



# **The Resilient Workforce: Stability Holds at a More Cautious Baseline**

*A joint publication by RONIN International and myCLEARopinion Insights Hub*

Insights from Waves 7–9 of the Workforce Confidence Index (Feb–Apr 2026)

# About This Study

The *Workforce Confidence Index* is a multi-wave quantitative tracking study conducted collaboratively by [RONIN International](#) and [myCLEARopinion Insights Hub](#).

It measures U.S. workforce sentiment toward job security, financial confidence, institutional trust, and economic outlook.


This edition draws on data collected between **March-May 2026** from roughly 1,800 professionals across key sectors including industrial, construction, manufacturing, engineering, food and beverage, technology, energy, healthcare, and professional services.

# Workforce Confidence Scorecard: Wave 10 – Most Recent Snapshot

## Workforce Stability


 **Job Security:**  
52% high, 19% low


 **Financial Confidence:**  
45% high, 19% low


 **Job Change Intent:**  
53% not looking,  
25% actively/likely to look

## Institutional Trust


 **Federal Government Confidence:**  
25% high, 55% low

 **Transparency of Regulations:**  
21% agree, 63% disagree

 **Enforcement Consistency:**  
23% agree, 63% disagree

 **Regulations Support Innovation:**  
28% agree, 49% disagree

## Information Trust + Risk

 **Media Accuracy:**  
18% accurate, 63% inaccurate

 **Industry Publication Trust: 78%**

 **Local News Trust: 35%**

 **Cable Networks Trust: 16%**

 **Top Threat:**  
Economic slowdown – 25%

*This scorecard summarizes the most recent readings across workforce stability, institutional trust, and information trust.*

# Executive Summary:

Across Waves 8–10 (March through May 2026), the Workforce Confidence Index shows a workforce that remains resilient, with stability holding at a more cautious baseline. While many workers continue to report confidence in their job security and personal financial situation, recent waves suggest adaptation and resilience rather than continued weakening.

Job security and financial confidence remained relatively stable in the latest wave, while industry outlook improved meaningfully. Although workers remain attentive to economic uncertainty and future opportunities, the broader indicators of workforce stability continue to hold.

Despite ongoing uncertainty, the broader pattern remains intact. Workers continue to ground their confidence in what they can directly observe and influence, including their employers, immediate work environment, and personal financial decisions. Trust in federal institutions and broader economic narratives remains low and does not function as a meaningful anchor for confidence.

Importantly, openness to job mobility does not fully offset broader workforce stability. Many workers still report feeling secure in their current roles, even as they remain attentive to evolving economic conditions and future opportunities. This reflects a workforce that is cautious, adaptive, and increasingly pragmatic rather than broadly unstable.

Taken together, these patterns point to a workforce that remains resilient under pressure while adapting to ongoing uncertainty. Stability persists, though it is accompanied by a more measured and flexible outlook toward work, finances, and future opportunity.

# Methodology:

Respondents were screened for U.S. employment across a diverse mix of sectors, including construction, engineering, HVACR and mechanical systems, manufacturing, food and beverage, energy, logistics, technology, healthcare, and professional services.

Wave	Field Dates	Sample (n)
Wave 8	Mar 2026	596
Wave 9	Apr 2026	614
Wave 10	May 2026	578

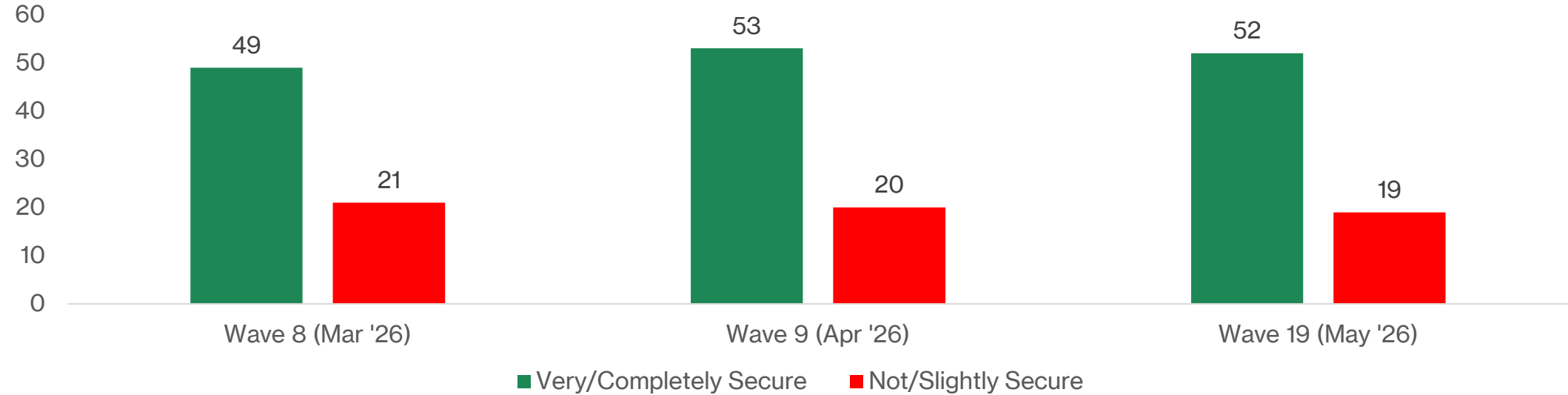
# Job Security Remains Stable and Resilient

Job security remains remarkably stable across recent waves.

The share of workers who feel very or completely secure in their current role remained above 50% in both April and May, while the share reporting low job security continued to edge downward. Despite ongoing economic uncertainty, most workers continue to report a meaningful degree of confidence in their employment situation.

These findings suggest that workforce stability remains intact. While workers continue to approach the future with caution, job security has shown little evidence of weakening in recent months, reinforcing the broader theme of resilience and adaptation.

Job Security Confidence, Mar–May 2026



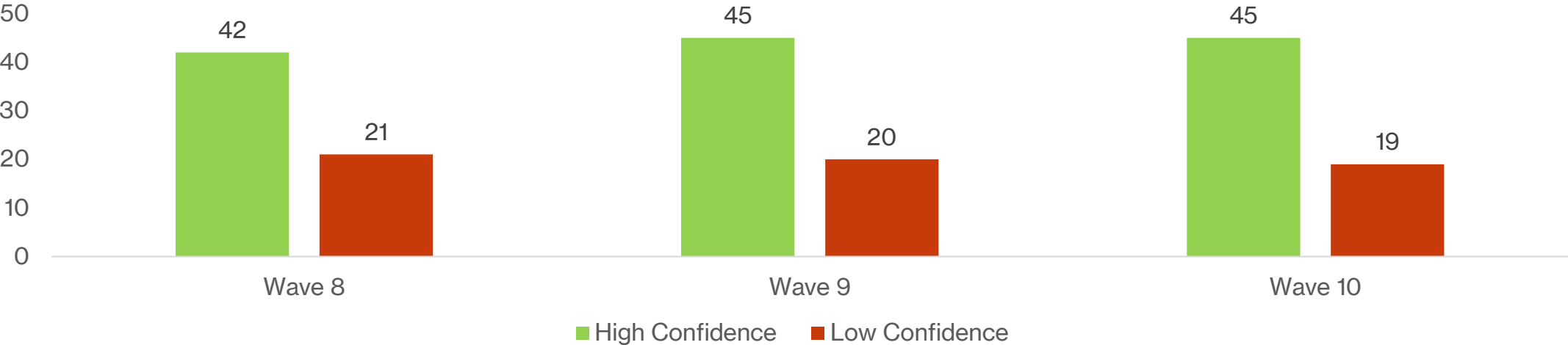
# Personal Financial Confidence Remains Stable

Personal financial confidence remains stable across recent waves.

After improving in April, the share of workers reporting high confidence in their financial situation held steady in May. At the same time, low financial confidence declined slightly, suggesting that financial sentiment continues to stabilize despite ongoing economic uncertainty.

These findings indicate that many workers continue to maintain a degree of financial resilience. While confidence remains measured rather than expansive, the latest results suggest that personal financial outlooks have remained steady even as broader economic concerns persist.

Personal Financial Confidence, Mar–May 2026



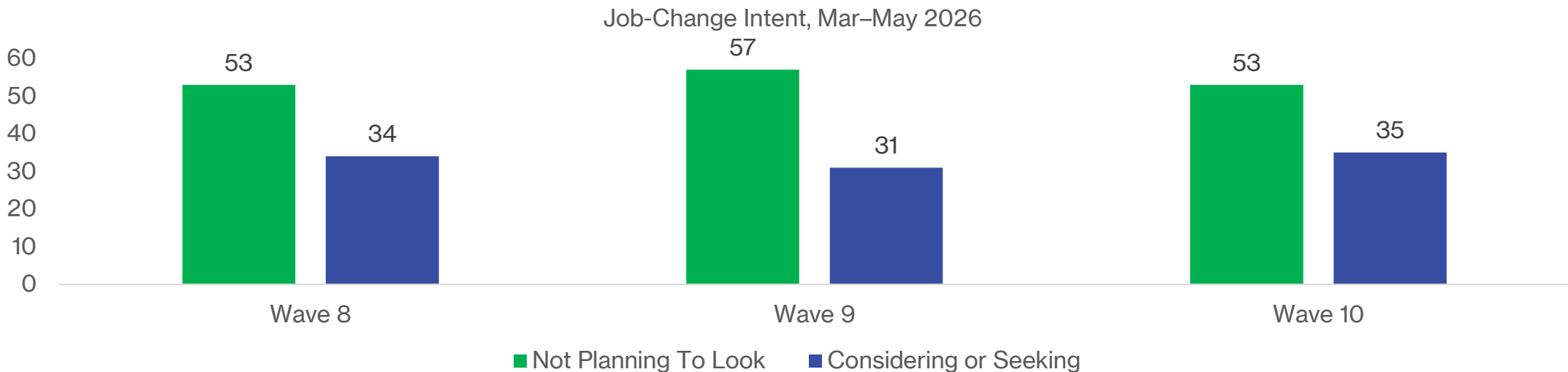
# Workers Remain Open to New Opportunities

Job-change intent remains elevated despite broader workforce stability.

In the latest wave, the share of workers not planning to look for a new job declined from April levels, while the share considering or actively seeking new opportunities increased. Although most workers continue to report confidence in their current employment situation, many remain open to exploring future opportunities.

These findings suggest that workforce stability and job mobility are not mutually exclusive. Workers may feel secure in their current roles while remaining attentive to changing economic conditions, career advancement opportunities, and long-term professional goals.

Rather than signaling widespread instability, the results point to a workforce that remains pragmatic, adaptable, and willing to keep options open in an uncertain environment.



# Why Stability Remains Resilient

Across Waves 8–10 (March–May 2026), the data show a workforce that continues to ground its confidence in what is closest, most visible, and most controllable. Recent waves suggest a workforce adapting to uncertainty while maintaining a notable degree of stability.

Job security and personal financial confidence remained relatively stable across the most recent waves, even as workers continued to show openness to future job opportunities. Many workers remain employed and financially confident, though their outlook continues to reflect a more cautious mindset than was observed at the end of 2025.

Three dynamics shape this pattern. First, workers continue to view employment and leadership as signals of organizational strength, though with greater awareness of economic uncertainty. Second, financial adaptation remains in place, helping sustain confidence even as broader pressures persist. Third, with macro conditions and institutions still viewed skeptically, workers continue to rely heavily on direct personal and workplace experience as their primary source of stability.

The result is a workforce that remains resilient, but more measured and adaptive in how it approaches work, finances, and future opportunity. Confidence remains rooted in personal and workplace realities, while greater openness to change reflects pragmatism and flexibility rather than instability.

# Conclusion:

Across Waves 8–10 (March–May 2026), the Workforce Confidence Index reveals a workforce that remains resilient while adapting to changing conditions. Job security and personal financial confidence remained relatively stable across recent waves, while openness to seeking new opportunities continues to reflect a cautious but pragmatic outlook.

Rather than reacting sharply to broader economic uncertainty, workers continue to anchor their outlook in their immediate environment. Confidence remains grounded in organizational continuity, steady employment conditions, and personal financial management, even as broader institutional and economic skepticism persists.

This pattern reflects an evolution in how resilience is expressed. Workers are not broadly optimistic about the economy or institutions, but many continue to maintain confidence in their own situation through adaptability, pragmatism, and reliance on direct experience.

Taken together, the findings point to a workforce that remains resilient, though increasingly cautious and flexible in how it approaches work, finances, and future opportunity. Confidence continues to be grounded in personal control and workplace realities, while openness to change suggests workers are adapting to uncertainty rather than assuming stability will continue uninterrupted.

# Appendix | Wave 10 Stability Snapshot: May 2026

## Job Security

52% feel very or completely secure in their current role

19% feel not at all or only slightly secure

## Personal Finances

45% feel very or extremely confident in their financial outlook

21% report low financial confidence

## Job-Change Intent

53% are not planning to look for a new job within the next year

35% are actively looking or likely to begin looking soon

These indicators suggest that workforce stability remains resilient despite ongoing economic uncertainty. Job security and financial confidence remained stable in the latest wave, while openness to job change increased modestly.

Workers continue to anchor their outlook in their immediate environment, relying on employment conditions, workplace continuity, and personal financial management as primary sources of stability. While confidence remains more cautious than at the end of 2025, the latest findings suggest resilience and adaptation rather than broad workforce instability.

# About the partners:

## [RONIN International](#)

RONIN International is an independent global research agency specializing in high-quality data collection, market research consultancy, and strategic intelligence. With deep expertise in hard-to-reach B2B audiences and custom fieldwork solutions, RONIN guarantees transparent, reliable measurement of sentiment and behavior across industries and geographies. Its advanced research operations and rigorous quality controls ensure that insights are trusted, consistent, comparable, and decision-ready.

## [myCLEARopinion Insights Hub](#)

myCLEARopinion is the B2B research division of BNP Media, providing both full-service custom research and direct access to verified trade-industry respondents. Built on BNP Media's audited subscriber base and industry-specific events, myCLEARopinion offers highly targeted access to skilled professionals across construction, manufacturing, engineering, HVACR, food & beverage, and related industrial sectors.

Organizations rely on myCLEARopinion for high-quality respondent access as well as end-to-end research support, including survey design, fieldwork, analysis, and reporting – delivering accurate, industry-grounded insights for strategic decision-making.