

COMPANIES THAT PAY FOR GRADUATE SCHOOL

2026 Employer Tuition Benefits Research Report

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EXECUTIVE SUMMARY

OMC reviewed education benefit policies across 69 major U.S. employers and classified each record by source confidence. The primary quantitative dataset contains 32 Verified graduate-benefit records supported by first-party documentation. Corroborated and Unverified records remain in this report for transparency but are excluded from quantitative findings. A narrower dataset of 26 Verified employer programs has a comparable annual dollar benefit; 10 of those 26 (38.5%) provide \$5,250 annually.

38.5% 10 of 26 comparable verified programs provide \$5,250 annually.	\$25,000 Highest explicitly stated annual verified graduate benefit: Boeing.	32 Verified Primary analytical dataset out of 69 employers reviewed.
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KEY RESEARCH FINDINGS

- \$5,250 is the dominant comparable annual benefit. Among the 26 Verified employer programs with a defensible comparable annual dollar amount, 10 provide \$5,250 per year (38.5%). This aligns with the IRS Section 127 educational assistance threshold.
- Verified annual benefits can extend far above \$5,250. Boeing provides up to \$25,000 per year for most eligible graduate programs, the highest explicitly stated annual graduate benefit in the Verified dataset.
- Benefit value depends on structure and restrictions, not only the cap. Eligibility, employment tenure, grade requirements, approved programs, payment method, partner-school restrictions, and service or clawback provisions can materially change the practical value of a benefit.

DATA HIERARCHY & SOURCE CONFIDENCE

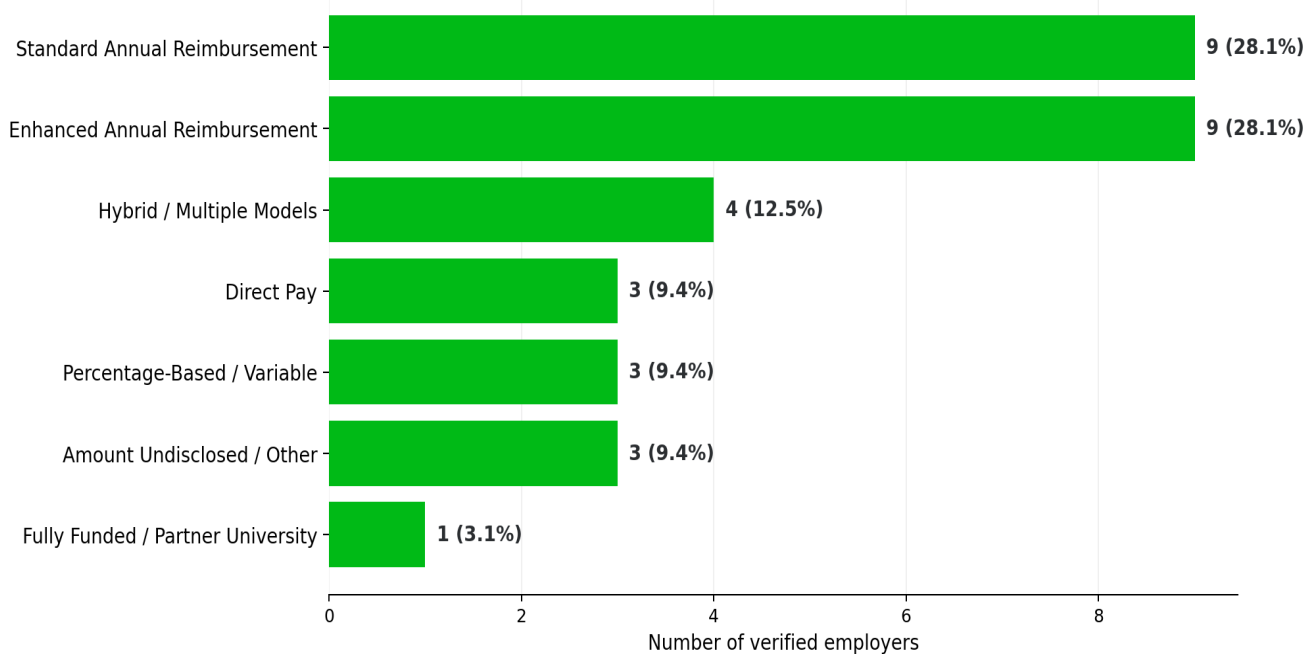
Verified	32	Primary quantitative analysis
Corroborated	18	Reference / transparency only
Unverified / Graduate Coverage Not Confirmed	19	Reference / transparency only; not evidence of current graduate coverage

Verified requires official employer documentation, employer-authorized benefit materials, or other first-party evidence. Corroborated records have credible but incomplete public evidence. Unverified / Graduate Coverage Not Confirmed includes conflicting, incomplete, outdated, undergraduate-only, or closed-to-new-graduate coverage.

HOW VERIFIED EMPLOYERS STRUCTURE GRADUATE TUITION BENEFITS

How Verified Employers Structure Graduate Tuition Benefits

Based on 32 verified employer graduate-benefit records, OMC research, August 2026.



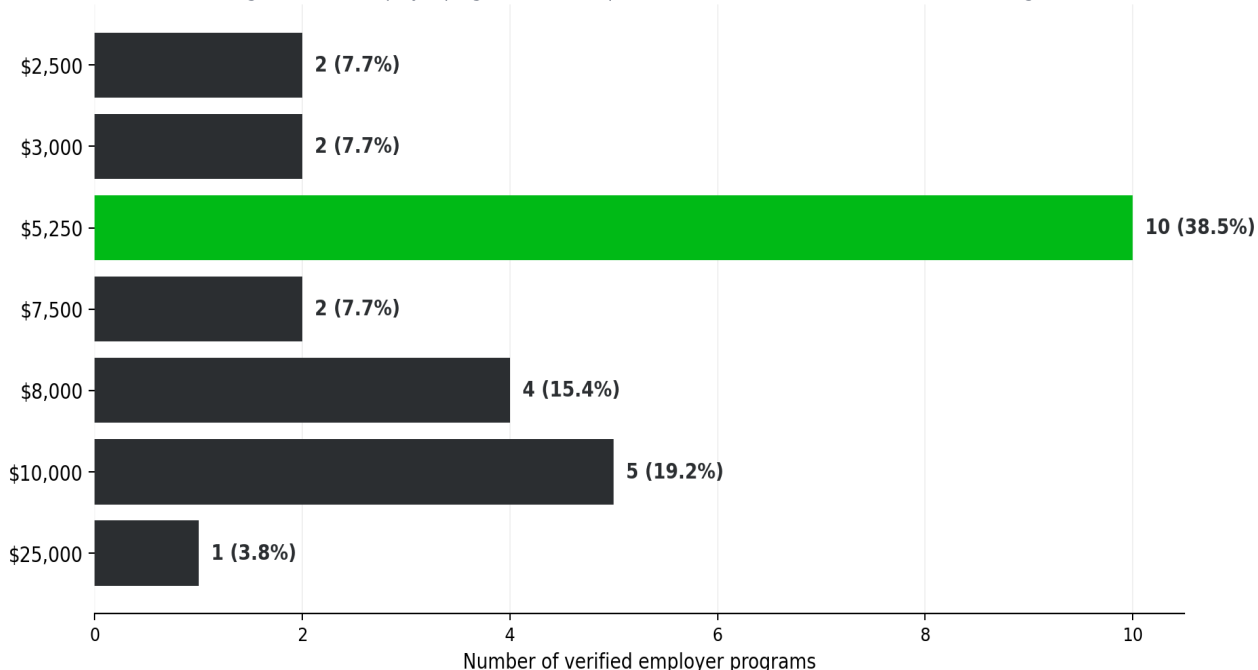
Source: OMC Companies That Pay for Graduate School Report 2026 | Verified employers only | onlinemasterscolleges.com

Each of the 32 Verified employers is classified once using its primary graduate-benefit structure; hybrid programs are separated where a single primary model would be misleading.

ANNUAL GRADUATE TUITION BENEFIT DISTRIBUTION

Annual Graduate Tuition Benefits Among Verified Employer Programs

Distribution among 26 verified employer programs with comparable annual dollar benefits, OMC research, August 2026.



Key finding: \$5,250 is the most common amount - 10 of 26 comparable verified programs (38.5%).

This chart uses only the 26 Verified programs with comparable annual dollar benefits. Direct-pay, fully funded, percentage-based, uncapped, or undisclosed benefits without a defensible annual amount are excluded from this distribution.

EMPLOYER REFERENCE DATASET

All 69 employers reviewed are retained below. Employers are presented alphabetically and are not ranked by benefit generosity. Quantitative findings elsewhere in this report use Verified records only.

VERIFIED

Employer	Graduate Benefit	Benefit Type	Eligibility / Restrictions	Industry	Source
Adobe	Up to \$10,000/year (Learning Fund) for tuition and books toward courses, GRADUATE PROGRAMS, and certain certifications — explicitly includes graduate, PhD, and MBA degree programs. A Separate one-time \$10,000 'Graduate Education Reimbursement' also exists for new hires who completed a degree within 12 months prior to their hire date	Tuition reimbursement	Confirmed via multiple official Adobe benefits pages and an official policy document. Amounts above the \$5,250 IRS Section 127 exclusion are taxable. Unused benefit does not carry forward year to year	Technology	https://benefits.adobe.com/us/work-and-life/education-benefits/education-benefits-overview
Bank of America	Up to \$7,500/year — applies equally to graduate and undergraduate coursework (no separate, higher grad tier). MBA is not explicitly named as covered on the primary source; confirm directly with BofA before publishing as MBA-eligible	Education benefit / structure varies	Tuition Assistance Program. No lifetime maximum; resets annually	Banking & Financial Services	https://careers.bankofamerica.com/en-us/benefits
Best Buy	Up to \$5,250/year for graduate-level coursework related to the employee's current role	Education benefit / structure varies	Tuition Assistance Program (TAP). Full-time employees only, after 6 months of continuous service. Coursework must be job-related. Separate Degrees@Work (Strayer) fully-funded pathway for undergrad exists	Retail	https://benefitsguide.bestbuy.com/en/personal-and-professional-development.html
Boeing	Up to \$25,000/year for most graduate degree programs; No annual cap for eligible STEM graduate degrees/certificates at partner schools	Education benefit / structure varies	Learning Together Program (LTP). Eligible from hire date. Boeing pays partner school directly (no reimbursement wait). ~300 partner schools. Amounts above the \$5,250 IRS Section 127 exclusion may be taxable depending on job-relatedness	Aerospace & Defense	https://boeingbenefits.com/employee/earning-together-program.html
Capital One	Up to \$5,250/year (grad coursework requires a 'B' or better; same pool as undergrad)	Education benefit / structure varies	Educational Assistance Program, administered by EdAssist. Eligible on date of hire for full- and part-time associates. Prepaid model (upfront allowance), not pure reimbursement	Banking & Financial Services	https://mybewellbenefits.com/Life/Educational-Assistance
Chipotle	Up to \$5,250/year for master's degrees in the Guild catalog (select programs may be fully funded under Tier 1)	Fully funded / partner program	Cultivate Education Program, administered via Guild. Available to full- and part-time crew after ~120 days at 15+ hrs/week	Restaurants & Food Service	https://chipotle.guideeducation.com/
CVS Health	Up to \$3,000/year for job-related degree programs (undergraduate or graduate); \$1,500/year for non-degree programs. \$0 out-of-pocket available at direct-pay partner schools (Capella, Strayer, CTU, University of Phoenix)	Direct pay / partner program	Tuition Assistance Program, effective 9/1/2024, administered via Bright Horizons EdAssist. Full-time colleagues eligible first of the month after hire date; part-time after 90 days. Separate PharmD Tuition Assistance Program offers up to \$20,000/year for pharmacy interns specifically — a much larger, narrower benefit	Healthcare	https://assets.ctfassets.net/5v1ksmb3netu/2egmMl8D2A0agUp3war4HF/e8945eab04b83bbb6f64138daeddaed4/Tuition_Assistance_Program_and_Partnerships_CVS_10.01.24.pdf

Employer	Graduate Benefit	Benefit Type	Eligibility / Restrictions	Industry	Source
Deloitte	100% tuition reimbursement — but only for a small, competitively-selected cohort of consultants attending top-ranked MBA programs. Not an open-access benefit for the general employee population	Selective sponsorship / fully funded	Requires 2+ years of tenure and a competitive nomination/application before enrolling; participants must return to Deloitte for 2 years post-graduation or repay; participants leave Deloitte to attend school full-time and return as Senior Consultants	Professional Services / Consulting	https://www2.deloitte.com/us/en/pages/careers/articles/join-deloitte-graduate-school-assistance-program.html
Discover Financial Services	Confirmed to cover graduate degrees via the company's own 'Education Assistance Program' (explicitly named alongside Associate's and Bachelor's degrees in Discover's own press release), separate from the fully-funded undergraduate-only 'Discover College Commitment.' Exact annual dollar cap not found in primary sourcing	Tuition assistance	Discover also runs a distinctive ON-SITE MBA PROGRAM in partnership with Lake Forest Graduate School of Management for select employees, and a Leadership Education Advancement Program (LEAP) combining a bachelor's degree with leadership development — both notable differentiators	Banking & Financial Services	https://investorrelations.discover.com/newsroom/press-releases/press-release-details/2018/Discover-Offers-Employees-a-Full-Ride-Bachelors-Degree-Program/default.aspx
Fidelity Investments	Up to \$5,250/year for master's degrees within the Guild catalog. Doctoral degrees Not covered	Education benefit / structure varies	Administered through Guild Education. No requirement to stay at Fidelity after completing a degree	Financial Services	https://www.guileducation.com/fidelity
Ford Motor Company (UAW-represented ETAP)	Up to \$8,000/year total (GED through PhD); up to \$4,000 of that can go to work-related Personal Development Assistance coursework instead	Education benefit / structure varies	Education Development & Training Program (EDTP) / Employee Tuition Assistance Program (ETAP), a UNION-NEGOTIATED benefit for UAW-represented HOURLY employees only — Not Ford's general salaried-employee benefit. Voucher/prepayment system via ONTAAS, not standard reimbursement. Separate Guild Education partnership (up to \$6,000/yr) exists for other Ford employee populations	Automotive & Manufacturing	https://www.uawford.org/programs/tuition-assistance-program-etap/
General Motors (GM)	Up to \$8,000/year for graduate/postgraduate degree programs (Salaried Tuition Assistance Program, STAP). Confirmed used for a master's degree per an official GM employee story	Tuition assistance	GM University / STAP. No time/service commitment required after use, per GM's own careers site	Automotive & Manufacturing	https://search-careers.gm.com/en/benefits/
HCA Healthcare	Up to \$5,250/year in tax-free reimbursement for eligible higher education expenses, confirmed on HCA's own official careers benefits page. Confirmed usable for an MBA via an official HealthTrust (an HCA-affiliated organization) employee story	Tuition reimbursement	Administered via Bright Horizons EdAssist. HCA also owns Galen College of Nursing, offering a separate zero-out-of-pocket RN-to-BSN pathway for HCA employees combining a Galen tuition grant with the standard \$5,250 benefit — a notable differentiator for nursing-track employees specifically (less relevant to OMC's general grad-degree audience)	Healthcare	https://careers.hcahealthcare.com/pages/employee-benefits-and-rewards

Employer	Graduate Benefit	Benefit Type	Eligibility / Restrictions	Industry	Source
HCLTech (USA)	Not a traditional dollar-cap reimbursement. Full-time US employees receive a 14% TUITION DISCOUNT (not reimbursement) on graduate degree programs at Purdue Global, a named academic partner	Partner tuition discount	Announced via HCLTech's own press release (Purdue Global partnership). A separate, more generous track exists for HCLTech's Apprenticeship Program participants (non-degreed high school graduates), who receive 100% tuition-paid UNDERGRADUATE degrees at Purdue Global via the Advantage Tuition Grant — but that track is undergraduate/apprentice-only, not open to general full-time employees pursuing a master's	IT Services & Consulting	https://www.hcltech.com/press-releases/announcement/hcltech-partners-purdue-global-higher-education-program
JPMorgan Chase	Up to \$7,500/year for master's degrees, certificates, and certifications in the Guild catalog (same cap for approved non-catalog programs)	Education benefit / structure varies	Administered via Guild. Includes a distinctive Dalton CFP(R)/Mark Meldrum CFA(R) finance-certification pathway	Banking & Financial Services	https://www.guileducation.com/jpmc
Kaiser Permanente	Up to \$3,000/year (National Tuition Reimbursement) for completing courses toward a degree or certificate — explicitly confirmed usable for BOTH bachelor's and master's degrees via multiple named-employee stories on Kaiser's own official channels (one employee earned both a bachelor's and MBA online using the benefit)	Tuition reimbursement	Available to employees working 20+ hrs/week. For union-represented staff, additional benefits exist through Labor Management Partnership trusts (e.g., Ben Hudnall Memorial Trust, SEIU UHW-West Education Fund) that can layer on top of the \$3,000 national benefit — coordination varies and should be confirmed with the specific trust	Healthcare	https://www.impartnership.org/stories/build-your-career-tuition-reimbursement (and https://kpwellnessu.kaiserpermanente.org/tuition-reimbursement/)
Light & Wonder	80% reimbursement of tuition/registration/books/lab/test fees, up to \$5,250/year, lifetime cap of \$15,750. Explicitly covers 'undergraduate or graduate degree program.'	Tuition reimbursement	Official Tuition Reimbursement Policy, effective April 2025. Full-time (30+ hrs/week) employees only, with 6 months continuous service and no discipline in prior 6 months. Requires a 'B' or better grade. Must stay employed 1 year after reimbursement or repay a pro-rated amount. Does Not apply to union-represented employees unless separately negotiated	Gaming Technology	https://lnwellness.com/wp-content/uploads/2025/05/Tuition-Reimbursement-Policy.pdf
Lowe's	Up to \$2,500/year for master's degrees explicitly listed in the Guild catalog	Education benefit / structure varies	Administered via Guild since 2022. One year of employment required for the \$2,500 reimbursement track (debt-free catalog may have different eligibility). Separate Track to the Trades pre-apprenticeship program (100% funded) for skilled trades, not degree-relevant to OMC	Retail / Home Improvement	https://corporate.lowes.com/newsroom/press-releases/lowes-launches-debt-free-education-program-more-300-000-associates-04-13-22
McDonald's — Franchise employees	Up to \$2,500/year; primary source explicitly lists 'graduate or post-graduate school' as an approved school type	Education benefit / structure varies	Tuition Assistance track of Archways to Opportunity. Requires ~90 cumulative days with the same franchise owner/operator. Not limited to McDonald's-branded partner schools — any accredited institution qualifies	Restaurants & Food Service	https://www.archwaystoopportunity.com/tuition_assistance.html
Microsoft	Up to \$10,000/year for graduate coursework, OR \$10,000/year for a combination of undergrad+grad (Corporate employees). Retail employees: \$5,250/year for either level	Education benefit / structure varies	Tuition Assistance Program, administered by EdAssist. Must be job-related; manager approval required each term; must be active employee at time of reimbursement	Technology	https://usbenefits.microsoft.com/us/en/tuition-assistance.html

Employer	Graduate Benefit	Benefit Type	Eligibility / Restrictions	Industry	Source
Oracle	Up to \$5,250/year; requires a 'B-' or better grade; must be approved by manager as job-related	Education benefit / structure varies	Reimbursement model (pay upfront, submit for reimbursement). Regular full-time employees only	Technology	https://www.oraclebenefits.com/ESS/Documents/PublicDocuments/CNT2516187_US_Top_Reasons.pdf
PepsiCo	Up to \$8,000/year for graduate degrees (traditional reimbursement track)	Tuition reimbursement	MyEducation program, administered via Guild since 2022. Covers Frito-Lay, PepsiCo Beverages, and Quaker business units. Reimbursement model: pay upfront, submit documentation after grade posts	Food & Beverage	https://www.pepsico.com/en/esg-topics/employee-learning-and-development
Pfizer	Confirmed to cover graduate degrees, explicitly including MBA and MPH programs, per Pfizer's own official program documentation. Exact annual dollar cap Not publicly disclosed by Pfizer; one recent (unverified) employee review cites a '\$10K tuition benefit.'	Education benefit / structure varies	Education Assistance Program, administered via Bright Horizons EdAssist. University discount partnerships exist separately (Brandeis University: 20% reduction on online Graduate Professional Studies programs including an M.S. in Bioinformatics; Stevens Institute of Technology: discount for part-time study; Worcester Polytechnic Institute: 10% discount)	Pharmaceuticals	https://cdn.pfizer.com/pfizercom/Program_FAQs_08302023.pdf
Publix Super Markets	Reimburses tuition for a graduate program, BUT only for corporate/non-retail roles where a graduate degree meets 'a corporate need or satisfies a required or preferred qualification' for the employee's career path. Publix's own page states retail positions currently do Not qualify. Exact dollar cap not extracted from the primary page; secondary sources cite a \$16,900 lifetime limit for graduate study (unverified exact figure)	Tuition reimbursement	Tuition Reimbursement program. 90 days of service, average 10 hrs/week required. Graduate participants must sign a repayment agreement committing to work for Publix during participation and 2 years after final reimbursement	Grocery Retail	https://www.publix.org/career-and-self-development/education-opportunities/tuition-reimbursement/graduate-program
State Farm	Up to \$10,000/year for graduate coursework and \$7,500/year for undergraduate coursework — confirmed via State Farm's own official newsroom articles and 2022 Impact Report, explicitly described as 'industry-leading' relative to the standard \$5,250 IRS cap. Multiple named employees confirmed using it for a master's degree (including one in HR Management, one in Organizational Leadership)	Education benefit / structure varies	Direct billing available for select institutions (no out-of-pocket cost). Partnership with Rio Salado College for an approved associate degree available to any employee regardless of location	Insurance	https://impact.statefarm.com/data/docs/2022/2022_Impact_Report.pdf and https://newsroom.statefarm.com/state-farm-offers-industry-leading-tuition-assistance/
T-Mobile	Up to \$5,250/year (full-time); explicitly covers 'undergraduate or graduate level degree' per company policy documentation. Separate fully-funded track exists at select online partner universities (Capella, University of Phoenix, UAGC), including MBAs at \$0 out-of-pocket	Fully funded / partner program	Tuition Assistance Program, available after 90 days. Manager approval required; coursework must relate to current or another T-Mobile position	Telecommunications	https://careers.t-mobile.com/culture-and-benefits
Target	Up to \$10,000/year for master's degrees in the Guild catalog	Education benefit / structure varies	Dream to Be program, administered via Guild. Available day one, full- or part-time. ~500 programs across 40+ schools. Amounts above \$5,250 IRS exclusion are taxable income	Retail	https://corporate.target.com/press/release/2021/08/target-launching-debt-free-education-assistance-pr (program terms); dollar figures corroborated at https://www.guildeducation.com/target

Employer	Graduate Benefit	Benefit Type	Eligibility / Restrictions	Industry	Source
The Home Depot	Master's/doctoral coursework IS eligible. Reimbursed at 50% of tuition/fees up to same tiered caps as undergrad: \$5,000/yr (salaried), \$3,000/yr (FT hourly), \$1,500/yr (PT hourly)	Tuition reimbursement	Available day one of employment. Reimbursement model. ANY accredited institution qualifies (not catalog-restricted)	Retail / Home Improvement	https://secure.livethehealthyorangelife.com/tuition_reimbursement
UnitedHealth Group	Up to \$5,250/year for approved coursework in an accredited program (the federal Section 127 maximum). Grad-eligible; grade requirement commonly C+ (undergrad) / B+ (grad) per secondary reports	Education benefit / structure varies	Confirmed in UHG's own official U.S. benefits brochure. Job-related coursework requirement applies per employee reports	Healthcare & Health Insurance	https://www.unitedhealthgroup.com/content/dam/careers/what-we-offer/pdfs/New_US_Benefits_Brochure_rev_Feb_2024.pdf
USAA	Confirmed via USAA's own official employee-spotlight pages at \$5,000 per SEMESTER (~\$10,000/year) through the 'EdAssist' program, explicitly usable for a bachelor's, and separately confirmed for an MBA in another official USAA employee story. Requires an A or B grade	Education benefit / structure varies	USAA's own careers site explicitly lists 'opportunities to earn advanced degrees' among its benefits language	Insurance & Financial Services	https://www.usaajobs.com/employee-spotlight-lekayshia and https://www.usaajobs.com/employees-accomplishments
Verizon	Up to \$8,000/year for employees working 30+ hrs/week	Education benefit / structure varies	VZTAP (Verizon Tuition Assistance Program). Eligible from day one at 20+ hrs/week, no tenure requirement	Telecommunications	https://www.verizonbenefits.com/social-and-family/education-assistance
Wells Fargo	Up to \$5,250/year (current figure per Wells Fargo's own careers site; some older secondary sources cite a now-outdated \$5,000 figure). Employee testimonial on Wells Fargo's own Built In profile confirms usage toward a master's degree	Education benefit / structure varies	Tuition Reimbursement Program. Reimbursement model; must remain employed through course completion. Separate scholarship program exists for dependent children (\$1,000-\$3,000/yr)	Banking & Financial Services	https://www.wellsfargojobs.com/en/life-at-wells-fargo/benefits/

CORROBORATED

American Express	Tuition reimbursement is widely and consistently reported across many independent benefit-tracking sites at up to \$7,500/year for graduate degrees, but No americanexpress.com or aexp.com page confirming this was found in this research pass	Tuition reimbursement		Financial Services	No amex.com/aexp.com primary source found; figure via consistent secondary corroboration only
Apple	Up to \$5,250/year (same flat cap for grad and undergrad; program existence confirmed on Apple's own site, exact figure corroborated by extensive, consistent secondary reporting)	Education benefit / structure varies	Education Reimbursement program via Bright Horizons EdAssist. Coursework must be job-related. Requires ~6 months tenure. Separate UMass Global direct-pay partnership available up to the same cap	Technology	https://www.apple.com/careers/us/life-at-apple/benefits.html
Chevron	75% reimbursement of tuition for job-related/career-development coursework, confirmed usable for an MBA per multiple independent employee reports. Exact annual dollar cap not found in primary sourcing (U.S. HR Policy 125 - Educational Assistance)	Tuition reimbursement	Active-employee program is U.S. HR Policy 125. A Separate, better-documented program (SESP Educational Assistance) exists only for departing/laid-off employees receiving severance: 75% reimbursement up to \$5,000 total for post-Chevron job transition coursework	Energy / Oil & Gas	https://hr2.chevron.com/severance-program-details ; active-employee program corroborated via multiple independent Glassdoor employee reports

Cisco Systems	\$10,000/year for graduate coursework per numerous consistent, independent employee reports spanning many years (2015-2026); requires a 'B' or higher average grade	Education benefit / structure varies	No cisco.com primary source with these figures was found, but the \$7,500/\$10,000 split is repeated consistently and specifically across many independent employee reviews over a decade, which is a meaningfully stronger signal than a single aggregator listing. Benefit is reportedly funded out of each business unit's budget, so approval can vary by team	Networking & Technology	No cisco.com primary source found; figures via long-standing, consistent, independent employee corroboration (Glassdoor, Indeed) across 2015-2026
Comcast NBCUniversal	Up to \$8,000/year for graduate programs (associate/bachelor's/master's/doctorate all eligible per company-authorized partner-school pages)	Education benefit / structure varies	Education Assistance Program, administered by EdAssist. Full-time employees eligible from day one. Comcast does not publish full policy details externally — dollar figures corroborated via Comcast's own authorized partner-school pages (Champlain College, UAGC), not stated directly on jobs.comcast.com	Media & Telecommunications	https://jobs.comcast.com (program existence); dollar figures corroborated at https://online.champlain.edu/comcast
EY (USA)	Existence of multiple education benefit tracks is well documented, but no ey.com primary source with a specific dollar figure for standard tuition reimbursement was found	Tuition reimbursement	EY offers a notable, distinctive program: 'EY Tech MBA by Hult' — a free, fully-sponsored corporate MBA described as universally accessible to EY's global workforce (unlike competitor programs that select a small cohort). Separate business-unit-funded MBA sponsorship and standard Section 127 tuition reimbursement also reportedly exist	Professional Services / Accounting	No ey.com primary source found for a specific dollar figure
FedEx	Up to \$5,250/year, no lifetime maximum. Primary source does not explicitly exclude graduate coursework (unlike Amazon/Walmart); partner-school pages (Rasmussen, RMU) show graduate and even doctoral programs being used with the benefit	Education benefit / structure varies	Available first day of employment for some populations, 90 days for others (varies by operating company: FedEx Ground vs. Express). Reimbursement model	Transportation & Logistics	https://careers.fedex.com/hiring-and-development
Intel	Up to \$50,000 PER DEGREE PROGRAM (no stated annual limit) for graduate-level BUSINESS programs specifically. Other eligible programs: up to 100% of tuition, gated on a 'successful or better' job-performance rating	Education benefit / structure varies	Tuition Assistance Program (TAP), administered by GP Worldwide	Semiconductors & Technology	https://www.intel.com/content/dam/www/public/us/en/documents/guides/benefits-overview-guide-us.pdf

Lockheed Martin	Up to \$10,000/year for graduate coursework (including doctoral programs), administered through Bright Horizons EdAssist. No direct lockheedmartin.com page with this figure was found, but it is extremely consistently corroborated across many independent sources, and Lockheed Martin's EdAssist partnership is independently confirmed by partner-school pages (e.g., Worcester Polytechnic Institute's own corporate partnership page)	Education benefit / structure varies	Requires job-related coursework, minimum grades (commonly C+ for undergrad, B+ for grad), and roughly a 1-year post-completion service expectation per secondary reports. Partner schools with added discounts include WPI, Stevens Institute of Technology, and Rowan University	Aerospace & Defense	https://wp.wpi.edu/lmc/student-resources/how-to-pay-for-your-degree/ (confirms EdAssist partnership); dollar figures via strong, consistent secondary corroboration
McDonald's — McOpCo employees	Up to \$5,250/year (based on documented case of two McOpCo employees who received \$5,250/yr and later pursued an MBA); same 'graduate or post-graduate school' eligibility as the franchise tier	Education benefit / structure varies	McDonald's-owned-and-operated (McOpCo) restaurant employees receive a higher tier than franchise employees under the same Archways to Opportunity program	Restaurants & Food Service	https://www.archwaystoopportunity.com/earn_your_college_degree.html
Nike, Inc	Up to \$5,250/year for full-time Retail Associates specifically, confirmed via numerous current official careers.nike.com job postings. Corporate-employee tier not found in this research pass — may differ	Education benefit / structure varies	Separate 'Lane Four' program (partnership with University of Memphis) exists specifically for U.S. distribution center and Air MI employees, with direct tuition billing to Nike (no out-of-pocket cost) and 24/7 tutoring — notable, but distinct from the general Retail Associate tuition benefit	Consumer Products / Apparel	https://careers.nike.com (confirmed across numerous current Retail Associate job postings)
Northwestern Mutual	Tuition assistance ('Educational reimbursement') confirmed on Northwestern Mutual's own careers site as an official benefit, but WITHOUT a stated dollar amount. Multiple independent Glassdoor employee reviews consistently cite a \$5,250/year cap; one third-party site (not Northwestern Mutual's own) additionally cites a \$52,500 career lifetime maximum — this lifetime figure is less certain and single-sourced	Tuition reimbursement	Listed as 'Educational reimbursement' among Northwestern Mutual's official benefits	Insurance & Financial Services	https://careers.northwesternmutual.com/life-at-nm/benefits/
PwC (USA)	CONFLICTING. One employee (Fishbowl) reports tuition reimbursement 'capped at \$10K/year for Advisory/Consulting staff' and a competitive MBA sponsorship program; a separate Glassdoor review states PwC does 'not reimburse for getting a degree (i.e. graduate school).' No pwc.com page confirming either was found	Tuition reimbursement	A distinct, confirmed program exists: the 'While You Work - CPA Acceleration Program' with Northeastern University, where PwC pays directly for an online master's degree toward the 150-credit CPA requirement — this is a real, specific offering, separate from any general tuition reimbursement claim	Professional Services / Accounting	No pwc.com primary source found for general tuition reimbursement

Qualcomm	Up to \$10,125/year for graduate and postgraduate degree-related courses (100% reimbursed for A/B grades, 50% for C grades). Undergraduate/certificate/associate: up to \$5,250/year under the same grading scale	Tuition reimbursement	Confirmed to exist via Qualcomm's own 2024 Corporate Responsibility Report ('tuition reimbursement and more'). The specific dollar figures are not shown in that document but are extremely consistently corroborated across many independent secondary sources using near-identical language, suggesting they trace back to Qualcomm's own internal benefits page	Semiconductors & Technology	https://www.qualcomm.com/content/dam/qualcomm-martech/dm-assets/documents/2024-qualcomm-corporate-responsibility-report.pdf (existence); dollar figures via strong, consistent secondary corroboration
Salesforce	Up to \$5,250/year, 100% reimbursement of fees, tuition, and books for pre-approved, job-related courses at an accredited academic institution. Does not explicitly exclude graduate coursework	Tuition reimbursement	Education Reimbursement Program, confirmed on Salesforce's own official benefits site. Complements Salesforce's separate free Trailhead certification platform	Technology	https://www.getsalesforcebenefits.com/en/your-benefits/work-life/perks
Siemens (USA)	Tuition reimbursement confirmed to exist as an official benefit via numerous current Siemens job postings, but No specific dollar figure is published by Siemens itself. Multiple independent employee reports (including at Siemens Healthineers) consistently cite the standard \$5,250/year IRS-exclusion cap, but this is not Siemens' own stated figure	Tuition reimbursement	Referenced across many current jobs.siemens.com postings as 'Tuition Reimbursement program.' Benefits also documented via a separate portal, benefitsquickstart.com/siemens	Industrial Technology & Manufacturing	https://jobs.siemens.com (program existence confirmed across current job postings)
Southwest Airlines	GENUINELY CONFLICTING. An unofficial mirror site (not southwest.com) claims \$5,000/yr for full-time employees, but Southwest's own JobzMall FAQ page states explicitly in one place 'No, Southwest Airlines does not offer tuition reimbursement,' and a Glassdoor employee review independently confirms 'No tuition reimbursement.' Other secondary sources (Built In, a separate JobzMall FAQ) claim the opposite	Tuition reimbursement	A University of Dallas partner-school page confirms Southwest Airlines employees ARE eligible for a 20% tuition discount scholarship on MBA/MS programs — this specific partnership discount is real and separate from any general reimbursement claim	Airlines / Transportation	No southwest.com primary source found; direct conflicting reports from independent sources
UPS	Up to \$5,250/year, \$25,000 LIFETIME maximum — usable for a master's degree per multiple secondary sources, though the program targets part-time/non-management roles	Education benefit / structure varies	Earn & Learn Program, administered by third party Edcor. Available only at SELECT UPS locations, mostly part-time non-management positions (e.g., package handlers)	Transportation & Logistics	https://www.jobs-ups.com/us/en/earn-and-learn

UNVERIFIED / GRADUATE COVERAGE NOT CONFIRMED

3M	Tuition reimbursement confirmed as an official benefit on 3M's own careers site, but No specific dollar figure is published	Tuition reimbursement	Listed among 3M's benefits alongside adoption assistance and flexible work arrangements on 3M's own official careers/benefits page	Diversified Manufacturing	https://www.3m.com/3M/en_US/careers-us/working-at-3m/benefits/
Amazon	Graduate degrees are not covered under the cited Career Choice program	Undergraduate-only education benefit	Undergraduate only. 90-day employment wait. Hourly ('blue badge') employees; being expanded to some salaried Level 4+ per 2025 reporting	E-commerce & Technology	https://www.aboutamazon.com/workplace/employee-benefits

Aristocrat Gaming / Aristocrat Technologies	Current official benefits materials reviewed did not list tuition reimbursement	Tuition reimbursement	Some older/unofficial sources (Glassdoor reviews, one of which appears to actually describe a different company, 'Apple Cinemas') mention tuition reimbursement, but this is Not corroborated by Aristocrat's own current benefits guide	Gaming Technology	https://atibenefits.com/wp-content/uploads/2024/12/ATI_BAG_2025_POSTING.pdf (official 2025 benefits guide, tuition Not listed)
Disney (Disney Aspire)	New graduate enrollment closed Sept. 5, 2024; employees already enrolled may continue under updated capped terms	Grandfathered graduate benefit	Grandfathered / closed to new graduate enrollment. Disney Aspire, administered via Guild since 2018. This is a RECENT (late 2024) and significant downgrade from the program's original 100%-coverage, unlimited-master's design — a major currency risk if cited using older, pre-2024 sources	Media & Entertainment	https://www.hrdive.com/news/disney-limits-college-tuition-benefit/726714/ (policy change); program overview at https://thewaltdisneycompany.com/news/disney-aspire-marks-an-incredible-life-changing-first-year/
Google / Alphabet	Graduate tuition benefit amount and current eligibility could not be verified from public first-party sources	Education benefit / structure varies	Google states informally (via secondary reporting) that MBA-track reimbursement exists with manager approval, but funding limits and eligibility are described as 'not publicly disclosed.'	Technology	No verifiable primary source found
IBM	IBM historically offered tuition reimbursement, but current graduate benefit terms were not confirmed in this research pass	Tuition reimbursement	IBM's own corporate history page documents the program's 1958 origin and describes it as covering 'degrees of any kind.' A separate, formal IBM PhD Fellowship program (external, for current PhD students, not IBM employees) offers \$40,000/year in the US	Technology & IT Services	https://www.ibm.com/history/education-at-ibm (historical confirmation only)
IGT (International Game Technology)	Tuition reimbursement is publicly listed as a benefit, but graduate eligibility and the dollar amount were not confirmed	Tuition reimbursement	Confirmed via numerous official IGT job postings (jobs.igt.com) across many roles and locations (Reno, Las Vegas, etc.), plus IGT's own 2018 sustainability report referencing the U.S. program. Amount not disclosed in any public IGT document found	Gaming Technology	https://jobs.igt.com (program existence confirmed across dozens of job postings)
Johnson & Johnson	A distinct employee graduate tuition reimbursement program could not be confirmed from the official benefits materials reviewed	Tuition reimbursement		Healthcare / Pharmaceuticals & Medical Devices	https://www.careers.jnj.com/en/life-at-jj/employee-benefits/ (no employee tuition-reimbursement program listed)
KPMG (USA)	Graduate reimbursement figures are reported by secondary sources but were not confirmed by a current KPMG first-party source	Education benefit / structure varies		Professional Services / Accounting	No kpmg.com primary source found
Marriott International	Tuition Reimbursement confirmed on Marriott's own official 2025 benefits guide as an associate benefit, but Marriott does Not publicly disclose a specific dollar cap — amounts and rules reportedly vary by property, role, and geography. Independent reports range from \$1,500/yr to \$5,250/yr	Tuition reimbursement	Separate Marriott Scholars Program exists (undergraduate-only, up to \$9,000/yr for 4 years) and a Student Debt Repayment Program (SDRP)	Hospitality	https://life.marriott.com/wp-content/uploads/2025/09/benefitoverviewf_2025edits_8.19.25.pdf
Meta (Facebook)	A current graduate tuition reimbursement program could not be confirmed; public sources conflict	Tuition reimbursement		Technology	https://www.metacareers.com/benefits/ (no distinct tuition-reimbursement line item found)

Progressive Corporation	Tuition assistance is confirmed, but graduate eligibility and the current reimbursement amount were not clearly disclosed	Tuition reimbursement		Insurance	https://careers.progressive.com/pages/difference-benefits
Sandisk	Graduate tuition reimbursement could not be confirmed from the official benefits materials reviewed	Tuition reimbursement		Data Storage & Technology	https://www.sandisk.com/careers/benefits (no tuition reimbursement mentioned)
Starbucks	The cited Starbucks College Achievement Plan is limited to a first-time bachelor's degree	Undergraduate-only education benefit	Undergraduate only. Day-one eligibility (240 hours over 3 consecutive months). No lifetime service commitment after graduation. Sole university partner is ASU — no school choice	Restaurants & Food Service	https://about.starbucks.com/starbucks-college-achievement-plan/
Super Micro Computer (Supermicro)	Graduate tuition reimbursement could not be confirmed from the official benefits materials reviewed	Tuition reimbursement		Computer Hardware & Technology	https://jobs.supermicro.com/content/benefits/ (no tuition reimbursement mentioned)
Tata Consultancy Services (TCS) USA	Graduate tuition reimbursement could not be confirmed; available public sources conflict	Tuition reimbursement		IT Services & Consulting	No reliable primary source found; tcs.com does not publicly document a tuition benefit
The Cigna Group	An education development benefit is confirmed, but graduate-degree eligibility and dollar limits were not publicly specified	Education benefit / structure varies	Multiple named-employee stories on Cigna's own official careers site describe using the program to complete a bachelor's degree (one after a 30-year gap) — grad-level usage not explicitly confirmed in sourcing found	Healthcare & Health Insurance	https://jobs.thecignagroup.com/us/en/benefits
Visa Inc	Graduate tuition reimbursement could not be confirmed from Visa's public benefits materials	Tuition reimbursement		Payments & Financial Technology	https://corporate.visa.com/en/about-visa/crs/workforce.html (no tuition benefit mentioned)
Walmart	Graduate degrees are not currently included in the cited Live Better U program	Undergraduate-only education benefit	Undergraduate only. Live Better U (LBU), administered via Guild. Day-one eligibility. Employees who already hold a bachelor's degree are Not eligible	Retail	https://corporate.walmart.com/about/working-at-walmart/live-better-u/

HOW TO COMPARE EMPLOYER TUITION BENEFITS

Compare the annual benefit amount together with graduate-degree eligibility, employment tenure, grade requirements, program or job-relevance restrictions, payment structure, approved institutions, and any post-employment service or repayment obligations. Direct-pay and partner-school models can reduce upfront cash-flow needs even when their annual dollar value is not directly comparable with reimbursement programs.

METHODOLOGY & LIMITATIONS

OMC compiled this research by reviewing publicly available employer education benefit policies, human resources documentation, tuition assistance pages, employer-authorized benefit administrators, and other first-party materials. The research snapshot is August 2026. Only Verified employers feed quantitative findings, charts, and aggregate comparisons unless a visualization explicitly states otherwise. Employer policies may change after the research date, and some benefits may differ by employee classification, geography, business unit, collective bargaining agreement, or internal policy not publicly available.

Comparable annual-dollar dataset. The annual-dollar distribution uses 26 Verified employer programs where a defensible annual dollar amount can be compared. Programs that are fully funded without a comparable cap, direct-pay with no comparable amount, percentage-based without a defensible equivalent, uncapped, amount-undisclosed, or otherwise non-comparable are excluded from that specific analysis.

CITE THIS REPORT

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