



GAMEON – A Gameful Way Back into Education or the Workforce

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Background

- Increased number of NEETS (Not in Education, Employment or Training)
- Short term solutions, conflict of trust
- NEETs feeling alienated
 - To large gap in understanding between case officers and client
- Common interest: Gaming
- Tool for success: Academic Esports and metaframe framework



Key tools for success

Academic Esports =

The intentional and organized use of competitive video game environments within educational or research frameworks to develop competencies, inclusion, and social impact.

Focus on transferable skills

(Andersen & Scholz, 2025)

metaframe =

The intentional use of gaming-informed personality and team styles to uncover strengths, improve self-awareness, and strengthen collaboration across educational and professional settings.

Focus on self-awareness, interpersonal dynamics, and team synergy

(Scholz et al., 2023)

What is GAME ON?



Collaboration between University, Varodd (Work Integration Social Enterprise), Norwegian Labour and Welfare Administration (NAV) and local businesses.



Approved as a Work Preparation Training program in 2025 (first of its kind)



Designed for NEETs or people defined as being in «Outsiderness».



Incredibly diverse group with one common interest: Gaming



Important factors in designing:

- Subjects needs to be understandable to students and businesses
- No significant changes in content or workload
- Full student status
- Treat as full-time job
- Invite to participate in other student activities
- Predictable pathways explained early
- Realistic approach from all parties based on the individual

Subjects GAME ON

Semester

1	Game Design (5 ECTS)	Programming 1 (5 ECTS)	Video, Audio and Logistics (10 ECTS)	
	Esports Practice 1 (10 ECTS) Games, Introduction to Software and Basic Math			
2	Drone (10 ECTS)	Programming 2 (5 ECTS)	Branding (5 ECTS)	Digital Security (5 ECTS)
	Esports Practice 2 (10 ECTS) Event Management and Transferable Skills / Internship (10 ECTS) (electable)			

Weekly Plan

Spring	Monday	Tuesday	Wednesday	Thursday	Friday
9:00-10:00	Work Practice	Work Practice		Teaching	Teaching
10:00-11:00					
11:00-12:00					
12:00-13:00			Study Cafe (non-obligatory)		
13:00-14:00					
14:00-15:00					
15:00-16:00	Teaching				
16:00-17:00					
17:00-18:00					

Results Year 1+2 (test phases)

First year (close to 50% completion)

- 3 back into the workforce
- 2 into work training programs
- 3 continuing bachelor programs

Second year (close to 60% completion)

- Significantly higher grades
- Technical subjects most interesting
- 4 continuing bachelor programs
- 2 into the workforce





GAMEON 25-26 Results semester 1.

- 25 students initially
(4 quit and 2 got jobs)
- 5 subjects (30 ECTS)
- 19 active students (out of 25).

ECTS	Students	% of 25 Students
100% completed (30 ECTS)	8	32%
17-80% (5-25 ECTS)	11	44%
0% completed (0 ECTS)	6	24%

From Outsiderness to Opportunity

One Game at a Time

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Sammen om
kunnskap