Changes in the economy and the increased need for lifelong learning, coupled with innovations in technology expanding possibilities for learning, elevate the importance of informal learning. With this broadened recognition of the possibilities for learning come new opportunities for innovation and the possibility of envisioning a future with more learning available to more learners.

**ROAD BLOCKS**

**EQUITY IS A CHALLENGE**
Attention is needed to ensure access to and support of informal learning for all.

**THOSE WITH MORE FORMAL EDUCATION OFTEN BENEFIT MORE FROM INFORMAL LEARNING**
Learners who may have grown up in disadvantaged school environments and/or previously felt frustrated by learning may not feel empowered to seek out informal learning opportunities.

**TECHNOLOGY PROMOTES INFORMAL LEARNING OPPORTUNITIES BUT MAY ALSO CREATE AND EXPAND A DIVIDE**
The new “digital divide is not only between those who have computers and those who do not, and increasingly between people who know how to use computers to their advantage and those who do not” rather than saying “is not between.”

**WORKPLACE OPPORTUNITIES FOR INFORMAL LEARNING ARE FEWER FOR LOWER-SKILLED WORKERS**
Workplaces tend to offer organized informal learning opportunities to educated, more highly paid, younger, and permanent staff over lower-skilled staff.

**QUALITY & RECOGNITION ARE CHALLENGES**
Content of learning will vary and can sometimes be too narrow or contain errors.

Employers do not have a clear way to measure and reward informal learning.

**THE GOOD NEWS**
Alternative credentialing systems offer a potential solution.

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