$29,162	\$37,098	\$40,735	\$44,135	\$46,994
SCIENCE TECH & TECHNICIANS								
SOCIAL SCIENCES	\$26,961	\$28,274	\$29,823	\$31,126	\$45,187	\$49,076	\$42,767	\$49,835
TRANSPORT & MATERIAL MOVIN	\$15,780	\$26,192	\$30,600	\$32,663				
VISUAL & PERFORMING ARTS	\$24,723	\$25,236	\$27,028	\$29,104	\$25,842	\$29,414	\$30,507	\$39,117

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

Average Salaries by Field of Study and Degree Level
After One Year
for All Graduates, Continued

Field of Study	<i>Doctoral Research & Doctoral Other</i>				<i>Doctoral Professional</i>			
	2019	2020	2021	2022	2019	2020	2021	2022
AGRICULTURE	**	**	\$59,623	**		\$92,223	\$90,524	\$104,926
ARCHITECTURE								
AREA & ETHNIC STUDIES								
BIOLOGICAL SCIENCES	\$49,297	\$50,926	\$54,373	\$56,680				
BUSINESS, MGT & MARKETING	**	\$72,059	**	\$103,637				
COMMUNICATIONS	**	**	**	**				
COMMUNICATIONS TECH								
COMPUTER & INFO SCIENCES	**	**		**				
CONSTRUCTION TRADES								
EDUCATION	\$74,322	\$78,948	\$82,856	\$80,340	\$88,449	\$72,065		
ENGINEERING	\$77,034	\$74,274	\$89,085	\$91,007				
ENGINEERING TECHNOLOGIES								
ENGLISH LITERATURE & LETTERS		\$27,498	**	**				
FAMILY & CONSUMER SCIENCES			**	**				
FOREIGN LANG & LITERATURE	**	**		**				
HEALTH PROFESSIONS	\$72,628	\$81,025	**	\$150,921	\$80,846	\$91,812	\$93,395	\$102,444
HISTORY	**	**	**	**				
SECURITY & PROTECTIVE SERVICE				**				
LEGAL PROFESSIONS & STUDIES					\$68,195	\$67,592	\$70,801	\$98,911
LIBERAL ARTS & GENERAL STUDY								
LIBRARY SCIENCE								
MATHEMATICS & STATISTICS	**	\$42,893	**	**				
MECHANIC & REPAIR TECH								
MILITARY APPLIED SCIENCES								
MULTI/INTERDISCIPLINE STUDIES	\$47,417	\$65,387	**	**				
NATURAL RESOURCES & CONSERV	**		**	**				
PARKS, RECREATION & FITNESS	\$50,477	\$50,966	\$92,560	**				
PERSONAL & CULINARY SERVICES								
PHILOSOPHY & RELIGIOUS STUDY								
PHYSICAL SCIENCES	\$64,021	\$59,160	**	\$44,851				
PRECISION PRODUCTION								
PSYCHOLOGY	\$49,107		**	\$62,323				
PUBLIC ADMIN & SOCIAL SERVICE	**	**	**	**				
SCIENCE TECH & TECHNICIANS								
SOCIAL SCIENCES	**	\$45,564	**	**				
TRANSPORT & MATERIAL MOVIN								
VISUAL & PERFORMING ARTS	\$46,425	**		**				

Note: Asterisks (**) indicate data withheld to protect the privacy of individuals. Data are not reported for 5 or fewer graduates or employed graduates.

2024 Employment Outcomes Report

APPENDICES

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Appendix A: Classification of Instructional Programs (CIP)

The National Center for Education Statistics (NCES) first developed the Classification of Instructional Programs (CIP) codes in 1980 to provide an academic program taxonomy that would support the consistent tracking, assessment, and reporting of fields of study and program completions. The taxonomy has been revised several times since that time with notable changes in 1985, 1990, 2000, 2010, and 2020.

This report includes the 2020 edition and presents the latest taxonomy of instructional program classifications and descriptions. The categories below are limited to the CIP code descriptions found throughout the six cohorts included in this report:

Agriculture, Agriculture Operations, and Related Sciences

- Agriculture, General
- Agricultural Business and Management, General
- Agribusiness/Agricultural Business Operations
- Agricultural Economics
- Agricultural Production Operations, General
- Aquaculture
- Applied Horticulture/Horticulture Operations, General
- Ornamental Horticulture
- Landscaping and Groundskeeping
- Animal Sciences, General
- Poultry Science
- Animal Sciences, Other
- Food Science
- Agronomy and Crop Science
- Horticultural Science
- Plant Sciences, Other
- Agriculture, Agriculture Operations, and Related Sciences, Other

Architecture and Related Services

- Architecture
- City/Urban, Community and Regional Planning
- Environmental Design/Architecture
- Interior Architecture
- Landscape Architecture
- Real Estate Development

Area, Ethnic, Cultural, Gender, and Group Studies

- American/United States Studies/Civilization
- African-American/Black Studies
- Women's Studies

Biological and Biomedical Sciences

Biology/Biological Sciences, General
 Biomedical Sciences, General
 Molecular Biology
 Molecular Biochemistry
 Cell/Cellular Biology and Histology
 Microbiology, General
 Medical Microbiology and Bacteriology
 Zoology/Animal Biology
 Human/Medical Genetics
 Molecular Physiology
 Exercise Physiology
 Vision Science/Physiological Optics
 Pathology/Experimental Pathology
 Environmental Toxicology
 Pharmacology and Toxicology
 Biostatistics
 Biotechnology
 Marine Biology and Biological Oceanography
 Conservation Biology
 Epidemiology
 Neuroscience
 Neurobiology and Anatomy
 Biological and Biomedical Sciences, Other

Business, Management, Marketing, and Related Support Services

Business/Commerce, General
 Business Administration and Management, General
 Purchasing, Procurement/Acquisitions and Contracts Management
 Logistics, Materials, and Supply Chain Management
 Office Management and Supervision
 Project Management
 Organizational Leadership
 Business Administration, Management and Operations, Other
 Accounting
 Accounting Technology/Technician and Bookkeeping
 General Office Occupations and Clerical Services
 Business/Managerial Economics
 Finance, General
 Hospitality Administration/Management, General
 Restaurant/Food Services Management
 Human Resources Management/Personnel Administration, General
 International Business/Trade/Commerce
 Management Information Systems, General
 Information Resources Management

Business, Management, Marketing, and Related Support Services, Continued

Management Science
 Marketing/Marketing Management, General
 Marketing, Other
 Real Estate
 Taxation
 Sales, Distribution, and Marketing Operations, General
 Business, Management, Marketing, and Related Support Services, Other

Communication, Journalism, and Related Programs

Communication, General
 Speech Communication and Rhetoric
 Mass Communication/Media Studies
 Communication and Media Studies, Other
 Journalism
 Radio and Television
 Public Relations/Image Management
 Advertising
 Communication, Journalism, and Related Programs, Other

Communications Technologies/ Technicians and Support Services

Radio and Television Broadcasting Technology/Technician
 Animation, Interactive Technology, Video Graphics and Special Effects
 Graphic and Printing Equipment Operator, General Production
 Graphic Communications, Other

Computer and Information Sciences and Support Services

Computer and Information Sciences, General
 Information Technology
 Information Science/Studies
 Computer Science
 Computer Graphics
 Modeling, Virtual Environments and Simulation
 Computer and Information Systems Security/Information Assurance
 Computer/Information Technology Services Administration and Management, Other

Construction Trades

Mason/Masonry
 Carpentry/Carpenter
 Electrician
 Building/Construction Finishing, Management, and Inspection, Other
 Plumbing Technology/Plumber

Education

Education, General
 Educational Leadership and Administration, General
 Educational, Instructional, and Curriculum Supervision
 Higher Education/Higher Education Administration
 Elementary and Middle School Administration/Principalship
 Secondary School Administration/Principalship
 Educational/Instructional Technology
 Educational Statistics and Research Methods
 Special Education and Teaching, General
 Education/Teaching of Individuals with Speech or Language Impairments
 Special Education and Teaching, Other
 Counselor Education/School Counseling and Guidance Services
 Adult and Continuing Education and Teaching
 Elementary Education and Teaching
 Secondary Education and Teaching
 Teacher Education, Multiple Levels
 Kindergarten/Preschool Education and Teaching
 Early Childhood Education and Teaching
 Art Teacher Education
 English/Language Arts Teacher Education
 Foreign Language Teacher Education
 Health Teacher Education
 Mathematics Teacher Education
 Music Teacher Education
 Physical Education Teaching and Coaching
 Reading Teacher Education
 Science Teacher Education/General Science Teacher Education
 Social Science Teacher Education
 Technical Teacher Education
 Trade and Industrial Teacher Education
 School Librarian/School Library Media Specialist
 Teaching English as a Second or Foreign Language/ESL Language Instructor
 Education, Other

Engineering

Engineering, General
 Aerospace, Aeronautical and Astronautical/Space Engineering
 Architectural Engineering
 Bioengineering and Biomedical Engineering
 Chemical Engineering
 Civil Engineering, General
 Computer Engineering, General
 Electrical and Electronics Engineering
 Engineering Mechanics

Engineering, Continued

- Environmental/Environmental Health Engineering
- Materials Engineering
- Mechanical Engineering
- Metallurgical Engineering
- Systems Engineering
- Textile Sciences and Engineering
- Polymer/Plastics Engineering
- Construction Engineering
- Industrial Engineering
- Biological/Biosystems Engineering
- Engineering, Other

Engineering Technologies and Engineering-Related Fields

- Engineering Technology, General
- Civil Engineering Technology/Technician
- Electrical, Electronic and Communications Engineering Technology/Technician
- Electrical and Electronic Engineering Technologies/Technicians, Other
- Biomedical Technology/Technician
- Instrumentation Technology/Technician
- Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician
- Energy Management and Systems Technology/Technician
- Water Quality and Wastewater Treatment Management and Recycling Technology/Technician
- Environmental Engineering Technology/Environmental Technology
- Industrial Technology/Technician
- Manufacturing Engineering Technology/Technician
- Industrial Production Technologies/Technicians, Other
- Occupational Safety and Health Technology/Technician
- Aeronautical/Aerospace Engineering Technology/Technician
- Automotive Engineering Technology/Technician
- Mechanical Engineering Related Technologies/Technicians, Other
- Construction Engineering Technology/Technician
- Surveying Technology/Surveying
- Computer Technology/Computer Systems Technology
- Drafting and Design Technology/Technician, General
- Engineering Technologies and Engineering-Related Fields, Other

English Language and Literature/ Letters

- English Language and Literature, General
- Creative Writing
- Professional, Technical, Business, and Scientific Writing
- Rhetoric and Composition

Family and Consumer Sciences/ Human Sciences

Family and Consumer Sciences/Human Sciences, General
 Family Resource Management Studies, General
 Foodservice Systems Administration/Management
 Foods, Nutrition, and Related Services, Other
 Home Furnishings and Equipment Installers
 Housing and Human Environments, Other
 Human Development and Family Studies, General
 Family Systems
 Child Care and Support Services Management
 Human Development, Family Studies, and Related Services, Other
 Apparel and Textiles, General
 Apparel and Textile Manufacture
 Apparel and Textile Marketing Management
 Family and Consumer Sciences/Human Sciences, Other

Foreign Languages, Literatures, and Linguistics

Foreign Languages and Literatures, General
 German Language and Literature
 Romance Languages, Literatures, and Linguistics, General
 French Language and Literature
 Spanish Language and Literature
 Sign Language Interpretation and Translation

Health Professions and Related Programs

Health and Wellness, General
 Communication Sciences and Disorders, General
 Audiology/Audiologist
 Speech-Language Pathology/Pathologist
 Audiology/Audiologist and Speech-Language Pathology/Pathologist
 Communication Disorders Sciences and Services, Other
 Dentistry
 Dental Clinical Sciences, General
 Dental Assisting/Assistant
 Dental Hygiene/Hygienist
 Health/Health Care Administration/Management
 Hospital and Health Care Facilities Administration/Management
 Health Information/Medical Records Administration/Administrator
 Health Information/Medical Records Technology/Technician
 Medical Transcription/Transcriptionist
 Health and Medical Administrative Services, Other
 Medical/Clinical Assistant
 Occupational Therapist Assistant
 Pharmacy Technician/Assistant
 Physical Therapy Technician/Assistant

Health Professions and Related Programs, Continued

Veterinary/Animal Health Technology/Technician and Veterinary Assistant
 Respiratory Therapy Technician/Assistant
 Electroneurodiagnostic/Electroencephalographic Technology/Technologist
 Emergency Medical Technology/Technician (EMT Paramedic)
 Nuclear Medical Technology/Technologist
 Medical Radiologic Technology/Science - Radiation Therapist
 Respiratory Care Therapy/Therapist
 Surgical Technology/Technologist
 Diagnostic Medical Sonography/Sonographer and Ultrasound Technician
 Radiologic Technology/Science - Radiographer
 Physician Assistant
 Athletic Training/Trainer
 Allied Health Diagnostic, Intervention, and Treatment Professions, Other
 Cytotechnology/Cytotechnologist
 Clinical/Medical Laboratory Technician
 Clinical Laboratory Science/Medical Technology/Technologist
 Clinical/Medical Laboratory Science and Allied Professions, Other
 Health/Medical Preparatory Programs, Other
 Medicine
 Substance Abuse/Addiction Counseling
 Mental Health Counseling/Counselor
 Genetic Counseling/Counselor
 Optometry
 Pharmacy
 Pharmaceuticals and Drug Design
 Public Health, General
 Environmental Health
 Occupational Therapy/Therapist
 Orthotist/Prosthetist
 Physical Therapy/Therapist
 Vocational Rehabilitation Counseling/Counselor
 Rehabilitation and Therapeutic Professions, Other
 Veterinary Medicine
 Veterinary Sciences/Veterinary Clinical Sciences, General
 Medical Informatics
 Dietetics/Dietitian
 Clinical Nutrition/Nutritionist
 Massage Therapy/Therapeutic Massage
 Registered Nursing/Registered Nurse
 Nursing Administration
 Nurse Anesthetist
 Family Practice Nurse/Nursing
 Nursing Science
 Public Health/Community Nurse/Nursing

Health Professions and Related Programs, Continued

- Nursing Education
- Nursing Practice
- Licensed Practical/Vocational Nurse Training
- Nursing Assistant/Aide and Patient Care Assistant/Aide
- Health Professions and Related Clinical Sciences, Other

History

- History, General
- Public/Applied History

Homeland Security, Law Enforcement, Firefighting and Related Services (Sometimes listed as Security and Protective Services)

- Criminal Justice/Law Enforcement Administration
- Criminal Justice/Safety Studies
- Forensic Science and Technology
- Criminal Justice/Police Science
- Criminalistics and Criminal Science
- Corrections and Criminal Justice, Other
- Fire Prevention and Safety Technology/Technician
- Fire Services Administration
- Homeland Security, Law Enforcement, Firefighting and Related Protective Services, Other

Legal Professions and Studies

- Law
- Legal Research and Advanced Professional Studies, Other
- Legal Assistant/Paralegal
- Court Reporting/Court Reporter

Liberal Arts and Sciences, General Studies, And Humanities

- Liberal Arts and Sciences/Liberal Studies
- General Studies
- Liberal Arts and Sciences, General Studies and Humanities, Other

Library Science

- Library and Information Science

Mathematics and Statistics

- Mathematics, General
- Applied Mathematics, General
- Statistics, General
- Mathematical Statistics and Probability
- Mathematics and Statistics

Mechanic and Repair Technologies/ Technicians

Mechanics and Repairers, General
 Industrial Electronics Technology/Technician
 Heating, Air Conditioning, Ventilation and Refrigeration Maintenance
 Technology/Technician
 Industrial Mechanics and Maintenance Technology
 Watchmaking and Jewelry making
 Vehicle Maintenance and Repair Technologies, General
 Autobody/Collision and Repair Technology/Technician
 Automobile/Automotive Mechanics Technology/Technician
 Diesel Mechanics Technology/Technician
 Small Engine Mechanics and Repair Technology/Technician
 Airframe Mechanics and Aircraft Maintenance Technology/Technician
 Aircraft Powerplant Technology/Technician
 Avionics Maintenance Technology/Technician

Military Technologies, and Applied Sciences

Military Applied Sciences, Other
 Munitions Systems/Ordinance Technology

Multi/ Interdisciplinary Studies

Multi-/Interdisciplinary Studies, General
 Biological and Physical Sciences
 Systems Science and Theory
 Gerontology
 Science, Technology and Society
 Natural Sciences
 Nutrition Sciences
 International/Global Studies
 Multi-/Interdisciplinary Studies, Other

Natural Resources and Conservation

Natural Resources/Conservation, General
 Environmental Science
 Natural Resources Management and Policy
 Water, Wetlands, and Marine Resources Management
 Forest Sciences and Biology
 Forest Technology/Technician
 Forestry, Other
 Wildlife, Fish and Wildlands Science and Management

Parks, Recreation, Leisure, and Fitness Studies

Parks, Recreation and Leisure Studies
 Parks, Recreation and Leisure Facilities Management, General
 Health and Physical Education/Fitness, General
 Sport and Fitness Administration/Management
 Kinesiology and Exercise Science
 Physical Fitness Technician
 Health and Physical Education/Fitness, Other
 Parks, Recreation, Leisure, and Fitness Studies, Other

Personal and Culinary Services

Funeral Service and Mortuary Science, General
 Cosmetology/Cosmetologist, General
 Barbering/Barber
 Aesthetician/Esthetician and Skin Care Specialist
 Nail Technician/Specialist and Manicurist
 Salon/Beauty Salon Management/Manager
 Cosmetology and Related Personal Grooming Arts, Other
 Culinary Arts/Chef Training
 Culinary Arts and Related Services, Other

Philosophy and Religious Studies

Philosophy & Religion/Religious Studies

Physical Sciences

Physical Sciences
 Atmospheric Sciences and Meteorology, General
 Meteorology
 Chemistry, General
 Forensic Chemistry
 Geology/Earth Science, General
 Physics, General
 Physics, Other
 Materials Science
 Physical Sciences, Other

Precision Production

Upholstery/Upholsterer
 Machine Tool Technology/Machinist
 Machine Shop Technology/Assistant
 Tool and Die Technology/Technician
 Welding Technology/Welder
 Precision Metal Working, Other
 Furniture Design and Manufacturing
 Cabinetmaking and Millwork

Psychology

- Psychology, General
- Experimental Psychology
- Research and Experimental Psychology, Other
- Clinical Psychology
- Community Psychology
- Counseling Psychology
- School Psychology
- Educational Psychology
- Health/Medical Psychology
- Applied Behavior Analysis

Public Administration and Social Service Professions

- Public Administration
- Social Work
- Youth Services/Administration
- Public Administration and Social Service Professions, Other

Science Technologies/Technicians

- Nuclear/Nuclear Power Technology/Technician
- Physical Science Technologies/Technicians, Other

Social Sciences

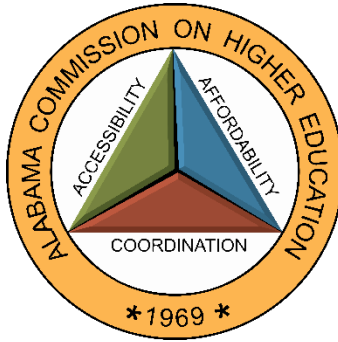
- Social Sciences, General
- Anthropology
- Criminology
- Economics, General
- Geography
- Geographic Information Science and Cartography
- Geography, Other
- International Relations and Affairs
- Political Science and Government, General
- Sociology
- Social Sciences, Other

Transportation and Materials Moving

- Airline/Commercial/Professional Pilot and Flight Crew
- Truck and Bus Driver/Commercial Vehicle Operator and Instructor

Visual and Performing Arts

Visual and Performing Arts, General
Dance, General
Design and Visual Communications, General
Commercial and Advertising Art
Industrial and Product Design
Interior Design
Design and Applied Arts, Other
Drama and Dramatics/Theatre Arts, General
Art/Art Studies, General
Fine/Studio Arts, General
Art History, Criticism and Conservation
Fine Arts and Art Studies, Other
Music, General
Music History, Literature, and Theory
Music, Other
Arts, Entertainment, and Media Management, General



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