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Case 7: The Oldest Intern¹

Each summer, Washington D.C. fills with interns and Francisco Joaquin was one of them. He spent the summer of 2018 in D.C. as an intern at the D.C. Mayor's Office of Veterans Affairs, assisting vets, many of them low-income. His dream is to get his Juris Doctorate degree and pass the Arizona bar exam. His internship came about from attending an on-campus event and he was one of 25 candidates selected.

Francisco is 63. He has already retired once, at age 55.

Francisco might not be that unique. Many are finding that in order to finance retirement or just pay the bills, they have to work longer.

In their book, *The 100 Year Life*, authors Lynda Gratton and Andrew Scott estimate that many people in their fifties will work into their seventies and those in their twenties may work well into their eighties. This comes when retirement looms for many but more 18 to 34 year olds, settled with student loan debt, a tough job market, and sky-high rents in many urban areas, are living at home with their parents. These trends are disrupting the traditional three-stage life of full-time education, full-time work, and full-time retirement not only for the old but also for the young.

Some argue that those who have had decades long careers need to pass the baton to give younger workers the same chance that they had: to have a career; own a home; and raise a family. That is, by taking up space in the classroom and in the workplace, they are denying the younger generation their chance. Limiting enrollment in higher education and requiring mandatory retirement would ensure that the younger workers get their chance. Others, however, suggest that it is a fallacy to assert that the opportunities, whether for education or employment, are limited but that by providing these opportunities to all we have a more productive society. Thus, there is no need to limit enrollment or make retirement mandatory and that it would be economically detrimental to do so.

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