

Exhibit 4.2. Myths and Realities of Workplace Learning.

The Myth	The Reality
Learning is an individual process.	Learning happens when employees work together to solve business problems.
Learning is separate from other work place activities, and is not “work.”	Learning happens as a natural part of work, and cannot be separated from it
Learning has a beginning and an end.	Learning happens all the time as employees add to their skills and knowledge so that they can more fully participate in the company’s community.
Teachers are required because learners do not have anything substantive to contribute.	Teachers facilitate learning and help learners create knowledge that can contribute to employee competence.