

Tuition Coverage Policies: Employer Snapshot

High-level summary of publicly available education assistance and tuition reimbursement benefits. Verify current eligibility, location, and employment-status rules directly with each employer.

Company	Tuition Coverage Policy	Key Limits / Notes
Amazon	Amazon Career Choice offers prepaid tuition and direct funding to education partners (including Cincinnati State), primarily in high-growth career fields. Coverage includes college degrees, industry certifications, and English language-learning programs. The program also supports work-life balance, flexible scheduling, and personalized career coaching.	Tuition coverage amount is dependent on full-time/part-time status, length of time working for the company, company role, and the approval of the chosen educational program. Employees can begin benefitting from the program after 90 days of continuous employment.
Arby's	Tuition assistance may be available through franchise or corporate learning partnerships, including university programs.	Example published program: up to \$5,250/year for team members; up to \$6,000/year for managers. Franchise benefits may vary.
AT&T	Offers tuition assistance/reimbursement and career-learning benefits for eligible employees.	Commonly cited annual support: up to \$5,250/year for approved education programs.
Anthem, Inc. / Elevance Health	Education Assistance Program supports eligible associates pursuing job-related education and degrees.	Approx. \$5,000/year for full-time associates; partner-school and debt-free degree pathways may be available.
BP	Tuition reimbursement is listed as an employee benefit.	Coverage varies by role, location, and plan eligibility; confirm details with BP HR/recruiting.
Chipotle	Guild education benefit: tuition coverage for undergraduate degrees, graduate degrees, and undergraduate certificates. Tuition reimbursement options available.	100% coverage for select undergraduate degrees; up to \$5,250/year for other undergraduate programs in the Guild catalog.

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Home Depot	Tuition reimbursement supports eligible associates in college, university, and technical school courses.	Typical annual caps: part-time up to \$1,500; full-time hourly up to \$3,000; salaried up to \$5,000.
JetBlue	JetBlue Scholars helps crewmembers complete degrees using prior credit, online courses, and partner universities.	Eligibility generally includes one year of service and good standing; discounted/subsidized pathways available.
Kroger	Feed Your Future by The Kroger Co. is an educational assistance initiative for eligible US-based employees. Both part-time and full-time US employees can benefit.	Must be an active Kroger employee with minimum employment period of 6 months; selected degree/program must be approved within Kroger's education network; some locations may require HR or management approval of program.
P&G	Offers education assistance through an employee education benefits platform.	Coverage and eligible programs vary by role and policy; supports skill-building, certificates, and degree pathways.
Smucker's	Emphasizes career development, leadership training, onboarding, and role-specific learning.	Public details on formal tuition reimbursement are limited; confirm benefit availability with Smucker recruiting/HR.
Starbucks	Starbucks College Achievement Plan provides tuition coverage for eligible U.S. partners.	100% upfront tuition coverage for a first-time bachelor's degree through Arizona State University Online.
UPS	Earn & Learn tuition assistance helps employees pay for college while working.	Up to \$5,250/year; \$25,000 lifetime maximum; available in select locations, often from day one.
Walmart	Live Better U education benefit: 100% paid tuition and books (including online programs) to support work-life balance.	The student's selected program/school must be in Walmart's current Live Better U catalog.

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Wells Fargo	Tuition reimbursement is available for eligible employees pursuing approved coursework.	Up to \$5,250/year; dependent children scholarship opportunities may also be available.
Verizon	Tuition Assistance Program supports eligible employees working at least 20 hours per week.	Up to \$8,000/year for 30+ hours/week and \$4,000/year for 20-29 hours/week; caps scheduled to decrease in 2027.

Note: This handout is intended as a quick employer-benefit snapshot, not an official policy document. Students/employees should verify details before relying on a benefit for enrollment or financial planning.