Blockchain Skills Forecasts 2022

**European Forecasts for Blockchain Labour Market, 2020 – 2026**

- **28,092** new jobs
- **Approx 50%** of new jobs for ‘new entrants’
- **12,966** new jobs for graduates
- **14,972** new Blockchain graduates forecasted

**Workforce Characteristics**

- **Education:**
  - 65% Postgraduate
  - 23% Undergraduate
- **Gender:**
  - <80% male | >20% female
- **Age:**
  - 26-30 approx. 37%
  - 31-35 approx. 30%
- **Employment form:**
  - mostly full-time

**Main skills:**

- **BC Architect**
  - Coding (C++, Python, Java)
  - Systems & Networked thinking, analytical competence, problem solving
  - Skills for Blockchain Use Cases development
  - Business Development Skills
  - Data/Network Security
- **BC Developer**
  - Coding (C++, Python, Java)
  - Develop Decentralised Applications (on Ethereum, Bitcoin, Stellar)
  - Systems & Networked thinking, analytical competence, problem solving
  - Design-thinking competence, versatility & perspective taking
  - Frontend/Backend Development
- **BC Manager**
  - Communication
  - Cooperation competence & Team-working ability & emotional/ Social Intelligence
  - Self-determination & Autonomy
  - Self-management/organisation/ regulation & self-responsibility
  - Decision competence & Responsibility-taking

**Employer Characteristics**

- Startups dominating the scene, but there is an increased number of corporate early adopters.
- **Age:**
  - Average age is 5 years.
- **Size:**
  - Majority of companies have less than 10 employees.
- **Industry/Sector:**
  - Most of the companies operate in ICT Sector.
- **Trend:**
  - Increased adoption of Blockchain technology in companies offering the following services: gaming industry, visual intelligence solutions, supply chain, decentralized cloud storage, healthcare, secure data encryption, digital advertising, consulting.

**Challenges:**

- Approx. 50% of firms experience recruitment difficulties
- Lack of regulation and standardisation

**Opportunities:**

- The global Blockchain market is expected to grow substantially
- Increased investment in blockchain technology by SMEs
- Growing interest in the technology by national governments

**Skills Requirements & Provision**

<table>
<thead>
<tr>
<th>Skills Importance Change</th>
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<tbody>
<tr>
<td><strong>Technical &amp; Blockchain specific Skills</strong></td>
</tr>
<tr>
<td>Coding (C++, Python, Java)</td>
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<tr>
<td>Blockchain Solutions Design</td>
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<tr>
<td>Develop Decentralised Applications</td>
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<tr>
<td><strong>Professional Business Skills</strong></td>
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<tr>
<td>Use Cases development</td>
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<td>Product Management Skills</td>
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<td>Product Development Skills</td>
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<tr>
<td><strong>Transversal Future Skills</strong></td>
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<tr>
<td>Cooperation / Teamworking</td>
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<tr>
<td>Self-determination &amp; Autonomy</td>
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<td>Communication</td>
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The interviewees highlight that:

- Demand from both education and job market seems to continue to increase and organisations are actively providing continued education through workshops, seminars, integration into existing programs to meet this demand.
- "We don't only need builders of the technology but also appliers, who understand where it can be beneficial and advantageous to apply."

All findings presented in this Factsheet come from the blockchain skills forecasting report available soon on the CHAISE website. Publications & Reports - Chaise Blockchainskills (chaise-blockchainskills.eu)