



Confidence in Action:
Tracking the Workforce Perspective

Waves 4–6
October 2025 through January 2026

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Study Overview

Background

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 **October 2025 and January 2026** from more than 2,000 professionals across key sectors including industrial, construction, manufacturing, engineering, food and beverage, technology, energy, healthcare, and professional services.

Methodology

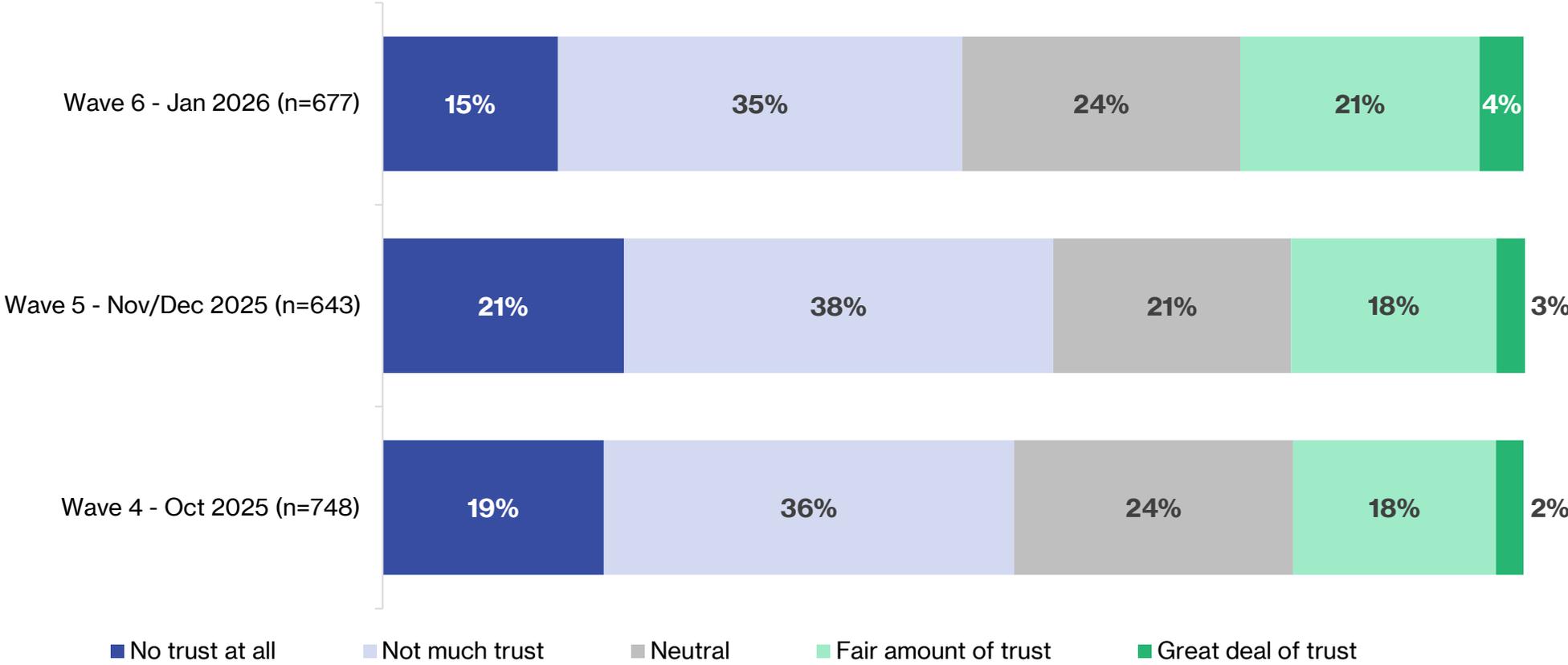
Respondents were screened for U.S. employment across a diverse mix of sectors, including construction, engineering, HVACR and mechanical systems, manufacturing, food and beverage, energy, logistics, technology, healthcare, and professional services.

Wave	Field Dates	Sample (n)
Wave 4	Oct 2025	748
Wave 5	Nov/Dec 2025	643
Wave 6	Jan 2026	677

Media Accuracy

Media Accuracy

➤ Level of trust in media to report accurately on your industry



"Prefer not to answer" responses removed for analysis

Q215. How much do you trust the media (TV, newspapers, social media, etc.) to report accurately on your industry?

Media Accuracy: Summary

Trust in media accuracy when reporting on respondents' industries rebounded noticeably in January after the decline observed in November–December.

The share of workers expressing a fair amount or great deal of trust rose to **25%**, up from 21% in the prior wave and above October levels. At the same time, distrust eased significantly, with those reporting no trust or not much trust falling from **59% to 50%**.

Neutral sentiment also increased, returning to 24%, indicating that some respondents moved out of outright distrust and back into the middle.

While overall trust in media coverage of their industries remains relatively low, January marks the first meaningful recovery since the fall decline. Workers appear less polarized toward distrust and more willing to occupy neutral or moderately trusting positions as they move into 2026.

The proportion expressing a great deal of trust remains small at 4%, but the broader shift away from strong distrust suggests a **softening of skepticism toward industry media coverage rather than continued erosion**.

Demographics

Industry Sector

	Wave 4 – Oct 2025 (n=748)	Wave 5 – Nov/Dec 2025 (n=643)	Wave 6 – Jan 2026 (n=677)
Architecture / Engineering / Construction (AEC)	13%	24%	12%
Technology / Software / IT Services	10%	5%	12%
Healthcare / Pharmaceuticals / Life Sciences	12%	4%	11%
Manufacturing (General Industrial)	7%	13%	9%
Mechanical Systems / HVACR / Plumbing	8%	12%	9%
Professional / Business Services	7%	5%	7%
Education / Training / Research Institutions	8%	2%	7%
Food & Beverage Manufacturing / Processing	4%	7%	5%
Retail / Consumer Goods / eCommerce	6%	4%	5%
Financial Services / Insurance	5%	3%	4%
Roofing, Flooring, or Building Envelope Trades	3%	4%	3%
Government / Public Sector / Military	3%	3%	3%
Transportation / Automotive	1%	2%	2%
Energy / Utilities / Oil & Gas	1%	1%	2%
Safety / Security / Risk Management	1%	3%	1%
Supply Chain / Logistics / Warehousing	1%	1%	1%
Agriculture / Agribusiness	1%	1%	1%
Telecommunications	1%	1%	1%
Environmental Services / Water Infrastructure	<1%	0%	<1%
Other	5%	5%	5%

Q100. Which industry sector best represents your organization?

Company Size

	Wave 4 – Oct 2025 (n=740)	Wave 5 – Nov/Dec 2025 (n=636)	Wave 6 – Jan 2026 (n=670)
Self employed	8%	11%	9%
2–9 employees	11%	17%	12%
10–49 employees	16%	20%	13%
50–99 employees	9%	10%	9%
100–499 employees	15%	14%	15%
500–999 employees	6%	5%	10%
1,000 or more employees	35%	23%	32%

“Not sure” responses removed for analysis

QD2. Including yourself, how many employees are part of your organization?

Job Role

	Wave 4 – Oct 2025 (n=748)	Wave 5 – Nov/Dec 2025 (n=643)	Wave 6 – Jan 2026 (n=677)
Mid-level management or team lead	29%	23%	27%
Senior management	26%	20%	23%
Owner / Partner / Principal	17%	29%	19%
Field staff / Skilled trades / Technical role	16%	15%	19%
Executive leadership	7%	5%	6%
Sales / Business development	2%	3%	3%
Office / Administrative support	3%	2%	1%
Other	1%	1%	3%

QD1. Which of the following best describes your current role in your organization?

Industry Experience

Time in Current Industry	Wave 4 – Oct 2025 (n=747)	Wave 5 – Nov/Dec 2025 (n=643)	Wave 6 – Jan 2026 (n=677)
Less than 1 year	2%	1%	2%
1–3 years	7%	5%	6%
4–7 years	13%	8%	11%
8–15 years	20%	14%	21%
16–25 years	22%	19%	19%
More than 25 years	36%	53%	41%

Time with Current Organization	Wave 4 – Oct 2025 (n=741)	Wave 5 – Nov/Dec 2025 (n=640)	Wave 6 – Jan 2026 (n=672)
Less than 6 months	4%	1%	4%
6 months to 1 year	5%	3%	4%
1–3 years	21%	15%	18%
4–7 years	24%	18%	24%
8 or more years	47%	63%	51%

QD3. How many years have you worked in your current industry?
 QD4. How long have you been with your current organization?

Gender & Age

Gender	Wave 4 – Oct 2025 (n=734)	Wave 5 – Nov/Dec 2025 (n=635)	Wave 6 – Jan 2026 (n=667)
Male	75%	79%	78%
Female	25%	20%	22%
Non-binary	<1%	<1%	<1%

Age	Wave 4 – Oct 2025 (n=748)	Wave 5 – Nov/Dec 2025 (n=643)	Wave 6 – Jan 2026 (n=677)
18–27	1%	1%	2%
28–44	30%	17%	27%
45–60	42%	38%	40%
61–79	27%	43%	32%
80 or older	<1%	1%	<1%
<i>Average age</i>	52	57	53

QD5. To which gender do you most closely identify?
 QD6. In what year were you born?

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.