

## Fast Facts from EBRI

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### Will New Grads Have Health Insurance or a 401(k) Plan?

WASHINGTON—As tens of thousands of college seniors leave school and look for a job this summer, one question they will face is: If and when they land a job, what are the chances of having health benefits and a retirement plan?

Studies by the nonpartisan Employee Benefit Research show that young workers are much more likely to have employment-based health insurance than to participate in a 401(k)-type plan, the most widely-used retirement option available to workers today. Not surprisingly, the younger the worker, the less likely they are to have a job with benefits. Here are the most recent data showing who has what kind of benefit for three groups of workers, by age:

#### Who is covered by employment-based health insurance (2003)?

Ages 21–24: 45 percent (26 percent in worker's name; 19 percent as a dependent).

Ages 25–34: 61 percent (47 percent in worker's name; 14 percent as a dependent).

Ages 35–44: 70 percent (50 percent in worker's name; 20 percent as a dependent).

#### Who owns a 401(k)-Type Plan (2002)?

Ages 21–24: 9 percent of workers.

Ages 25–34: 29 percent of workers.

Ages 35–44: 34 percent of workers.

Details of the sources of health insurance coverage were published in the December 2004 *EBRI Issue Brief*, "Sources of Health Insurance and Characteristics of the Uninsured: Analysis of the March 2004 Current Population Survey," available at [www.ebri.org/ibpdfs/1204ib.pdf](http://www.ebri.org/ibpdfs/1204ib.pdf). Details of the study of 401(k)-type plan ownership were published in the January 2005 *EBRI Notes*, "401(k)-Type Plan and IRA Ownership," and are available at [www.ebri.org/pdfs/0105notes.pdf](http://www.ebri.org/pdfs/0105notes.pdf). All EBRI research is available on the Institute's Web site, [www.ebri.org](http://www.ebri.org).

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