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Informal Learning: Rediscovering the Natural Pathways That Inspire Innovation and Performance. Most learning on the job is informal. This book offers advice on how to support, nurture, and leverage informal learning and helps trainers to go beyond their typical classes and programs in order to widen and deepen heir reach.

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Jay Cross in his path-breaking book, Informal Learning: Rediscovering the Natural Pathways That Inspire Innovation and Performance describes formal learning as riding a bus where passengers are taken on a predetermined route. The journey is convenient and effective but restricts riders in the route they want to

take.

“Formal learning is like riding a bus: the driver decides where the bus is going; the passengers are along for the ride. Informal learning is like riding a bike: the rider chooses the destination, the speed, and the route.” — Jay Cross, *Informal Learning: Rediscovering the Natural Pathways That Inspire Innovation and Performance*

Online Teacher Education: A Formal-Informal Partnership ...

Informal learning is like riding a bike: the rider chooses the destination, the speed, and the route." Comment: That said, all organizations need traffic control, once the ultimate destination has been selected. "Formal learning takes place in classrooms; informal learning happens in learnscapes, that is, a learning ecology.

Informal learning acts as the mortar, facilitating the acceptance and development of the formal learning. He noted that informal learning should NOT replace formal learning activities, as it is this synergy that produces effective growth. And of course the opposite occurs in that episodes of informal learning often leads to formal learning.

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*the Workplace*. DfEE Research Report 134, London: Department for Education and Employment.

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