

SHRM Lehigh Valley Chapter Survey Results - Tuition Reimbursement Survey

91 Respondents

Q1. Does your organization offer a tuition assistance/reimbursement program? If yes, please proceed to questions #3

Answer Choice	Responses	#
Yes	80.22%	73
No	19.78%	18
Total		91

Q2. If you do not currently offer tuition assistance/reimbursement, is your organization planning to do so?

Answer Choice	Responses	#
Yes, within the next 6 months	25.00%	1
Yes, within the next 1-2 years	0%	0
Yes, not sure of time frame	75.00%	3
Total		4

Q3. What form(s) of tuition assistance/reimbursement does your organization offer? Check all that apply.

Answer Choice	Responses	#
Associates Degree/Technical School	82.19%	60
Bachelor's Degree	91.78%	67
Advanced Degree	87.67%	64
Educational Workshops/Conferences	71.23%	52
Certification and/or Professional Designation	68.49%	50
Total Respondents		73

Q4. Is there an annual cap on what your organization will reimburse employees who are taking classes or working towards degrees?

Answer Choice	Responses	#
No, Unlimited	18.06%	13
Yes (Responses Below)	82.94%	59
Responses		
\$500	2.17%	1
\$1000-1500	4.35%	2
\$2000-2500	13.04%	6
\$3000-3500	17.39%	8
\$4000-4500	10.88%	5
\$5000-5500	34.78%	16
\$6000-6500	2.17%	1
\$7000-7500	4.35%	2
\$8000-8500	2.17%	1
\$10,000	4.35%	2
\$15,000	4.35%	2
Total		46

Additional answers to this question:

- Organization limits the number of credits/ courses per year – 7 responses
- Reimbursement amount varies based on budget or special approvals – 3 responses
- Reimbursement amount varies based on level of degree (Undergrad or Grad) – 11 responses

Q5. What does your tuition assistance/reimbursement program cover? Check all that apply.

Answer Choice	Responses	#
Registration	48.61%	35
Tuition	97.22%	70
Books	56.94%	41
Fees	55.56%	40
Other	12.50%	9
Total Respondents		72

Other – Laboratory Fees, travel and lodging, technology fees

Q6. Does your Tuition Reimbursement/Assistance program require any of the following criteria to participate? Check all that apply.

Answer Choice	Responses	#
Length of service prior to enrollment	76.39%	55
Length of service after completion	70.83%	51
Offered through accredited institution and/or approved for continuing educ (CE) units	75.00%	54

Supervisory/management approval prior to enrollment	84.72%	61
Minimum grade requirement	94.44%	68
Directly related to employee's current job	86.11%	62
Future role or organization's business objectives		
Other	9.72%	7
Total		80

Other:

- Reimbursement amounts: 70% - A, 60% - B, 50% - C
- Determined on a case by case basis. Option only if the advanced education will benefit our company upon completion.
- Must be pre-approved by a management/employee/board committee.
- -We have an educational assistance committee which approves the grant requests. We have criteria, but any classes other than adult education of a recreational nature are approved. Must be degree related and or a certification such as SHRM, HVAC, etc. are approved.
- We will pay in full for employees to further their education in their field, but only for them will we require a length of service & directly related to their position. This amount is unlimited and does require a supervisor approval along with executive level approval.
- Undergrad - Grade C or better Grad - Grade B or better Length of service reqrd. or payback any reimbursement in previous 12 mos.