

## **Tuition Reimbursement for Online Courses**

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In an April issue of Quick Hits, ERC members were asked to complete the following survey about tuition reimbursement policies for online courses. **124** organizations participated in the poll.

### **1. Does your organization offer tuition reimbursement for online training?**

Yes: 59%

No: 41%

### **2. If yes, please describe:**

- If the On-line training is through an accredited institution such as University of Phoenix, we will reimburse up to \$2,000 annually. If the on-line training is technical training our IT staff needs for career/company development, we pay for it outright (verses through means of reimbursement).
- \$1,000 per course eligibility - up to a max of \$4,000 per year.
- ALL training provided by the company is paid upfront. We also offer tuition payment - upfront - for any seminars and/or classes taken, online or otherwise.
- Reimbursement for up to two classes a semester. Reimbursement of 100% of tuition and books or materials required for each class, if the grade is a 'C' or better. Since many online classes cost more than our local college we pay only what our local college is charging for tuition; the employee is responsible for anything over this amount.
- The school must be accredited to qualify.
- On-line courses only through a normal accredited College or University
- Up to \$3000/year for undergraduate tuition Up to \$4000/year for graduate tuition
- We consider it the same as taking classes at a local college
- As long as the employee receives a 'C' or better in the class they will be reimbursed for the cost of the class
- 80% reimbursement for tuition and books for both undergraduate and graduate programs



- Reimbursement for online degree programs ie...Franklin University
- 70% reimbursement
- If the course is job related and a grade of C or better is attained. The employee must check with HR and have company approval before enrolling.
- Must provide documentation that the course is business related and is an accredited program
- But only for the required Grace Hill Training. There is no reimbursement for other training that employees would be interested on their own. Even if it applies to the business.
- We offer 90% 'tuition' reimbursement for ANY courses employees wish to take. Our annual employee dollar limitation is tied to the current full time tuition at Cleveland State University. Pretty much anything is acceptable as long as there is a grade or certificate of accomplishment attached to the course.
- First \$350 per calendar year at 100%. In excess of \$350 per calendar year at 75%. Course of study does not have to relate to our workplace. We pre-pay the tuition so the employee does not have to incur this initial out-lay of money and wait until the course is completed. We also pay 50% of textbooks.
- If a course is required for a degree, certification, or credentialing, we will reimburse up to \$300 per credit hour. Otherwise we will evaluate on a case-by-case basis.
- On a case by case basis
- Must be toward a degree program
- 50% reimbursement for the course as long as it pertains to the employee's job.
- We offer educational reimbursement to full-time employees. Assistance is available for undergraduate, graduate, or job related courses/programs. All employees must be accepted in the program before reimbursement will be provided. To be accepted, employees must complete a Tuition Assistance Request Form and obtain approval. The amount of reimbursement is based on the scholastic achievement after providing proof of satisfactory completion (original report card) of the course. We will pay up the allowable legal amount



per national guidelines. We will reimburse 90% of college tuition costs for an 'A' or 'B' grade. 75% will be reimbursed for a passing grade of 'C' and/or satisfactory course completion (pass/fail courses). No reimbursement will be made for grades lower than C. Reimbursement includes tuition costs, books, and administrative and lab fees for approved college course work. This does not include parking or late fees.

- Based on business requirements.
- Distance college degree
- We offer 100% tuition reimbursement for any accredited college or university for a degreed program that is business related. Employee must receive a grade of C or better to receive 100%. Employees are reimbursed at 50% for a D.
- Employees may obtain training via the internet on courses relating to their jobs.
- We have a person completing courses through Tooling University and CCC and also have a person working towards a Business Degree through Kaplan University.
- On-line is treated like classroom training.
- If it is offered by an accredited institution of higher learning.
- Standard policy is \$500.00/year for both books and tuition with a grade of 'C' or better after 1 year of employment. However in some cases we have paid for 1/2 or full tuition which can has been, in some cases, up to \$5,000/year. This has been done on an individual basis for both managers and non-managers with the commitment that they would continue working for the organization for a certain period of time.
- 50% of tuition cost only if training is degree related and has potential value for our business; passing grade and tuition invoice copy is required.
- Same as regular reimbursement criteria. Will not pay above State tuition rate.
- Any course chosen must be along the line with our industry. These may be core courses for the foundation of an engineering discipline, accounting, quality.



- \$5,000 per year for tuition only
- We have not had anyone request this reimbursement yet. However, if it was through a college and for credit, we would pay.
- We offer tuition reimbursement for any accredited program whether on-line or traditional classroom.
- 50% for job related upon successful completion. 100% if company mandated
- We would not rule it out if appropriate/accredited training.
- For college, vocational or preparation class for certification related to any job at our hospital.
- On a case-by-case basis.
- The course must be offered by an accredited or otherwise professionally recognized source
- It falls under the same guidelines as regular tuition reimbursement.
- Online programs through an accredited institution of higher learning are treated exactly like traditional university classes.
- For accredited universities only, i.e. Phoenix
- Tuition reimbursement is offered for college courses taken on-line.
- Same as for on-site classes
- For any employee working toward a degree we reimburse them \$375.00 per semester up to \$750.00 per year. The class could be on-line or other.
- Same as brick and mortar schools as long as accredited. 100% for grade C and above.
- If the educational source is accredited, we offer the same tuition reimbursement as our normal program.
- Online training is reimbursable as long as the class is relevant to their current position or necessary for advancement potential.
- Our program is limited to employee training to increase their understanding of their current position. We do not currently reimburse for class work towards advancement.
- It is treated like traditional tuition reimbursement. We reimburse after class is completed.



- In general the company offers tuition reimbursement for continuing education (on-line or otherwise) so long as it meets the criteria of the company program.
- Only for approved courses and generally only for traveling personnel who cannot attend normal classes.
- The Company will reimburse for expenses incurred by an associate for continuing education through an accredited program that either offers growth in areas related to his or her current position or might lead to promotional opportunities. This can include college credit courses, continuing education unit courses, seminars and certification tests. Associates must secure a passing grade of 'C' or better, or its equivalent or obtain a certification in order to receive any reimbursement. Expenses must be validated by receipts.
- Yes if you are talking about online college classes such as University of Phoenix if they have a degree plan in place, but no to any other non-credit online training
- The company pays tuition up front (prior to the class starting) at the Kent State rate (our local college). Employees can take classes at other colleges or on-line, but the amount paid is the current per hour rate at Kent State. Grade of 'C' or better is required or tuition is paid back through a series of payroll deductions.
- Company pays for on-line seminars and/or classes that are directly related to their position.
- We actually have a contract with New Horizons that allows us to have 30 seats at one time for training.
- As long as the training is applicable to the career path the employee is working towards.
- \$5,250 per year for any type of tuition reimbursement - it must be related to our business (manufacturing).
- Courses have to be pre-approved and job-related.
- College/university must be an accredited college. Courses must support current or potential job and employee must have an approved career (education) plan on file with Human Resources.



- Employees must write a proposal to the President as to how the degree will be relevant to the company. If it's approved he will reimburse the employee the amount at state level for a grade of C or higher
- Undergrad degree (business relevant) 80% of cost, annual max \$3000; graduate degree (business relevant) 80% of cost, annual max \$5250
- We provide reimbursement for online certification training and for web-based accredited college program (ie. Phoenix)
- "Educational assistance will be provided only for courses of study which are directly related to the employee's present job or which will enhance the employee's potential for advancement to a position within the Company which the individual has a reasonable expectation of achieving. In addition, the courses or programs must be offered by accredited institutions of learning. Only full time employees are eligible and must have completed one year's service. (The one-year service may be waived if the course is required in the employee's current job and is authorized by the Department Head.) The amount of assistance paid by the Company shall be based on the grade and QPA (based on a 4 point system) level achieved for the course, as follows: For a grade of 'A ' or 4.0 QPA - 100%; For a grade of 'B' or 3.0 QPA - 100%; For a grade of 'C' or 2.0 QPA - 80%. There shall be no assistance for a grade below 'C' or 2.0 Quality Points. **MAXIMUM REIMBURSEMENT PER YEAR IS \$5,000.00"**
- We pay 75% of the tuition and general service fees at the University of Akron. We pay this after they have completed the course with a 'C' or better. They must stay for one year after the course. We pay for up to two courses in a semester.

**3. If yes, does your organization reimburse for the cost of the following?**

Textbooks: 35%

Software: 10%

Other:

- We cover only the cost of the class(es).

- Lab fees
- Only tuition.
- Tuition only.
- This would be something we would review on a case by case basis.
- There are no associated textbooks or software
- We usually only reimburse for the class only
- Just the class registration.
- Covers books
- Fees
- Reimbursement includes tuition costs, books, and administrative and lab fees for approved college course work.
- 50% of books and fees are reimbursed.
- Cost of the course.
- Tuition
- Lab fees and special fees
- Software is something that we haven't reimbursed employees for in the past but I'm sure we will in the future.
- No reimbursement for any expenses except for tuition
- Tuition Only
- Reimburse for tuition only.
- Tuition only - no books or fees.
- Classes approved by management
- Plus a \$100 per credit hour incentive is given to the employee when they pass the course
- No, tuition only
- As I mentioned above we contract 30 seats.
- No
- Lab costs