



DATE: May 2017

TO: Human Resources

FROM: Angie Ecklund

RE: EA Mini-Survey Report – Tuition Assistance

Thank you to the 30 companies who responded.

Do you offer Tuition Assistance? 21 YES 9 NO

Please answer the following questions to the best of your ability, providing descriptions where necessary.

Question	Associates	Bachelors	Masters
What is the waiting period to be eligible for assistance? Please note if it varies by hourly, salary, etc.	8 cos 1 Year 4 cos 6 mos 3 cos 90 days 5 cos None	8 cos 1 year 5 cos 6 mos 3 cos 90 days 5 cos None	7 cos 1 year 5 cos 6 mos 1 co 90 days 7 cos None
In order to receive assistance what conditions must be met?	4 cos A or B 6 cos C or better 7 cos Approval 6 cos Full-Time 6 cos Related to Job 2 cos No	4 cos A or B 6 cos C or better 4 cos Approval 5 cos Full-Time 7 cos Related to Job 2 cos No 1 co Receipt 1	5 cos A or B 3 cos Approval 4 cos Full-Time 6 cos Related to Job 2 cos No 1 co Receipt 1 1 co Not provided
Is there a maximum dollar amount per year? Do you have a different maximum for degree-seeking education versus personal enrichment?	5 cos No Max 1 co \$12,000/year 1 co \$400/credit hr 1 co \$15,000 3 cos \$5,250 2 cos \$5,000 2 cos \$4,000 2 cos \$3,000 2 cos \$2,000 1 co 80%	5 cos No Max 1 co \$12,000/year 1 co \$400/credit hr 1 co \$15,000 3 cos \$5,250 2 cos \$5,000 1 co \$4,000 1 co \$3,000 2 cos \$2,000 1 co 80%	7 cos No Max 1 co \$25,000/year 1 co \$575/credit hour 1 co \$15,000 2 cos \$5,250 3 cos \$5,000 1 co \$4,000 1 co \$3,000 2 cos \$2,000 1 co 80% 1 co 50%
Are certain expenses not paid or treated differently, i.e. online courses, books, lab fees etc.	1 co Software 5 cos Only Tuition 2 Books 1 co Books at 50% 2 cos Mileage 2 cos Activities	1 co Software 5 cos Only Tuition 2 cos Books 1 co Books at 50% 2 cos Mileage 2 cos Activities	1 co Software 5 cos Only Tuition 2 cos Books 1 co Books at 50% 2 cos Mileage 2 cos Activities
Is there a maximum number of credit hours allowed per year?	15 cos No 4 cos Classes 1 co 6 credit hours	15 cos No 4 cos Classes 1 co 6 credit hours	15 cos No 4 cos Classes 1 co 6 credit hours



Question	Associates	Bachelors	Masters
Are employees permitted time-off work to attend classes?	5 cos Yes 9 cos No 5 cos Case by Case	5 cos Yes 8 cos No 6 cos Case by case	5 cos Yes 7 cos No 7 cos Case by case
Is there requirement after receiving assistance or employee must repay?	1 co A or B 1 co C repay 50 % 1 co C or better 3 co 24 mos employed 1 co 18 mos 5 cos 12 mos 7 cos No	1 co A or B 1 co C repay 50 % 1 co C or better 3 co 24 mos employed 3 co 18 mos 1 co 7-12 mos repay at 75% 1 co 0 - 6 mos repay 100 % 5 cos 12 mos 7 cos No - 7	1 co A or B 1 co C repay 50 % 1 co C or better 3 co 24 mos employed 3 co 18 mos 1 co 7-12 mos repay at 75% 1 co 0 - 6 mos repay 100 % 5 cos 12 mos 7 cos No - 7
Percentage of employees that take advantage of this benefit?	5 cos < 1% 7 cos 1-2% 2 cos 3-5% 5 cos 5 - 10% 2 cos 2- 4 EE	5 cos < 1% 7 cos 1-2% 2 cos 3-5% 5 cos 5 - 10% 2 cos 2- 4 EE	5 cos < 1% 7 cos 1-2% 2 cos 3-5% 5 cos 5 - 10% 2 cos 2- 4 EE