

Chapter 3

Navigating the Global Workforce Through Workplace Learning and Professional Development: Game-Derived Skills as a New Foundational Layer

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ABSTRACT

This chapter explores the relationship between video gaming, professional skills, and the evolving landscape of personal development. It begins by examining the digital gap and ongoing digital transformation. A perspective on gaming is presented, focusing on software usage among working adults, and gaming as a participation goal. Core game-derived skills are categorized into somatic, visual, cognitive, emotional, and social skills, highlighting their relevance in enhancing workforce innovation and adaptability. The chapter addresses access and equity in skill development, emphasizing success stories and socio-economic barriers, while considering changing perceptions of gaming. It delves into game development, gaming professionally and esports, presenting leisure and hybrid forms of gaming as vital components of modern life. The chapter concludes by visualizing the Locktree Gaming Quadrant and the Gaming & Esports Pyramid, outlining their implications for future workforce needs and the balance between performance and relaxation in gaming practices.

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THE DIGITAL GAP

Figure 1. "Tennis for Two" from 1958, the world's first recreational video game



The digital divide, also known as the digital gap, represents the discrepancy between those who have easy access to digital tools and technology, versus those who do not. Globally, 2.6 billion people remain offline as of 2023 (International Telecommunication Union, 2023). Many deeper dimensions of the digital divide, such as digital literacy and the ability to meaningfully engage with technology, remain more difficult to measure or address comprehensively. This gap is a multi-faceted societal issue that encompasses economic, educational, and technological dimensions (Van Dijk, 2020). At its core, the digital gap is not merely about access to devices or internet connectivity (Valdez & Javier, 2021); it also involves the ability to effectively understand the nature of digital tools, participate in digital economies or communities, and leverage digital skills for personal and professional growth. As we continue to evolve in a technology-driven world, bridging this gap becomes increasingly critical to build sustainable and resilient digital societies (United Nations, 2018) with equitable opportunities for all. The digital gap is also visible

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