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## Health Care 411 for GENERATION Y

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There are more than 300,000 Arizonans between the ages of 20 and 24. As this group, known as Generation Y, exits college and enters the workforce, they are faced with a new responsibility – health-care. Despite the fact that this generation grew up in an age with information at their fingertips, many have not taken the time to research the basics of healthcare. While individuals within this age group may not feel the need for health insurance, there are certain things every young adult should know about this aspect of their life, including:



### How long can young adults stay on their parents' insurance?

- While the average age people are able to stay on their parent or guardian's health care plan is 23, the qualifications vary by plan.
- Qualifications can depend on factors like part/full-time student status and part/full-time employment.

### What are the types of insurance plans that a young adult should be aware of?

- **HMOs** - Health Maintenance Organizations - This is a prepaid plan that includes an organized network of healthcare personnel and facilities that offer a wide range of services and often requires a monthly fee. If you go out of the network, care is not usually covered unless previously authorized or it is an emergency situation.
- **PPOs** - Preferred Provider Organizations - This plan combines the features of an HMO with private insurance and often involves a small fee, or copay, when you visit the doctor. The plan is made up of a preselected group of physicians and hospitals (the "in-network" group) that provide medical care at a discounted rate. You can go "out of network," but you risk paying a higher percentage of the bill.

### How much will insurance cost?

- Costs vary greatly depending on the insurance plan. There are a few terms that every young adult should be familiar with that relate to their out-of-pocket costs:
- **Copay** - This is a predetermined fee, in addition to what health insurance covers, that an individual pays for healthcare services at the time of service.
- **Deductible** - The insured person is required to pay a fixed dollar amount of expenses each year before the health insurance company reimburses for covered healthcare expenses. Generally, an insured person is responsible for a deductible each calendar year.

### Where can young adults turn to educate themselves on insurance?

- **Friends and family** - Get their thoughts on health insurance providers and compare notes.
- **The Internet** - Web content can provide basic information, comparisons and other tools for education.
- **The phone** - Call the health insurance provider directly. They can provide a more detailed picture of whether a company will meet individual needs.

Additional advice for this age group can be found through the Arizona Foundation for Medical Care (AFMC), Arizona's largest statewide independent healthcare network. To access these healthcare tips, please visit [www.azfmc.com/index/healthed/page/healthednextgen](http://www.azfmc.com/index/healthed/page/healthednextgen). ■