

Does Your Tuition Policy Reflect Inclusivity?



- Academic Program Requirement** – The academic program the employee selects must align to a current or future role at the organization
- Accreditation** – Policies should require the higher ed institution to be accredited
- Amount** – Companies should offer a minimum of \$5250 in assistance
- Assistance vs. Reimbursement via Direct Bill** - Company pays DeVry University directly so employees may have a minimal to zero upfront costs
- Cover Books and Fees**
- Degree Level Variability** – Policy to cover all levels of academic programs, such as certificates, associates, bachelors and beyond
- Grade Achievement** – Policy should require grade achievement of C- or higher and a requirement that the employee provides proof of his/her grades
- Retention Requirement** – Many policies require employees to stay with the organization for a certain amount of time (6 months to a year)
- Performance** – The employee must be in “good standing” as determined by the company’s performance metrics
- Student Tuition Debt Assistance** – The debt that a student incurs as a part of his/her education and upon which those skills benefit the organization
- Tenure** – The tuition policy should be available on day 1 of employment, and is available at the same level regardless of tenure