



## **Alabama Commission on Higher Education**



## **Student Graduate Horizon Scorecard**

**December 2025**

This report is provided in accordance with the Students' Right to Know Act (#2023-556) established by the Alabama legislature during the 2023 session. It highlights the impact of postsecondary education on individual earnings and should be used by students and parents as one of many resources when making academic and career decisions.



## Alabama Commission on Higher Education

December 15, 2025

Greetings!

The Alabama Commission on Higher Education is pleased to present this report on the Student Graduate Horizon Scorecard as part of the state Students' Right to Know Act. We hope this report will serve as a valuable resource to help prospective students and parents make informed decisions as they navigate ever-changing education and career pathways.

This Scorecard utilizes statewide labor-market demand and wage outcomes to identify high-earning degrees, in-demand technical and career fields, and other post-secondary options—including military service—that offer meaningful opportunities for Alabama graduates. We believe it serves as one of many tools that provide a clear, data-driven picture of the value of higher education in Alabama.

I trust this report reflects ACHE's ongoing support of legislative initiatives and commitment to transparency, accountability, and student success as we collectively work to strengthen educational opportunity and workforce readiness throughout Alabama.

Please do not hesitate to contact us with any questions regarding this report or any of the services provided by the Commission.

Best regards,

A handwritten signature in blue ink, appearing to read "Jim Purcell", is positioned above the printed name.

Dr. Jim Purcell  
Executive Director

## TABLE OF CONTENTS

Alabama Commission on Higher Education .....	4
Students' Right To Know Act .....	4
Scorecard Considerations .....	5
Highest Paying Degrees .....	6
20 Highest Paying Associate Degrees .....	6
50 Highest Paying Baccalaureate Degrees.....	7
Alabama Workforce.....	8
25 Fastest Growing Jobs .....	8
25 Highest Demand Jobs – Less than Bachelor's Degree.....	9
25 Highest Demand Jobs – Bachelor's Degree .....	10
Military Services .....	11
Pay Scales .....	11
Signing Bonuses.....	13
ASVAB Scores .....	14

## **Alabama Commission on Higher Education**

### **Student Horizon Database Report**

#### **ALABAMA COMMISSION ON HIGHER EDUCATION**

The Alabama Commission on Higher Education (ACHE) is the state's coordinating body for public higher education, established to provide guidance and coordination on policy development and strategic planning for Alabama's postsecondary institutions. Its primary responsibilities include reviewing and approving new academic programs, managing state and federal funding for colleges and universities, and ensuring that higher education in Alabama is efficient, accessible, and aligned with the state's economic and workforce needs. ACHE also collects and analyzes data to inform decision-making and promotes collaboration among institutions to avoid unnecessary duplication of programs and services. This report is one of the many ways the Commission is partnering with the state legislature to leverage data as a strategic asset to better assist students and parents, and advance higher education in Alabama.

#### **STUDENT RIGHT TO KNOW ACT**

The *Students' Right to Know Act* was enacted by the Alabama Legislature as part of the 2023 session and requires ACHE to gather and publish key educational and workforce data to help students and families make informed decisions about college and career choices. This legislation requires annual reporting on job demand, education requirements, and other relevant academic and workforce information.

The legislation requires the Commission to publish and distribute to high school students a Student Graduate Horizon Scorecard that shall contain all of the following data, collected and aggregated pursuant to this act: (1) The 50 highest paying four-year degrees. (2) The 20 highest paying career and technical education and certificate programs. (3) The 25 most in-demand jobs in the state and their corresponding starting salaries and education requirements. (4) The necessary Armed Services Vocational Aptitude Battery (ASVAB) score by military branch along with base pay, benefits, and signing bonuses.

Another core component of the Act is the development of the Student Horizon Database, an interactive online tool hosted by ACHE that consolidates this information and allows users to compare academic institutions, programs, costs, completion rates, and career prospects across Alabama's public community colleges, public universities, private

institutions, and military opportunities. The Horizon Database can be found at the following address: [https://www.ache.edu/index.php/new\\_student\\_horizon2](https://www.ache.edu/index.php/new_student_horizon2)

Overall, the law aims to increase transparency and accessibility of educational information in Alabama by centralizing data that was previously scattered or harder for the public to use. The goal is to empower students to make informed decisions about which programs and careers align best with their goals, financial circumstances, and job market realities, thus bridging education and workforce planning more effectively.

## SCORECARD CONSIDERATIONS

Here are some considerations and caveats to keep in mind when reviewing the data presented in this Student Graduate Horizon Scorecard:

- **Some desirable majors may be excluded and not represented.** Small programs or niche majors may have suppressed data to protect privacy, meaning data for some desirable majors will be unavailable or not listed. Similarly, if a program is new and hasn't graduated enough students, the data tables may show incomplete or missing data. Parents, students, and other stakeholders are encouraged to conduct additional research on degree programs of interest not listed in the following tables.
- **Degrees may not always align with salaries from the profession.** The nature of linking education and labor data can include occasional discrepancies between the degree and salaries in the corresponding profession. For example, an individual working as a realtor with an education degree would reflect the education degree with the realtor's salary in the data. This is generally a negligible issue given the figures reflect state-level data.
- **The best degree and career path is ultimately the one you choose.** A higher salary does not automatically mean a "better" program as many high-earning fields require an academic and financial commitment that may not be suitable for every student. Additionally, many students value the work and impact of community service disciplines that a data dashboard cannot quantify.
- **This information should serve as one of many resources when making academic and career decisions.** The relationship between an individual's postsecondary degree and his or her quarterly wage records is often unique and circumstantial. Students and parents are encouraged to conduct their own research and use this as one of several sources to inform decisions about degree and career choices.

## HIGHEST PAYING DEGREES

The following lists include the 50 highest paying baccalaureate degrees and the 20 highest paying associate degrees as defined in the Horizon legislation. These averages have been developed by matching degree and credential data from ACHE's statewide student database with quarterly wage labor data from the Alabama Department of Labor.

These figures highlight employment five years after graduation for the graduating classes of 2015, 2016, and 2017 (for employment in 2021, 2022, and 2023, respectively). The averages do include data suppression criteria and exclude data for degrees with 5 or fewer graduates. The figures also exclude annual earnings of less than \$5,000 a year as these graduates were most likely in a part-time work arrangement.

More information on these employment outcomes, including the methodology behind the reporting, can be found at the following address:

<https://www.ache.edu/wp-content/Accountability/EmploymentOutcomesReport2024.pdf>

## 20 HIGHEST PAYING ASSOCIATE DEGREES

Rank	Degree Discipline	2021	2022	2023	Average
1	Industrial Electronics Technology/Technician	\$ 62,136	\$ 68,839	\$ 71,352	\$ 67,442
2	Instrumentation Technology/Technician	\$ 64,877	\$ 61,329	\$ 66,004	\$ 64,070
3	Manufacturing Engineering Technology/Technician	\$ 60,119	\$ 64,106	\$ 66,962	\$ 63,729
4	Registered Nursing/Registered Nurse	\$ 58,590	\$ 62,850	\$ 65,218	\$ 62,219
5	Industrial Mechanics and Maintenance Technology/Technician	\$ 57,517	\$ 59,664	\$ 58,978	\$ 58,719
6	Emergency Medical Technology/Technician (EMT Paramedic)	\$ 58,897	\$ 55,003	\$ 61,695	\$ 58,531
7	Industrial Production Technologies/Technicians, Other	\$ 49,444	\$ 47,366	\$ 75,395	\$ 57,402
8	Industrial Technology/Technician	\$ 56,333	\$ 54,048	\$ 61,118	\$ 57,166
9	Aircraft Powerplant Technology/Technician	\$ 55,549	\$ 58,473	\$ 56,373	\$ 56,798
10	Avionics Maintenance Technology/Technician	\$ 42,325	\$ 50,087	\$ 72,128	\$ 54,847
11	Electrician	\$ 50,382	\$ 49,090	\$ 60,981	\$ 53,484
12	Airframe Mechanics and Aircraft Maintenance Technology/Technician	\$ 61,930	\$ 52,258	\$ 43,617	\$ 52,602
13	Tool and Die Technology/Technician	\$ 53,786	\$ 48,449	\$ 53,313	\$ 51,849
14	Vehicle Maintenance and Repair Technology/Technician, General	\$ 48,479	\$ 55,622	\$ 48,320	\$ 50,807
15	Respiratory Care Therapy/Therapist	\$ 46,859	\$ 53,631	\$ 50,751	\$ 50,413
16	Automobile/Automotive Mechanics Technology/Technician	\$ 52,614	\$ 53,235	\$ 43,108	\$ 49,652
17	Engineering Technologies/Technicians, General	\$ 46,400	\$ 45,038	\$ 55,898	\$ 49,112
18	Construction Engineering Technology/Technician	\$ 52,700	\$ 38,891	\$ 51,287	\$ 47,626
19	Diagnostic Medical Sonography/Sonographer and Ultrasound Tech	\$ 43,231	\$ 45,209	\$ 51,316	\$ 46,585
20	Heating, Ventilation, Air Conditioning and Refrig. Engineering Tech	\$ 40,818	\$ 49,176	\$ 49,482	\$ 46,492

## 50 HIGHEST PAYING BACCALAUREATE DEGREES

Rank	Degree Discipline	2021	2022	2023	Average
1	Systems Science and Theory	\$ 117,275	\$ 167,087	\$ 156,092	\$ 146,818
2	Engineering, Other	\$ 73,366	\$ 116,448	\$ 77,505	\$ 89,106
3	Science, Technology and Society		\$ 72,676	\$ 104,461	\$ 88,569
4	Construction Engineering	\$ 81,920	\$ 88,606	\$ 85,568	\$ 85,365
5	Computer Engineering, General	\$ 77,616	\$ 77,927	\$ 89,554	\$ 81,699
6	Industrial Engineering	\$ 86,098	\$ 76,082	\$ 82,297	\$ 81,492
7	Business, Management, Marketing, and Related Services	\$ 69,990	\$ 89,203	\$ 84,104	\$ 81,099
8	Electrical and Electronics Engineering	\$ 78,126	\$ 77,757	\$ 85,740	\$ 80,541
9	Educational Leadership and Administration, General	\$ 69,048	\$ 84,704	\$ 77,444	\$ 77,065
10	Aerospace, Aeronautical, and Astronautical/Space Engineering	\$ 67,729	\$ 78,499	\$ 78,736	\$ 74,988
11	Mechanical Engineering	\$ 69,487	\$ 71,813	\$ 80,459	\$ 73,919
12	Chemical Engineering	\$ 62,721	\$ 76,235	\$ 75,999	\$ 71,652
13	Architectural Engineering	\$ 65,050	\$ 72,415	\$ 76,076	\$ 71,180
14	Computer and Information Sciences, General	\$ 68,740	\$ 69,788	\$ 73,187	\$ 70,572
15	Materials Engineering	\$ 66,576	\$ 68,564	\$ 76,127	\$ 70,422
16	Civil Engineering, General	\$ 66,408	\$ 68,272	\$ 74,243	\$ 69,641
17	Engineering/Engineering-Related Technologies/Technicians	\$ 61,378	\$ 71,316	\$ 74,118	\$ 68,937
18	Occupational Safety and Health Technology/Technician	\$ 59,568	\$ 67,578	\$ 77,538	\$ 68,228
19	Physics, General	\$ 62,178	\$ 58,565	\$ 81,557	\$ 67,433
20	Horticultural Science	\$ 42,419	\$ 41,986	\$ 117,841	\$ 67,415
21	Science/Technology Management	\$ 50,195	\$ 72,119	\$ 78,570	\$ 66,961
22	Registered Nursing/Registered Nurse	\$ 64,616	\$ 66,713	\$ 67,483	\$ 66,271
23	Purchasing, Procurement/Acquisitions and Contracts Management	\$ 65,669	\$ 71,351	\$ 59,738	\$ 65,586
24	Business Administration, Management and Operations, Other	\$ 55,761	\$ 63,031	\$ 74,763	\$ 64,518
25	Management Information Systems, General	\$ 58,830	\$ 65,532	\$ 67,968	\$ 64,110
26	Computer Engineering, Other		\$ 59,648	\$ 68,122	\$ 63,885
27	Forest Sciences and Biology	\$ 52,265	\$ 73,478	\$ 62,623	\$ 62,789
28	Respiratory Care Therapy/Therapist	\$ 51,869	\$ 70,591	\$ 63,921	\$ 62,127
29	Management Science	\$ 55,689	\$ 62,286	\$ 66,663	\$ 61,546
30	Agricultural Economics	\$ 54,747	\$ 70,164	\$ 57,622	\$ 60,844
31	Logistics, Materials, and Supply Chain Management	\$ 57,723	\$ 63,048	\$ 61,134	\$ 60,635
32	Biological/Biosystems Engineering	\$ 53,893	\$ 58,682	\$ 67,312	\$ 59,962
33	Computer Science	\$ 59,569	\$ 59,036	\$ 58,839	\$ 59,148
34	Physical Sciences, Other	\$ 57,985	\$ 52,692	\$ 61,833	\$ 57,503
35	Family Resource Management Studies, General	\$ 44,401	\$ 63,109	\$ 62,736	\$ 56,748
36	Finance, General	\$ 51,425	\$ 58,461	\$ 59,925	\$ 56,604
37	Business/Managerial Economics	\$ 50,763	\$ 56,858	\$ 60,902	\$ 56,174
38	Accounting	\$ 54,729	\$ 54,597	\$ 57,913	\$ 55,746
39	Surveying Technology/Surveying	\$ 50,970	\$ 33,937	\$ 81,866	\$ 55,591
40	Technical Teacher Education	\$ 56,459	\$ 53,998	\$ 54,168	\$ 54,875
41	Public Administration	\$ 44,554	\$ 69,918	\$ 50,023	\$ 54,831
42	Clinical/Medical Laboratory Technician	\$ 54,321	\$ 53,474	\$ 56,542	\$ 54,779
43	Radiologic Technology/Science - Radiographer	\$ 48,603	\$ 54,297	\$ 60,751	\$ 54,550
44	Architecture	\$ 45,755	\$ 55,525	\$ 60,176	\$ 53,819
45	Business Administration and Management, General	\$ 50,191	\$ 54,494	\$ 55,377	\$ 53,354
46	Mathematics, General	\$ 50,256	\$ 52,013	\$ 54,393	\$ 52,221
47	Business/Commerce, General	\$ 51,190	\$ 52,912	\$ 52,307	\$ 52,136
48	Dietetics/Dietitian	\$ 51,835	\$ 44,389	\$ 60,129	\$ 52,118
49	Economics, General	\$ 50,250	\$ 48,591	\$ 57,134	\$ 51,992
50	Biomedical Sciences, General	\$ 58,477	\$ 47,146	\$ 49,638	\$ 51,754

## ALABAMA WORKFORCE

Alabama's job market is on the rise with growth being driven by booming industries such as aerospace, manufacturing, healthcare, and shipping. Some of the most in-demand jobs right now include nurses, retail workers, truck drivers, and customer service reps—roles that are available almost everywhere. Looking ahead, healthcare support jobs, nurse practitioners, and tech positions like cybersecurity and software development are growing fast. Overall, it is a promising time to be working in Alabama with dynamic job market that is providing opportunities for both skilled and entry-level workers.

### 25 FASTEST GROWING JOBS IN ALABAMA ACCCP 2024-2025

Career Cluster	Occupation Title	Average Annual Growth Rate	Average Annual Openings
Health	Nurse Practitioners	4.15%	480
Hospitality	Cooks, Restaurant	2.97%	3,420
Health	Occupational Therapy Assistants	2.74%	85
Health	Medical & Health Services Managers	2.60%	995
Health	Physical Therapist Assistants	2.56%	380
IT	Information Security Analysts	2.44%	255
Manuf	Industrial Machinery Mechanics	2.23%	1,785
Health	Speech-Language Pathologists	2.23%	205
Hospitality	Animal Trainers	2.13%	80
STEM	Industrial Engineers	1.87%	575
HumSvcs	Massage Therapists	1.79%	185
IT	Software Developers	1.78%	1,305
Health	Ophthalmic Medical Technicians	1.76%	155
Health	Physical Therapists	1.75%	165
Gov&PA	Occupational Health & Safety Specialists	1.74%	240
HumSvcs	Exercise Trainers & Group Fitness Instructors	1.67%	805
Health	Medical Assistants	1.60%	1,970
Health	Diagnostic Medical Sonographers	1.58%	95
Hospitality	First-Line Supervisors of Food Preparation & Serving Workers	1.57%	3,630
IT	Web Developers	1.55%	280
Finance	Financial Managers	1.55%	520
TransDistrLog	Logisticians	1.52%	555
Health	Veterinary Assistants & Laboratory Animal Caretakers	1.45%	355
Health	Respiratory Therapists	1.41%	180
Health	Veterinary Technologists & Technicians	1.36%	185

Alabama Department of Labor, Labor Market Information Division 2022-2032 projections in cooperation with the U.S. Bureau of Labor Statistics.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

Source: Alabama Department of Labor

<https://www2.labor.alabama.gov/WorkforceDev/ACCCPHighDemand/FG-AL.pdf>

## 25 HIGHEST DEMAND JOBS – LESS THAN A BACHELOR’S DEGREE ACCCP 2024-2025

Career Cluster	Occupation Title	2022 Online Job Ads	Annual Median Wage
Marketing	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	11,354	\$59,270
Hospitality	Food Service Managers	6,338	\$58,394
Finance	Insurance Sales Agents	1,754	\$52,954
Manuf	Maintenance & Repair Workers, General	6,895	\$37,565
Marketing	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	1,004	\$53,856
Marketing	Real Estate Sales Agents	2,511	\$51,779
Manuf	Industrial Machinery Mechanics	588	\$56,326
TransDistrLog	Laborers & Freight, Stock, & Material Movers, Hand	6,047	\$31,967
TransDistrLog	Light Truck Drivers	2,401	\$35,855
Business	Stockers & Order Fillers	4,459	\$30,252
Arch&Const	Electricians	702	\$48,219
TransDistrLog	Industrial Truck & Tractor Operators	1,183	\$38,673
Marketing	Property, Real Estate, & Community Association Managers	1,224	\$49,645
Marketing	Retail Salespersons	13,932	\$26,415
Manuf	Inspectors, Testers, Sorters, Samplers, & Weighers	1,563	\$36,235
Health	Medical Secretaries & Administrative Assistants	2,793	\$37,501
Manuf	Welders, Cutters, Solderers, & Brazers	656	\$45,755
Arch&Const	Construction Laborers	2,043	\$31,285
TransDistrLog	Bus & Truck Mechanics & Diesel Engine Specialists	1,159	\$47,309
Manuf	Production, Planning, & Expediting Clerks	1,530	\$49,150
Hospitality	Cooks, Restaurant	1,981	\$28,636
Health	Pharmacy Technicians	1,619	\$35,261
Arch&Const	Plumbers, Pipefitters, & Steamfitters	496	\$48,435
Business	Receptionists & Information Clerks	1,463	\$29,203
LawPubSfty	Police & Sheriff's Patrol Officers	439	\$47,135

Alabama Department of Labor, Labor Market Information Division in cooperation with the U.S. Bureau of Labor Statistics. Top 25 lists calculated with average annual openings, HWOL online job ads, and ADOL OES median wage data.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

Source: Alabama Department of Labor

<https://www2.labor.alabama.gov/workforcedev/ACCCPHighDemand/HDAssoc-AL.pdf>

## 25 HIGHEST DEMAND JOBS – BACHELOR’S DEGREE (FOR MOST) ACCCP 2024-2025

Career Cluster	Occupation Title	2022 Online Job Ads	Annual Median Wage
Business	General & Operations Managers	5,164	\$98,085
IT	Software Developers	10,682	\$104,281
Health	Registered Nurses	25,705	\$63,019
Marketing	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	11,354	\$59,270
Health	Medical & Health Services Managers	5,622	\$82,242
Finance	Accountants & Auditors	2,712	\$63,581
Finance	Financial Managers	2,719	\$128,146
Business	Management Analysts	2,795	\$93,662
Arch&Const	Construction Managers	1,997	\$95,442
TransDistrLog	Heavy & Tractor-Trailer Truck Drivers	11,116	\$46,826
Business	Human Resources Specialists	3,378	\$58,487
Hospitality	Food Service Managers	6,338	\$58,394
IT	Computer Systems Analysts	3,178	\$102,699
Marketing	Sales Managers	3,904	\$107,560
TransDistrLog	Logisticians	1,203	\$89,211
STEM	Mechanical Engineers	1,846	\$97,292
Marketing	Market Research Analysts & Marketing Specialists	1,700	\$55,430
Health	Nurse Practitioners	1,166	\$100,750
IT	Information Security Analysts	2,799	\$104,650
Education	Education Administrators, Postsecondary	1,490	\$95,787
STEM	Industrial Engineers	785	\$86,149
Health	Licensed Practical & Licensed Vocational Nurses	5,696	\$46,019
Finance	Insurance Sales Agents	1,754	\$52,954
Manuf	Maintenance & Repair Workers, General	6,895	\$37,565
Marketing	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	1,004	\$53,856

Alabama Department of Labor, Labor Market Information Division in cooperation with the U.S. Bureau of Labor Statistics. Top 25 lists calculated with average annual openings, HWOL online job ads, and ADOL OES median wage data.

The Demand occupations published by the Alabama Department of Labor, Labor Market Information Division now align with the definition of demand occupations developed by the Alabama Committee on Credentialing and Career Pathways (ACCCP).

Source: Alabama Department of Labor

<https://www2.labor.alabama.gov/workforcedev/ACCCPHighDemand/Top25-AL.pdf>

## MILITARY SERVICE

Military pay schedules, salaries, and signing bonuses involve a complex blend of structured regulations and situational allowances designed to compensate service members fairly across diverse roles and environments. Base pay is determined primarily by rank and years of service, creating a predictable framework that rewards experience and advancement. However, this foundation is layered with numerous supplemental pays—such as formal education, housing allowances, subsistence allowances, and cost-of-living adjustments—that reflect the realities of modern military life. This framework helps ensure compensation aligns not only with position responsibilities, but also with personal and family needs that arise from military obligations.

The complexity increases with special and incentive pays, which reward specialized skills or duties that are critically important, yet often performed in demanding or hazardous environments. Examples include flight pay, submarine pay, hazardous duty pay, and bonuses for roles that require extensive training or carry retention challenges. Administering these varied pay structures requires careful coordination, accurate tracking of service conditions, and adherence to strict legal and budgetary guidelines. As a result, military compensation systems must balance fairness, workforce retention, fiscal responsibility, and adaptability to changing operational demands—making them more intricate than many civilian pay structures.

## PAY SCALES

The following links provide more detail on the various pay structures for military service. Base entering pay for U.S. military service varies by rank (pay grade), with 2025 rates showing enlisted E-1s starting around **\$2,319/month (\$2,144/month** in basic training), while junior officers (O-1s) begin at approximately **\$3,998/month**, with both increasing with experience, plus allowances like housing and food.

This would reflect an initial annual salary (excluding housing, food, and other allowances) of around **\$27,128** for an enlisted E-1 rank and an initial annual salary of around **\$47,976** for a junior officer with an O-1 rank.

### Basic Pay Rates

- [Enlisted Members](#) (Mar 2025)
- [Commissioned Officers](#) (Jan 2025)
- [Commissioned Officers Credited with More Than 4 Years of Creditable Service](#) (Jan 2025)
- [Warrant Officers](#) (Jan 2025)
- [Basic Allowance for Subsistence \(BAS\)](#) (Dec 2024)

## Clothing Allowances

- [Standard Initial Clothing Allowances](#) (Nov 2025)
- [Clothing Replacement Allowances](#) (Nov 2025)
- [Civilian Clothing Allowances - Officer & Enlisted](#) (Nov 2025)
- [Special Initial Clothing Allowances - Navy](#) (Nov 2025)
- [Special Initial Clothing Allowances - Air Force](#) (Nov 2025)
- [Special Initial Clothing Allowances - Space Force](#) (Nov 2025)
- [Supplementary Clothing Allowances - Navy](#) (Nov 2025)
- [Supplementary Clothing Allowances - Air Force](#) (Nov 2025)
- [Supplementary Clothing Allowances - Space Force](#) (Nov 2025)
- [Supplemental Clothing Allowances - Marine Corps](#) (Nov. 2025)

## Aviation Incentive Pays

- [Army, Navy, Air Force Monthly Hazardous Duty Incentive Pay for Flying](#) (Sep 2025)
- [Marine Corps Monthly Hazardous Duty Incentive Pay for Flying](#) (Sep 2025)
- [Maximum Officer Aviation Incentive Pay Rates](#) (Oct. 2019)
- [Monthly Army Officer Aviation Incentive Pay Rates](#) (Oct. 2019)
- [Monthly Navy Officer Aviation Incentive Pay Rates](#) (Posted. Aug. 2022)
- [Monthly Navy Aviation Incentive Pay Rates for Officers in Administrative Milestone Billets](#) (Oct. 2019)
- [Monthly Air Force Aviation Incentive Pay Rates](#) (Oct. 2019)
- [Monthly Marine Corps Officer Aviation Incentive Pay Rates](#) (Oct. 2019)
- [Monthly Critical Skill Incentive Pay Rates for Air Force Enlisted Flyers](#) (Oct. 2019)

## Career Sea Pay

- [Army](#) (Jan. 2024)
- [Navy/Marine Corps](#) (Jan. 2024)
- [Air Force](#) (Jan. 2024)
- [Submarine Duty Pay](#) (Oct. 2021)
- [Dive Duty Pay Rates](#) (Mar 2025)
- [FICA Percentages, Maximum Taxable Wages, and Maximum Tax](#) (Dec 2024)
- [FLPB Monthly Payment Calculated by Critical Skill Modality Proficiency](#) (Jul. 2024)
- [Hardship Duty Pay - Location](#) (Aug 2025)

## Hazardous Duty Incentive Pay

- [Hazardous Duty Incentive Pay \(HDIP\) Rates other than aerial flights](#) (April 2019)

## Health Professions Officers

- [Critically Short Wartime Accession Bonus \(CSWAB Dental and Medical Corps\)](#) (Oct 2025)
- [Critically Short Wartime Accession Bonus \(CSWAB Nurse Corps and Specialties\)](#) (Oct 2025)

- [Dental Corps Board Certification Pay \(BCP\), Incentive Pay \(IP\) and Retention Bonus \(RB\)](#) (Oct 2025)
- [Medical Corps Certification Pay,, Incentive Pay \(IP\) and /Retention Bonus \(RB\)](#) (Oct 2025)
- [Nurse Corps Certification Pay,, Incentive Pay \(IP\) and Retention Bonus \(RB\)](#) (Oct 2025)
- [Specialty Incentive Pay/Retention Bonus.](#) (Sep 2025)
- [Dental Corps RC Accession Bonus/ Retention Bonus](#) (Sep 2025)
- [Medical Corps RC Accession Bonus/Retention Bonus](#) (Sep 2025)
- [Nurse Corps Reserve Component Accession Bonus & Retention Bonus](#) (Sep 2025)
- [Specialties Reserve Component Accession Bonus & Retention Bonus](#) (Sep 2025)
- [Armed Forces Health Professions Stipend and Financial Assistance Program Grant](#) (Jul 2025)
- [Muster Duty Allowance](#) (Oct 2025)
- [Senior ROTC Monthly Subsistence Allowance](#) (Dec. 2018)

### **Combat Zone Tax Exclusion (CZTE) Information**

- [Designated Combat Zone Areas](#) (Sep. 2020)
- [Designated Direct Support Areas of a Combat Zone \(CZ\)](#) (May 2025)
- [Qualified Hazardous Duty Areas](#) (Oct 2025)
- [Imminent Danger Pay Areas](#) (May 2025)

## **SIGNING BONUSES**

Military signing bonuses vary by branch according to job, contract length, and current needs, but they often range from a few thousand dollars to over \$50,000 for high-demand roles like certain technical or medical fields, or for quick enlistments. The Army offers up to \$50k for specific jobs and quick shipping, the Air Force/Guard up to \$50k+, the Navy \$30k-\$40k for nuclear/special ops, and the Coast Guard has incentives up to \$60k for critical skills. Bonuses are typically paid after basic training and technical school, often in installments.

Bonuses are usually paid after they are earned, usually after completing essential training (Basic & AIT/Tech School). They can sometimes be paid in installments throughout the contract term.

### **Key Factors Influencing Bonus Amounts**

- Job: The harder a job is to fill (e.g., certain medical roles, IT, nuclear, special forces), the higher the bonus.
- Service Branch: Each branch sets its own bonus incentives.
- Contract Length: Longer commitments (5-6 years) usually yield larger bonuses than shorter ones (3 years).
- Timing & Urgency: "Quick Ship" bonuses reward recruits who leave for training quickly.
- Skills & Education: College credits or specific civilian skills can qualify for extra bonuses.

## Examples by Branch

- Army: Up to \$50,000 for high-demand position, plus bonuses for skills, quick shipping (\$10k+), Ranger/Airborne training.
- Air Force/Guard: Up to \$50,000 for Air National Guard, \$10,000 for Air Force Reserve in critical roles.
- Navy: Up to \$30,000-\$40,000 for nuclear, diver, EOD, and certain tech roles; \$15k for some other critical skills.
- Coast Guard: Up to \$60,000 for critical ratings, plus incentives for education/quick shipping.
- Space Force: Up to \$180,000 for critical career fields, career cap set at \$360,000.

## ASVAB SCORES

ASVAB scores vary by branch and education level, but generally, high school grads need around a 31 on the Armed Forces Qualification Test (AFQT), while GED holders need a higher score, often around 50, to qualify for enlistment in the Army, Air Force, Marines, Navy, and Coast Guard, though specific line scores determine job eligibility. Here are the current minimum scores (with GED) by military branch:

Army: 31 (HS) / 50 (GED)

Air Force: 31 (HS) / 50 (GED)

Marine Corps: 31 (HS) / 50 (GED)

Navy: 31 - 35 (HS) / 50 (GED)

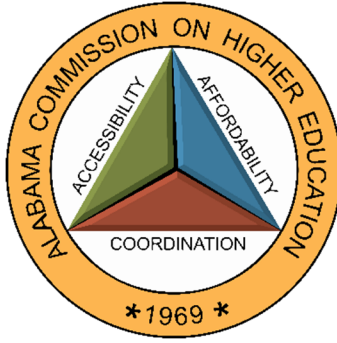
Coast Guard: 36 (HS) / 47 (GED)

Space Force: 31 (HS) / Higher line scores needed for technical roles (GED)

Additional information may be found at the following site:

<https://www.military.com/join-armed-forces/asvab>

<https://www.officialasvab.com/applicants/>



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