



ENGINEERING BUSINESS SENTIMENT

Q3
2026

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EXECUTIVE SUMMARY

Engineering firms continue to operate from a position of strength, supported by durable backlogs, positive firm-level performance, and continued demand for talent. While confidence in current economic conditions improved this quarter, expectations for the broader U.S. economy remain cautious, creating a notable divide between present business conditions and the outlook ahead.

Current conditions remain solid. Firms express strong confidence in their own finances and the engineering industry, while sentiment toward the U.S. economy has rebounded from last quarter. Market conditions remain favorable overall, particularly in Data Centers and Water/Wastewater, though performance is becoming more uneven across other sectors. Stable backlogs and persistent hiring activity provide further evidence of resilient demand.

Forward-looking expectations reflect cautious optimism. Firms anticipate continued growth in backlogs, hiring, and financial performance, but confidence in the broader economy has weakened. Political and economic uncertainty, inflation, and geopolitical tensions continue to shape the outlook. Concern about tariffs has moderated and perceived recession risk has eased somewhat, but firms remain attentive to external conditions that could affect costs and project activity.

Workforce development remains a strategic priority. Professional licensure continues to play a central role in firms' staffing and leadership needs, with strong support for engineers pursuing the FE exam and PE designation. At the same time, slightly softer support for expanding the H-1B visa program suggests a more measured approach to international recruitment.

Strategic themes emerging this quarter:

Strong fundamentals persist: Firm and industry confidence remain high.

Current economic sentiment improves: Views of present U.S. economic conditions have rebounded.

Future uncertainty remains: Firms are less confident about the economy over the coming year.

Growth expectations strengthen: Backlog and hiring projections point to continued expansion.

Market performance diverges: Opportunities remain strong but increasingly sector-specific.

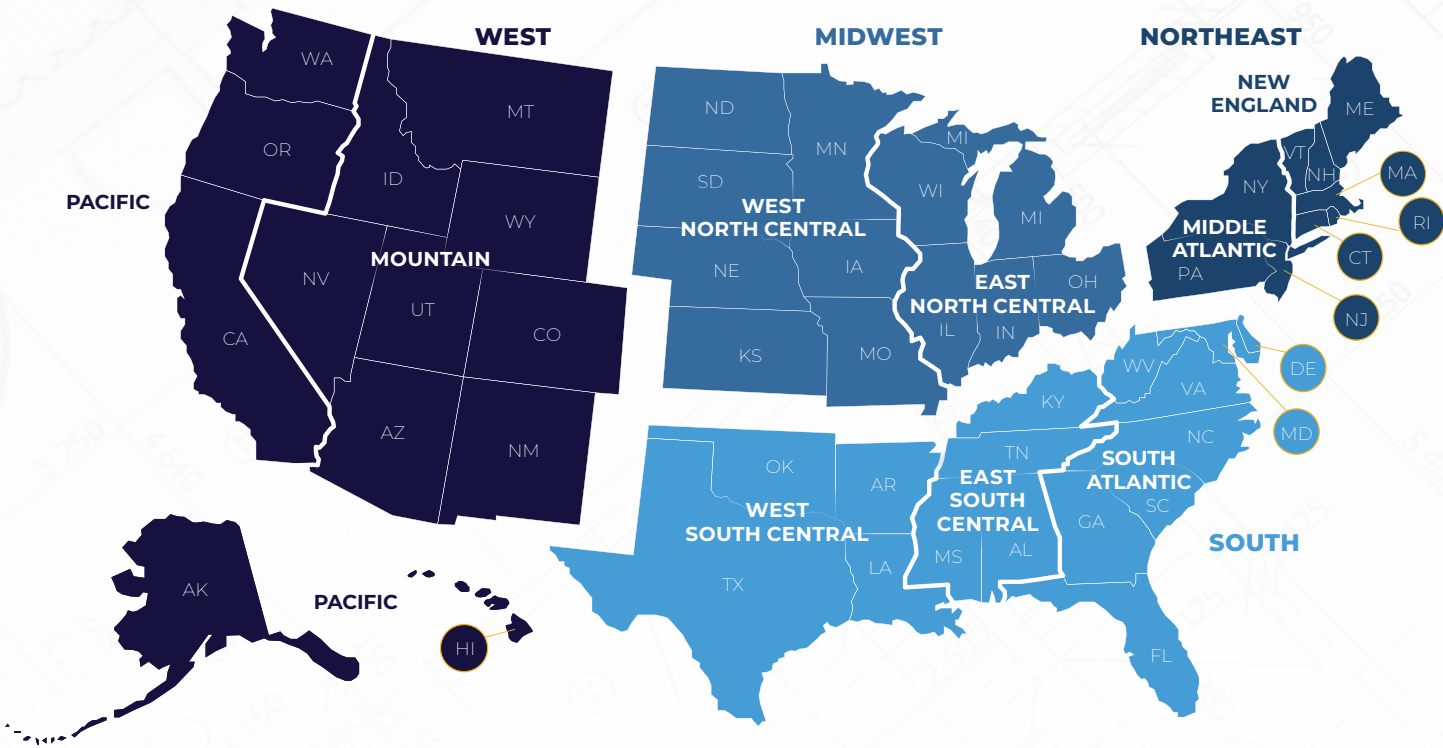
Licensure remains essential: Firms continue to prioritize the development of professionally licensed engineers.

Bottom line: The engineering industry remains resilient and positioned for continued growth. Firms are benefiting from healthy workloads and strong internal performance while preparing for a more uncertain economic environment. This combination is encouraging firms to pursue opportunities with confidence while maintaining discipline around markets, costs, workforce development, and external risk.

DEMOGRAPHICS

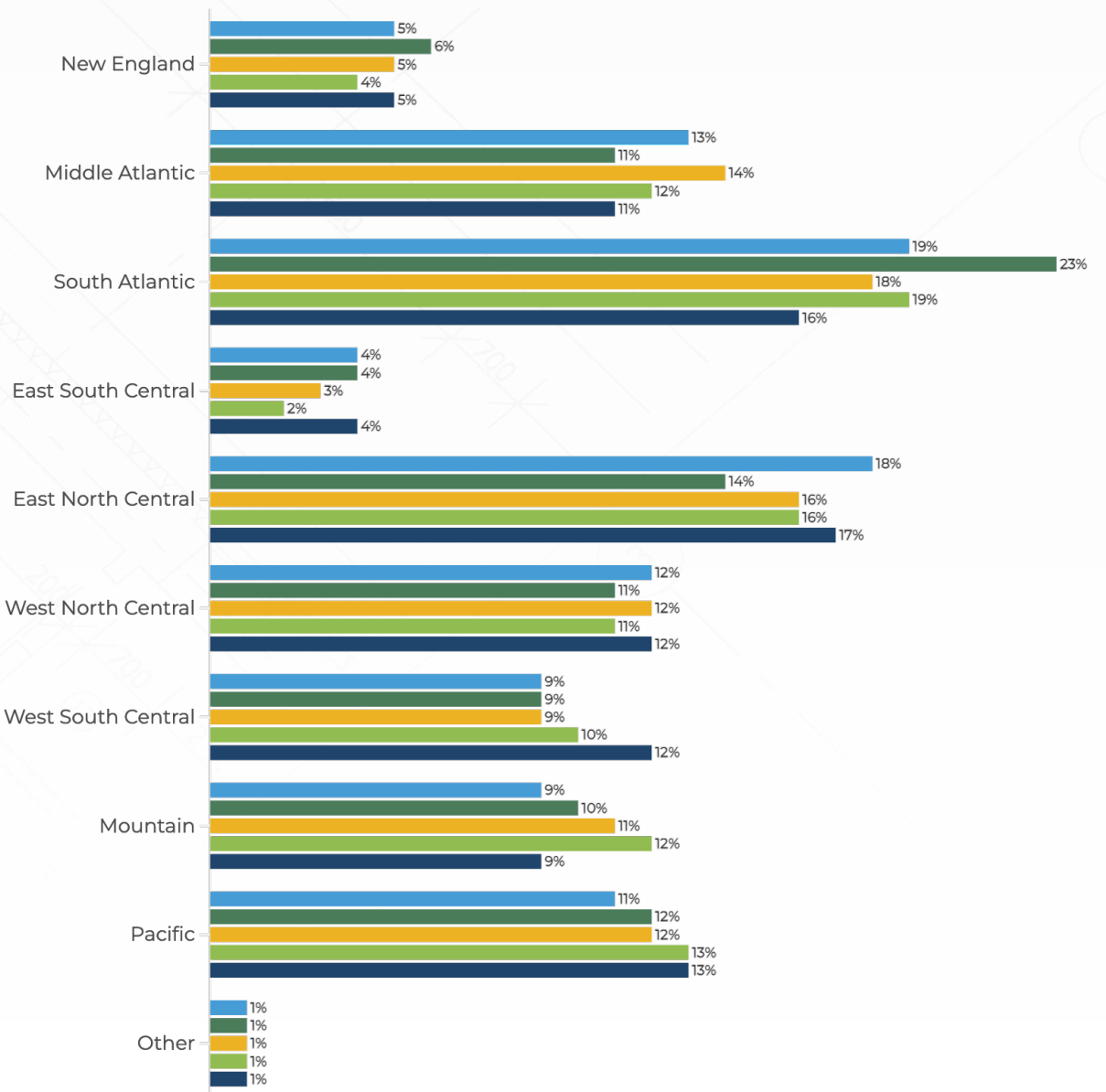
For reference, the ACEC Research Institute uses the U.S. Census Bureau definition of geographic regions seen in Figure 1 below.

FIGURE 1: U.S. CENSUS REGIONS OF THE UNITED STATES



Respondents' firms are widely dispersed across the United States, though a few respondents (Other) indicate their firm is headquartered outside the U.S. These results are statistically similar to previous quarters.

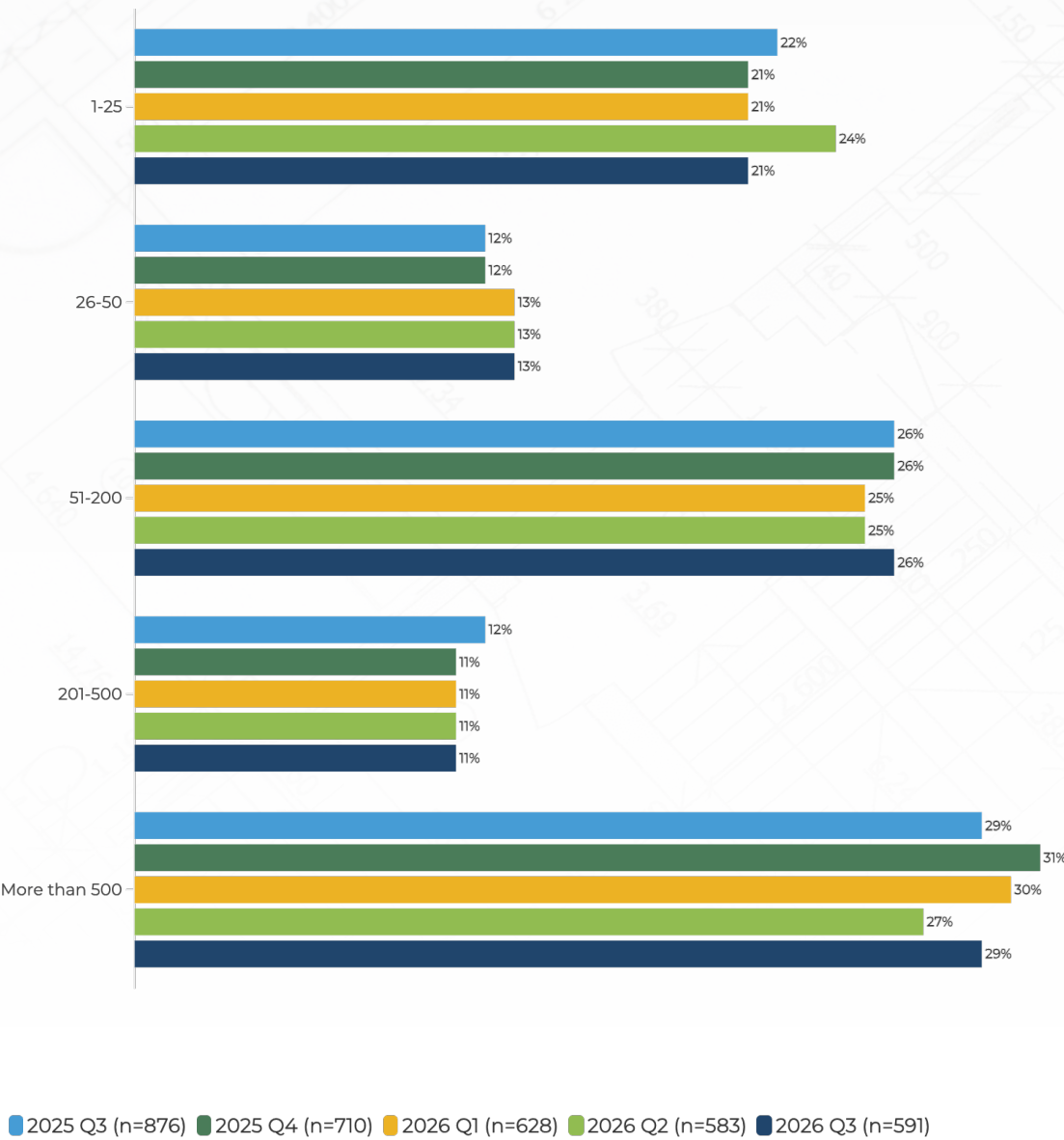
FIGURE 2: LOCATION OF ORGANIZATION HEADQUARTERS



2025 Q3 (n=876) 2025 Q4 (n=710) 2026 Q1 (n=628) 2026 Q2 (n=583) 2026 Q3 (n=591)

The median number of full-time employees at respondents' firms is 117. Last quarter, the median was 102 full-time employees.

FIGURE 3: NUMBER OF FULL-TIME EQUIVALENTS AT FIRM



CURRENT BUSINESS CONDITIONS

Engineering firms continue to operate from a position of strength. Confidence in firm performance and the engineering industry remains high, while views of the broader U.S. economy have improved following last quarter's decline.

Key shifts this quarter:

Confidence in the U.S. economy has rebounded across firm sizes and regions.

Firm and industry fundamentals remain strong.

Market conditions are positive but increasingly uneven across sectors.

Backlogs remain durable and continue to provide stability.

Demand for talent persists, though unfilled positions are becoming less constraining.

Data Centers and Water/Wastewater remain particularly strong markets, while softer sentiment in several other sectors points to a more varied business environment.

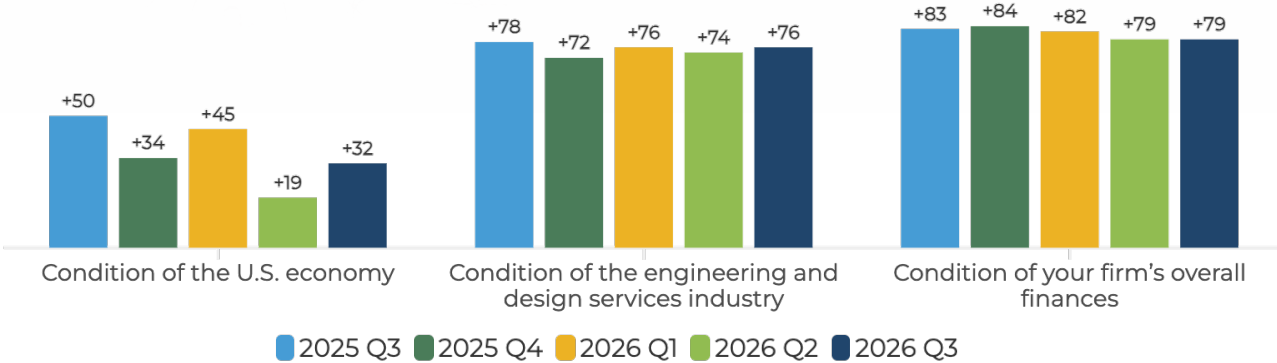
Firms continue to maintain healthy workloads and recruit for open positions, suggesting that demand remains broadly supportive.

Bottom line: Current conditions are solid, with improving economic confidence reinforcing strong firm-level fundamentals. However, uneven market performance warrants continued attention to sector-specific opportunities and risks.

CURRENT U.S. ECONOMY, INDUSTRY AND FIRM SENTIMENT

Current sentiment is positive. The Net Ratings for firms' finances (+79) and for the industry (+76) are high, while the Net Rating for the U.S. economy is much less positive, but improving, at +32.

FIGURE 4: CURRENT ECONOMIC SENTIMENT VS. PREVIOUS QUARTERS



Sentiment about the U.S. economy improved compared to the previous quarter, increasing 13 points to +32. This optimism is seen across all segments.

FIGURE 5: CURRENT CONDITION OF U.S. ECONOMY VS. PREVIOUS QUARTERS – BY REGION AND FIRM SIZE

Condition of the U.S. Economy	2025 Q3 (n=867)	2025 Q4 (n=695)	2026 Q1 (n=617)	2026 Q2 (n=569)	2026 Q3 (n=581)	Change vs. Previous Quarter	Change vs. Previous Year
TOTAL	+50	+34	+45	+19	+32	+13	-18
REGION							
Northeast	+61	+34	+51	+25	+42	+17	-19
South	+54	+38	+46	+17	+38	+21	-16
Midwest	+43	+40	+52	+23	+31	+8	-12
West	+43	+23	+30	+13	+18	+5	-25
FIRM SIZE							
1-25	+47	+27	+35	+15	+20	+5	-27
26-50	+42	+15	+33	-2	+27	+29	-15
51-200	+44	+37	+53	+19	+26	+7	-18
201-500	+48	+50	+47	+18	+35	+17	-13
More than 500	+61	+39	+47	+33	+45	+12	-16

CURRENT INDUSTRY SECTOR SENTIMENT

Current sentiment is mixed across all markets, with sentiment strongest in Data Centers (+83) and Water/Wastewater (+82). Many sectors declined quarter-over-quarter and year-over-year.

FIGURE 6: CURRENT INDUSTRY SENTIMENT BY SECTOR VS. PREVIOUS QUARTERS

Current Industry Sector Sentiment	2025 Q3 (n=275-678)	2025 Q4 (n=258-551)	2026 Q1 (n=225-484)	2026 Q2 (n=191-444)	2026 Q3 (n=197-344)	Change vs. Previous Quarter	Change vs. Previous Year
Energy and Utilities	+73	+79	+78	+80	+81	+1	+8
Healthcare Facilities	+58	+62	+60	+65	+63	-2	+5
Water/Wastewater	+78	+74	+73	+75	+82	+7	+4
Industrial and Manufacturing Facilities	+61	+60	+59	+57	+65	+8	+4
Justice (Courthouses and Corrections)	+26	+27	+30	+32	+30	-2	+4
Convention Centers, Sports Facilities, and Cultural Facilities	+40	+41	+42	+46	+43	-3	+3
Federal/Military, State and Local Government Buildings	+47	+39	+48	+54	+49	-5	+2
Commercial Real Estate (Office, Hotel, Retail, and Multifamily Residential)	+23	+25	+21	+21	+24	+3	+1
Residential – Land Development	+29	+30	+24	+24	+28	+4	-1
Transportation – Airports	+75	+67	+71	+70	+74	+4	-1
Science and Technology	+59	+56	+57	+65	+58	-7	-1
Education (K-12 and Higher Education)	+42	+41	+39	+49	+40	-9	-2
Data Centers	+85	+86	+89	+87	+83	-4	-2
Transportation – Roads and Bridges	+76	+67	+69	+65	+74	+9	-2
Transportation – Transit (Rail, BRT)	+55	+47	+50	+45	+48	+3	-7
Telecommunications	+57	+50	+52	+52	+47	-5	-10

CURRENT BACKLOG

Half of respondents (50%) report current backlogs of one year or more, with the median backlog increasing to 12 months. As typical, backlogs increase with firm size.

FIGURE 7: CURRENT BACKLOG VS. PREVIOUS QUARTERS – BY REGION AND FIRM SIZE

Current Backlog	2025 Q3 (n=788)	2025 Q4 (n=645)	2026 Q1 (n=580)	2026 Q2 (n=552)	2026 Q3 (n=539)	Change vs. Previous Quarter	Change vs. Previous Year
TOTAL	12	11	11	11	12	+1	0
REGION							
Northeast	12	12	12	12	12	0	0
South	12	12	10	12	12	0	0
Midwest	12	11	11	11	11	0	-1
West	10	9	9	10	9	-1	-1
FIRM SIZE							
1-25	6	6	6	6	6	0	0
26-50	12	10	9	9	9	0	-3
51-200	12	11	10	12	12	0	0
201-500	12	12	12	12	12	0	0
More than 500	13	12	13	12	12	0	-1

CURRENT OPEN POSITIONS

Eighty-eight percent of firms still have at least one opening, an increase of four points from last quarter. Last year at this time, it was 89 percent. The median number of open positions remained steady at five.

FIGURE 8: CURRENT NUMBER OF OPEN POSITIONS VS. PREVIOUS QUARTERS

Open Positions	2025 Q3 (n=767)	2025 Q4 (n=625)	2026 Q1 (n=570)	2026 Q2 (n=551)	2026 Q3 (n=529)	Change vs. Previous Quarter	Change vs. Previous Year
TOTAL	5	6	5	5	5	0	0
REGION							
Northeast	10	12	12	20	12	-8	+2
South	4	6	5	3	4	+1	0
Midwest	8	10	7	8	9	+1	+1
West	3	3	2	2	3	+1	0
FIRM SIZE							
1-25	1	1	1	1	1	0	0
26-50	2	2	2	2	2	0	0
51-200	5	5	5	5	5	0	0
201-500	20	20	20	20	16	-4	-4
More than 500	100	100	100	100	82	-18	-18

On average, seven percent of positions remain unfilled, consistent with last quarter and down one point from last year at this time. Sixteen percent of firms report that 10 percent or more of positions are unfilled.

FIGURE 9: OPEN POSITIONS AS PERCENTAGE OF OVERALL FTES

Open Positions	2025 Q3 (n=767)	2025 Q4 (n=625)	2026 Q1 (n=570)	2026 Q2 (n=551)	2026 Q3 (n=529)	Change vs. Previous Quarter	Change vs. Previous Year
TOTAL	8%	7%	7%	7%	7%	0	-1
REGION							
Northeast	6%	6%	6%	5%	6%	+1	0
South	8%	7%	8%	7%	7%	0	-1
Midwest	7%	8%	7%	7%	7%	0	0
West	9%	8%	6%	6%	7%	+1	-2
FIRM SIZE							
1-25	13%	12%	12%	10%	11%	+1	-2
26-50	7%	7%	6%	5%	6%	+1	-1
51-200	6%	6%	6%	6%	5%	-1	-1
201-500	6%	5%	5%	6%	5%	-1	-1
More than 500	6%	5%	6%	6%	6%	0	0

FUTURE BUSINESS CONDITIONS

The outlook for engineering firms remains positive despite growing concern about the broader economy. Expectations for firm finances, backlogs, and hiring have strengthened, indicating that firms continue to anticipate growth even as macroeconomic confidence weakens.

Key shifts this quarter:

Expectations for firm performance and the industry have improved.

The outlook for the U.S. economy has become more pessimistic.

Political and general economic uncertainty remain the leading concerns.

Inflation and geopolitical tensions continue to weigh on confidence.

Backlog and hiring expectations point to continued expansion.

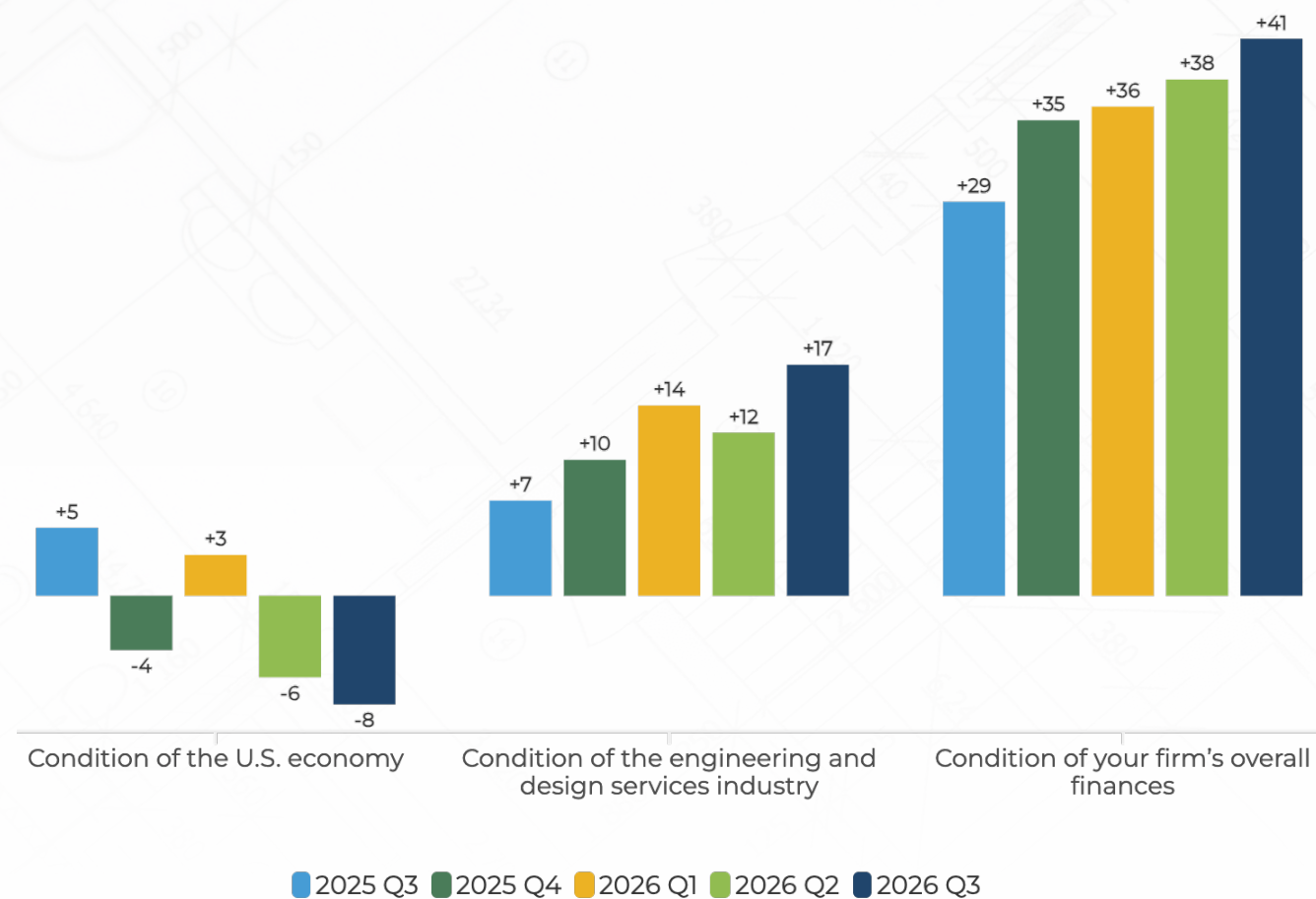
Future market sentiment is generally stronger than it was a year ago, led by Energy and Utilities and Water/Wastewater. At the same time, inflation remains a significant concern, and the conflict with Iran has introduced an additional source of uncertainty. Concern about tariffs has moderated, while perceived recession risk has eased somewhat.

Bottom line: Firms expect their businesses to grow, but they are placing greater confidence in their own performance than in the economic environment around them. The result is an outlook defined by resilient demand and cautious optimism.

FUTURE U.S. ECONOMY, INDUSTRY AND FIRM SENTIMENT

Future sentiment is mixed. The condition of firms' finances remains the strongest (+41), but the condition of the U.S. economy has fallen further into negative territory (-8). The condition of the engineering and design industry remains positive at +17, up from the last quarter.

FIGURE 10: ECONOMIC SENTIMENT 12 MONTHS FROM NOW VS. PREVIOUS QUARTERS



The outlook of the U.S. economy across most segments fell from the prior quarter and even more so when compared to last year at this time.

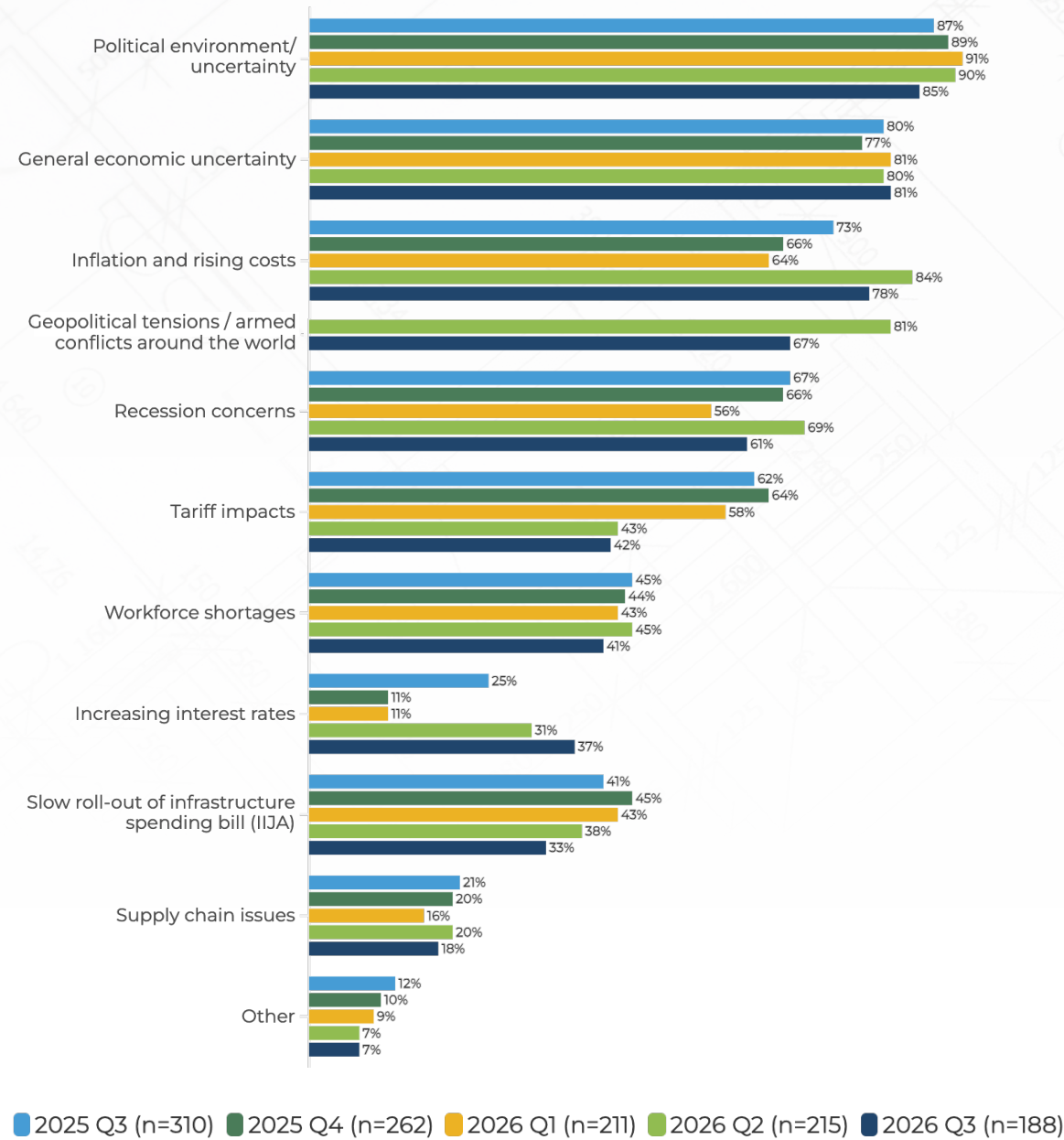
FIGURE 11: CONDITION OF U.S. ECONOMY 12 MONTHS FROM NOW VS. PREVIOUS QUARTERS – BY REGION AND FIRM SIZE

Condition of the U.S. Economy	2025 Q3 (n=765)	2025 Q4 (n=633)	2026 Q1 (n=566)	2026 Q2 (n=536)	2026 Q3 (n=524)	Change vs. Previous Quarter	Change vs. Previous Year
TOTAL	+5	-4	+3	-6	-8	-2	-13
REGION							
Northeast	+8	-9	+12	+3	-4	-7	-12
South	+21	+18	+10	+10	+1	-9	-20
Midwest	-9	-19	-5	-16	-16	0	-7
West	-1	-14	-4	-18	-14	+4	-13
FIRM SIZE							
1-25	+2	-14	+1	-9	-15	-6	-17
26-50	+2	-7	0	+10	-13	-23	-15
51-200	+7	-1	+10	-8	-8	0	-15
201-500	-3	+1	-1	-3	-8	-5	-5
More than 500	+12	+1	+1	-9	-2	+7	-14

REASONS FOR NEGATIVE ECONOMIC SENTIMENT 12 MONTHS FROM NOW

Political environment/uncertainty (85%), general economic uncertainty (81%), and inflation (78%) continue to fuel future negative sentiment.

FIGURE 12: REASONS FOR ECONOMIC SENTIMENT 12 MONTHS FROM NOW



FUTURE INDUSTRY SECTOR SENTIMENT

Future industry sector sentiment has increased from one year ago across most sectors. Sentiment remains highest in Energy and Utilities (+43) and Waste/Wastewater (+32), while it is the weakest in Justice (0) and Education (+2). Federal/Military, State and Local Government Buildings have seen a +16 improvement from last year.

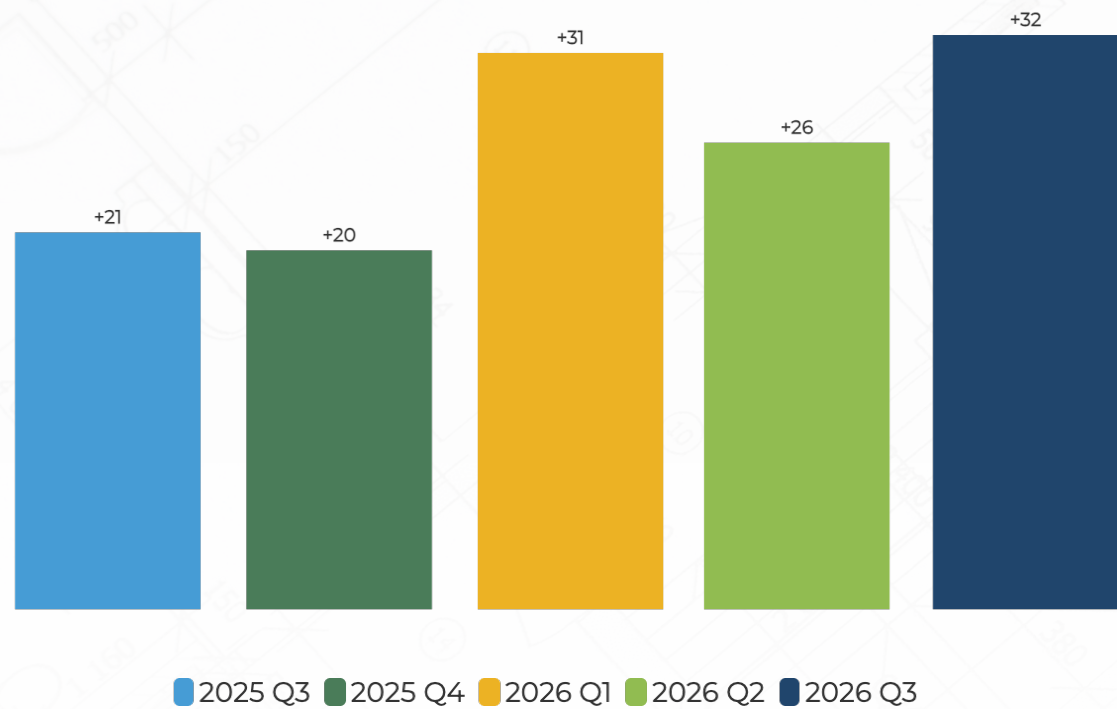
FIGURE 13: INDUSTRY SENTIMENT BY SECTOR 12 MONTHS FROM NOW VS. PREVIOUS QUARTERS

Future Industry Sector Sentiment	2025 Q3 (n=311-639)	2025 Q4 (n=277-528)	2026 Q1 (n=252-466)	2026 Q2 (n=225-422)	2026 Q3 (n=231-418)	Change vs. Previous Quarter	Change vs. Previous Year
Federal/Military, State and Local Government Buildings	+7	+10	+18	+24	+23	-1	+16
Healthcare Facilities	+8	+21	+17	+23	+22	-1	+14
Education (K-12 and Higher Education)	-10	-1	0	0	+2	+2	+12
Science and Technology	+10	+16	+16	+14	+19	+5	+9
Energy and Utilities	+35	+47	+49	+47	+43	-4	+8
Convention Centers, Sports Facilities, and Cultural Facilities	-3	-3	-1	-5	+5	+10	+8
Justice (Courthouses and Corrections)	-6	-4	-1	-5	0	+5	+6
Commercial Real Estate (Office, Hotel, Retail, and Multifamily Residential)	-1	+8	+6	0	+4	+4	+5
Water/Wastewater	+27	+32	+33	+29	+32	+3	+5
Transportation – Transit (Rail, BRT)	+8	+7	+10	+6	+13	+7	+5
Transportation – Roads and Bridges	+26	+27	+22	+17	+28	+11	+2
Residential – Land Development	+3	+14	+16	+2	+4	+2	+1
Industrial and Manufacturing Facilities	+27	+31	+27	+18	+24	+6	-3
Telecommunications	+18	+22	+15	+11	+12	+1	-6
Transportation – Airports	+32	+25	+28	+20	+23	+3	-9
Data Centers	+52	+53	+50	+33	+26	-7	-26

FUTURE BACKLOG

Forty-six percent believe their firms will see a higher backlog of projects 12 months from now, resulting in a Net Rating of +32, up six points from the previous quarter. Future backlog sentiment is 11 points higher compared to last year at this time.

FIGURE 14: BACKLOG 12 MONTHS FROM NOW – NET RATING TREND



FUTURE HIRING PROJECTIONS

Sixty-five percent predict hiring to increase over the next 12 months, resulting in a Net Rating of +59, up two points from last quarter and seven points year-over-year. Most segments show year-over-year improvements.

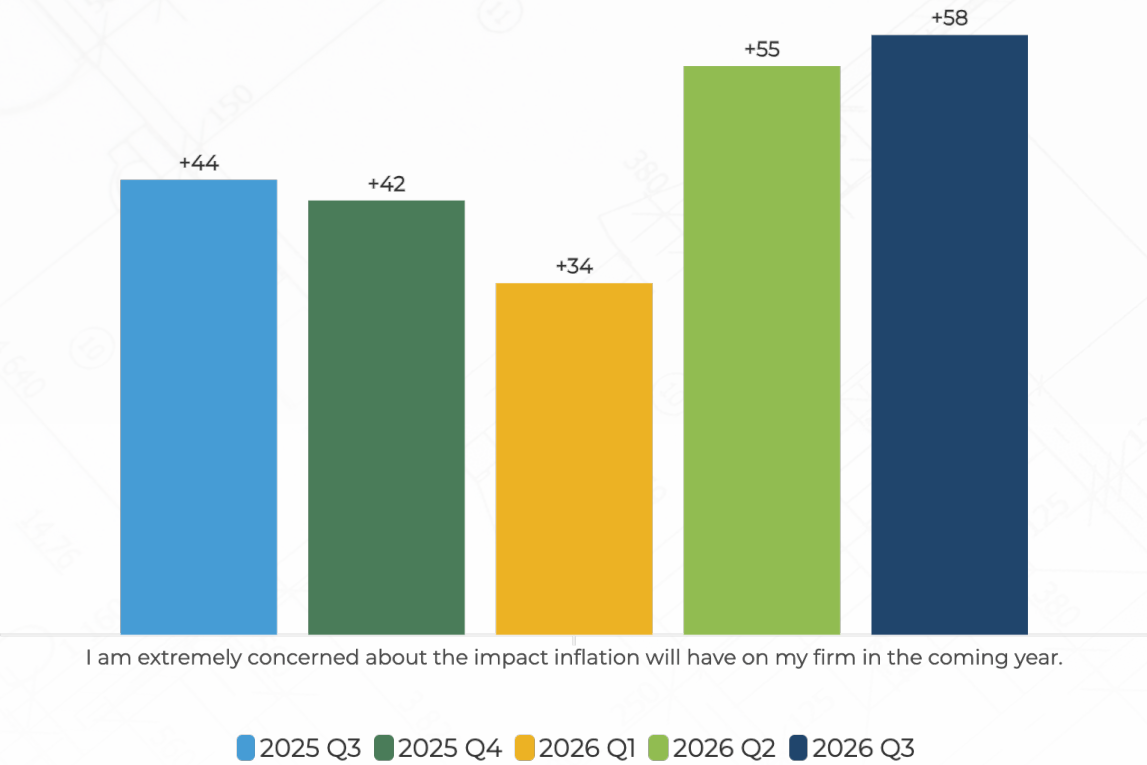
FIGURE 15: EXPECTATIONS FOR HIRING INCREASES OVER THE NEXT 12 MONTHS VS PREVIOUS QUARTERS – BY REGION AND FIRM SIZE

Status of Hiring	2025 Q3 (n=774)	2025 Q4 (n=641)	2026 Q1 (n=576)	2026 Q2 (n=551)	2026 Q3 (n=530)	Change vs. Previous Quarter	Change vs. Previous Year
TOTAL	+52	+57	+60	+57	+59	+2	+7
REGION							
Northeast	+55	+60	+76	+69	+64	-5	+9
South	+55	+57	+56	+60	+64	+4	+9
Midwest	+51	+57	+65	+58	+62	+4	+11
West	+46	+55	+50	+46	+47	+1	+1
FIRM SIZE							
1-25	+29	+30	+31	+39	+38	-1	+9
26-50	+37	+49	+49	+42	+53	+11	+16
51-200	+53	+58	+66	+61	+53	-8	0
201-500	+67	+61	+76	+73	+65	-8	-2
More than 500	+72	+77	+79	+70	+82	+12	+10

INFLATION

Concerns about the impact of inflation have increased. Seventy-two percent at least somewhat agree that they are extremely concerned about the impact of inflation, resulting in a Net Rating of +58. The Net Rating increased three points from last quarter and is 14 points above what it was last year at this time, likely due to the huge increase in the cost of oil which is due to the conflict in the Middle East.

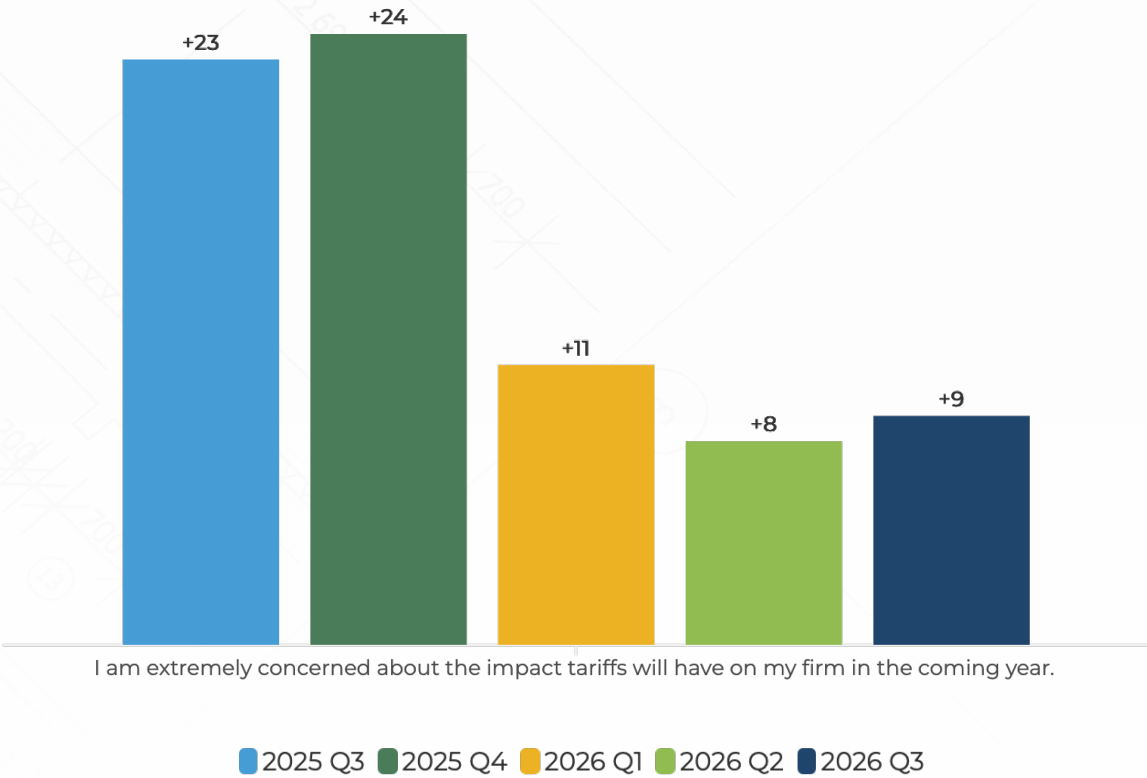
FIGURE 16: INFLATION CONCERNS VS. PREVIOUS QUARTERS



TARIFFS

Concerns over the impact of tariffs have lessened but remain present. Forty-one percent of respondents at least somewhat agree that they are extremely concerned about the impact of tariffs on their firm in the coming year, yielding a Net Rating of +9, down sharply from its first reading of +49 in Q2 2025.

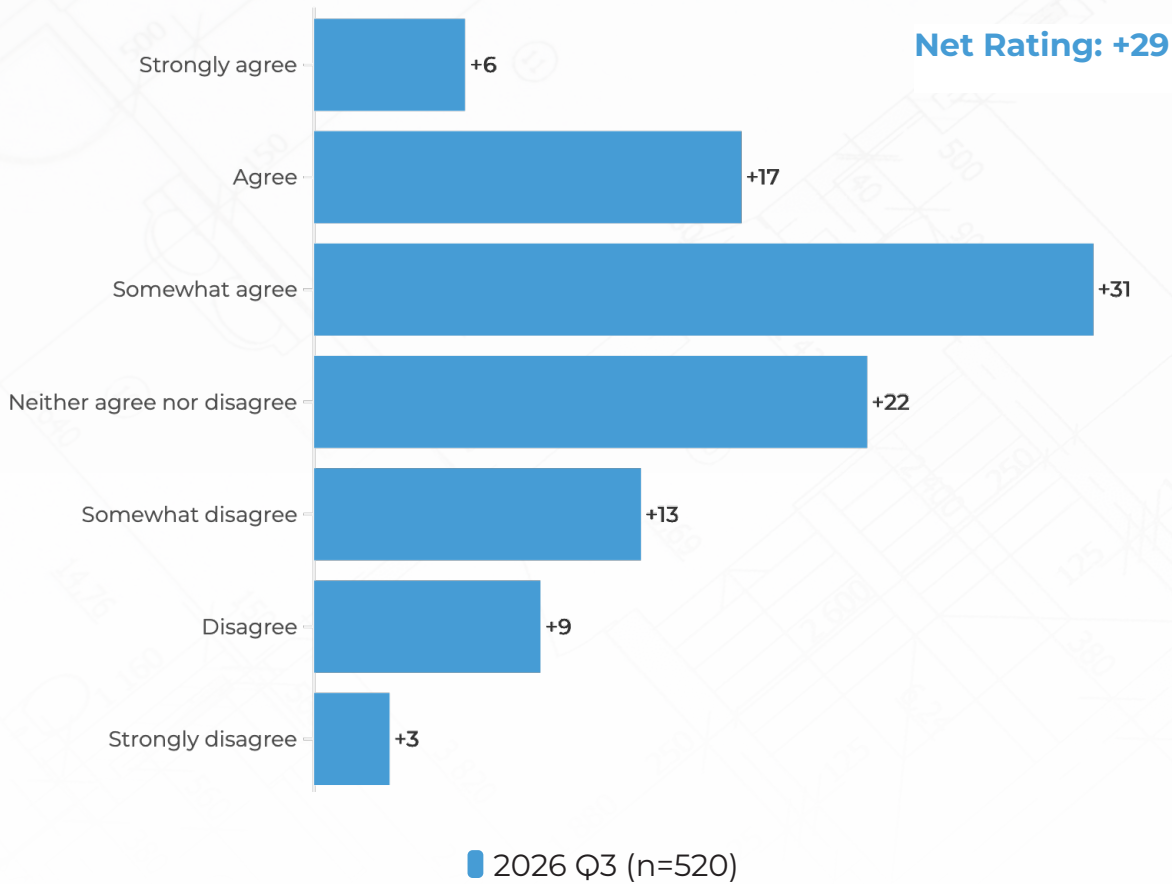
FIGURE 17: TARIFF CONCERNS VS. PREVIOUS QUARTERS



IRAN CONFLICT

Concerns over the impact of the conflict with Iran are pronounced. Fifty-four percent of respondents at least somewhat agree that they are extremely concerned about the impact the conflict with Iran will have on the industry, yielding a Net Rating of +29.

FIGURE 18: IRAN CONCERNS



LIKELIHOOD OF RECESSION IN NEXT SIX MONTHS

Executives placed recession probability at 41 percent over the next six months, down five points from last quarter but consistent with this time last year.

FIGURE 19: LIKELIHOOD OF RECESSION IN NEXT SIX MONTHS VS. PREVIOUS QUARTER

Likelihood of Recession	2025 Q3 (n=739)	2025 Q4 (n=612)	2026 Q1 (n=540)	2026 Q2 (n=528)	2026 Q3 (n=508)	Change vs. Previous Quarter	Change vs. Previous Year
TOTAL	41%	45%	38%	46%	41%	-5	0
REGION							
Northeast	39%	45%	36%	42%	41%	-1	+2
South	40%	43%	36%	44%	38%	-6	-2
Midwest	42%	45%	39%	46%	43%	-3	+1
West	43%	46%	41%	49%	43%	-6	0
FIRM SIZE							
1-25	45%	49%	40%	47%	45%	-2	0
26-50	42%	49%	42%	48%	37%	-11	-5
51-200	40%	42%	35%	45%	42%	-3	+2
201-500	39%	42%	34%	43%	39%	-4	0
More than 500	39%	43%	39%	45%	40%	-5	+1

HOT TOPICS

Professional licensure remains central to the engineering profession and to firms' workforce strategies. Most firms require a Professional Engineer (PE) license for at least some positions and actively encourage engineers who are not yet licensed to pursue one.

Key Insights:

- PE licensure remains an important qualification for many roles.
- Firms broadly support employees pursuing professional licensure.
- Passing the FE exam is viewed as an important early-career milestone.
- Licensed engineers represent a substantial, though not universal, share of firms' engineering staff.
- Support for expanding the H-1B visa program has slightly softened.

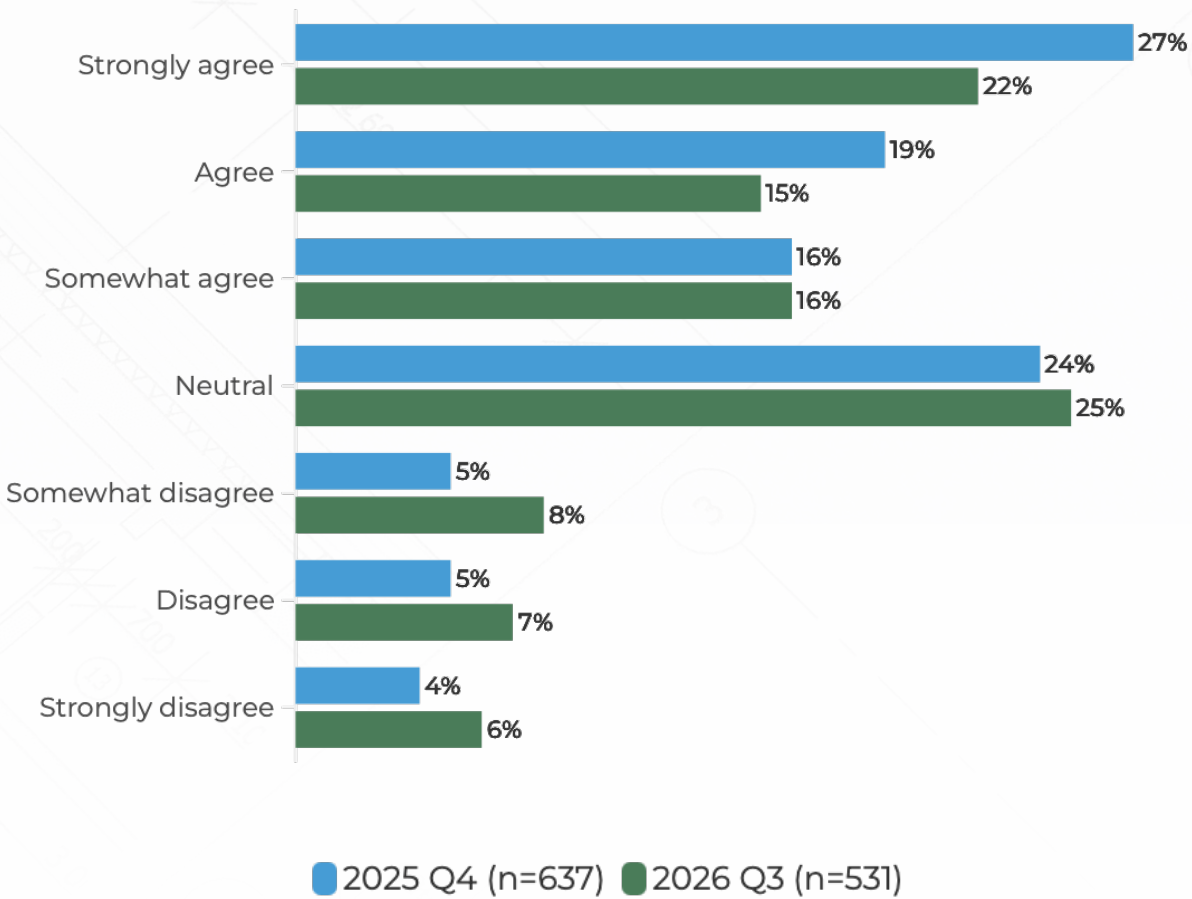
The findings underscore the continued importance of the licensure pipeline, beginning with the FE exam and extending through employer support for obtaining a PE license. At the same time, more restrained views of H-1B expansion suggest that some firms may be reassessing how international recruitment fits within their broader workforce strategies.

Bottom line: Firms continue to place a high value on professional credentials and the development of future licensed engineers, while taking a more measured view of expanding access to international talent.

NEED FOR H1-B VISA EXPANSION

The need for H1-B met with less agreement this quarter (53%) compared to when it was asked in 2025 Q4 (62%).

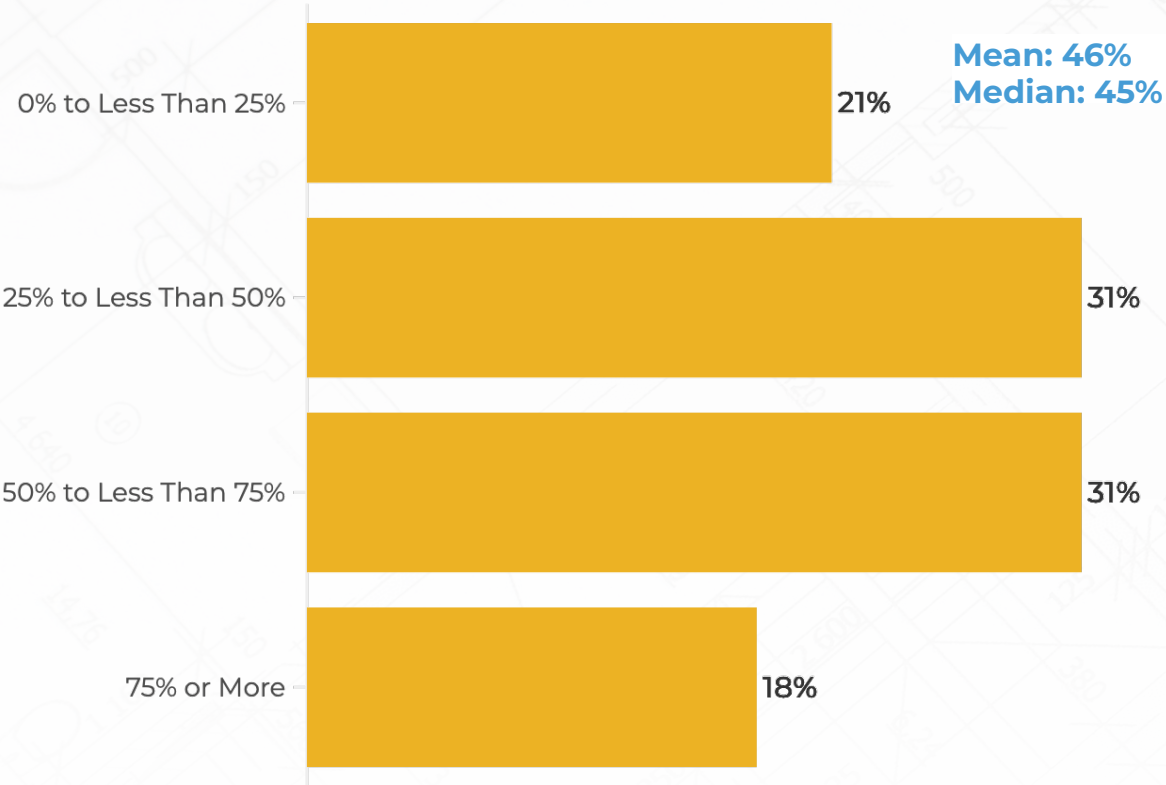
FIGURE 20: NEED FOR H1-B VISA EXPANSION



PERCENTAGE HOLDING PROFESSIONAL ENGINEER (PE) LICENSE

Fifty-two percent say that their firm has less than 50 percent of engineers holding a PE license. The median is 45 percent of engineers holding a PE license. Smaller firms tend to have a slightly higher median percent.

FIGURE 21: PERCENTAGE HOLDING PE LICENSE

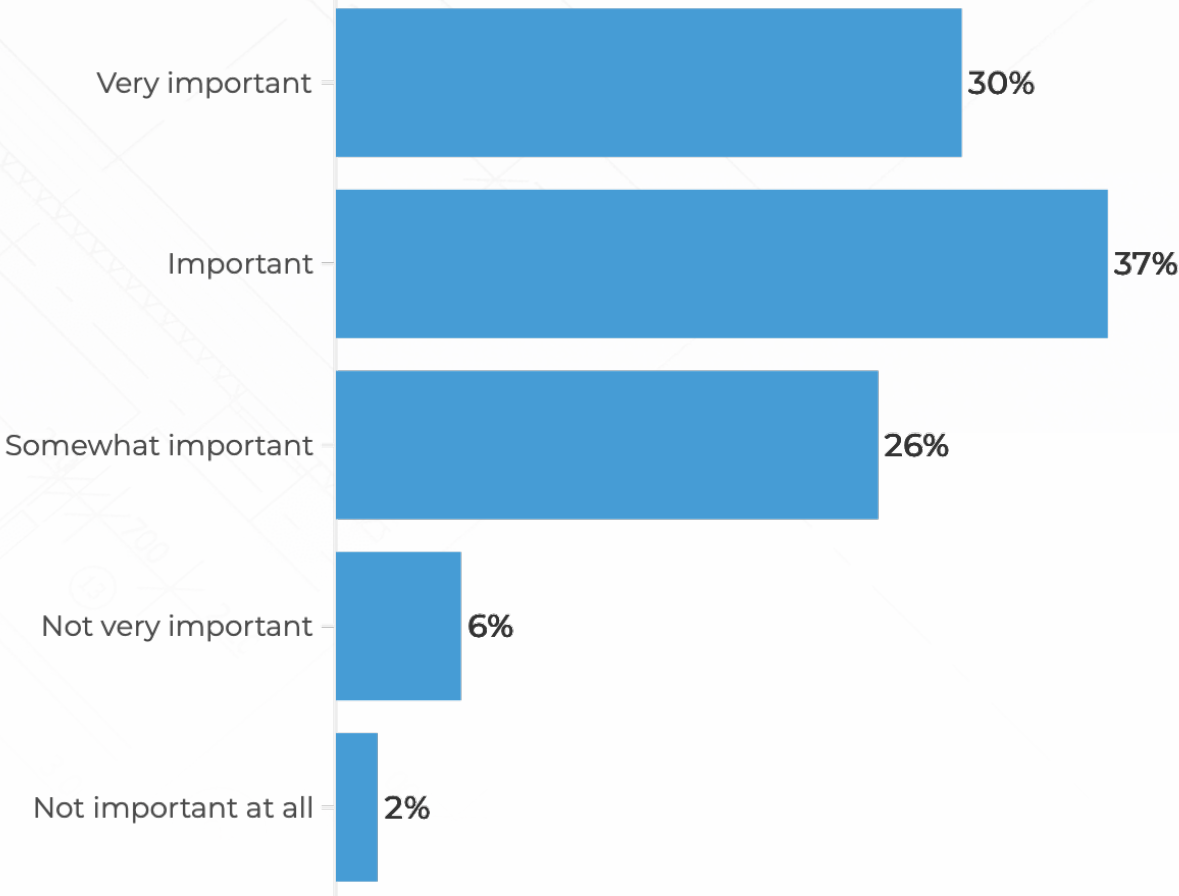


2026 Q3 (n=521)

IMPORTANCE OF FUNDAMENTALS OF ENGINEERING (FE) EXAM FOR ENTRY-LEVEL ENGINEERS

Ninety-three percent say that it is at least somewhat important for entry-level engineers to have passed the Fundamentals of Engineering (FE) Exam.

FIGURE 22: IMPORTANCE OF FUNDAMENTALS OF ENGINEERING (FE) EXAM FOR ENTRY-LEVEL ENGINEERS



2026 Q3 (n=525)

POSITIONS WITHIN FIRMS REQUIRING PROFESSIONAL ENGINEER (PE) LICENSE

Almost all firms (96%) have positions within their firms that require a PE license.

FIGURE 23: HAVE POSITIONS WITHIN FIRM THAT REQUIRE PROFESSIONAL ENGINEER (PE) LICENSE



2026 Q3 (n=525)

EXAMPLES OF POSITIONS WITHIN FIRM REQUIRING PROFESSIONAL ENGINEER (PE) LICENSE

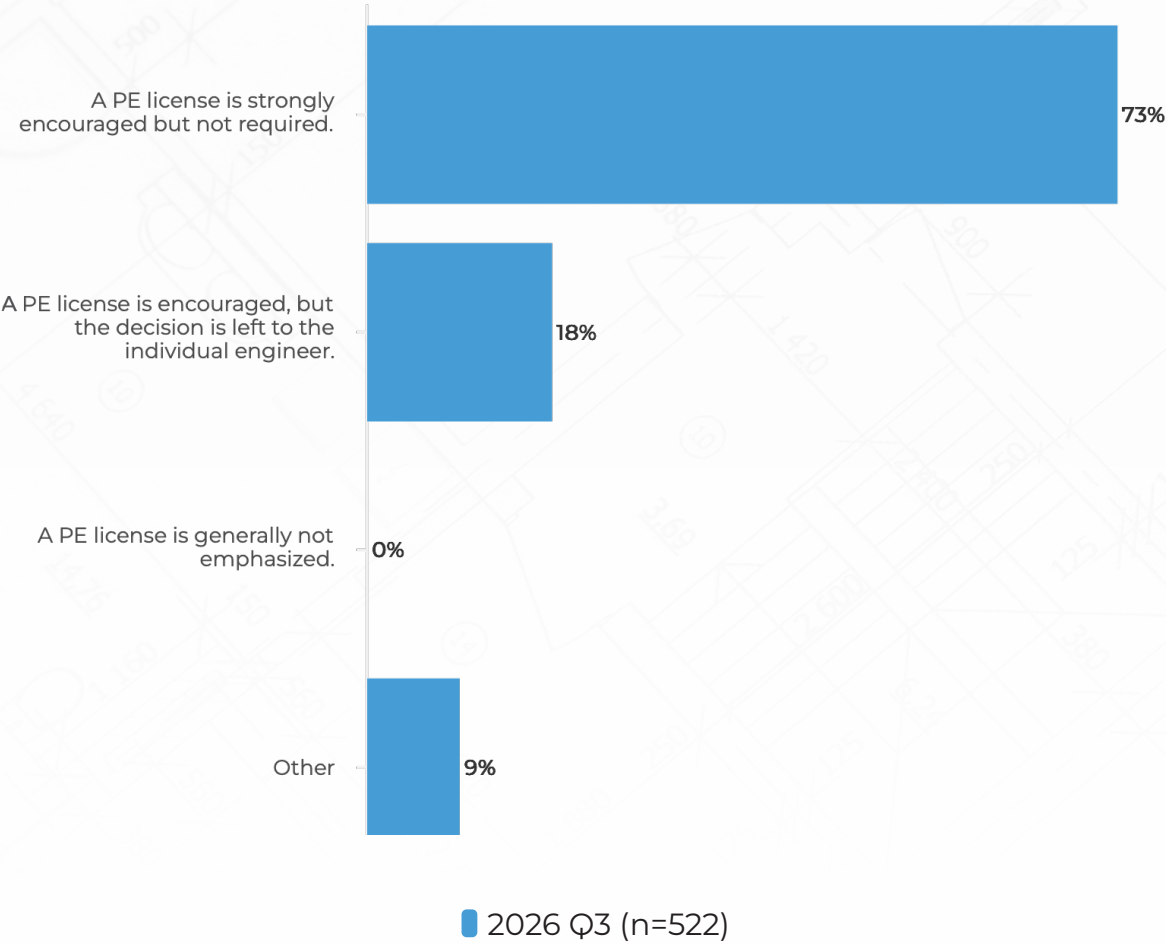
FIGURE 24: EXAMPLES OF POSITIONS WITHIN FIRM REQUIRING PROFESSIONAL ENGINEER (PE) LICENSE

Project Management	Project managers, senior project managers, and program managers, particularly those overseeing engineering work or serving public-sector clients.
Project Engineering	Project engineers and senior project engineers, often identified as the point at which licensure becomes required.
Design and Technical Leadership	Design engineers, design leads, technical leads, discipline leads, and subject-matter experts responsible for engineering decisions.
Engineer of Record and Sealing Authority	Anyone signing and sealing plans, reports, permit applications, studies, or other engineering deliverables.
Responsible Charge	Professionals with direct responsibility for engineering projects, quality, technical review, or the work of other engineers.
Senior Engineering Roles	Senior engineers, principal engineers, managing engineers, and other mid- to senior-level technical professionals.
Department and Practice Leadership	Department managers, group managers, practice leaders, service-line directors, and engineering division leaders.
Executive and Ownership Positions	Principals, partners, vice presidents, chief engineers, and other technical executives — sometimes driven by firm-registration requirements.
Core Design Disciplines	Especially civil, structural, mechanical, electrical, transportation, water/wastewater, geotechnical, traffic, and fire-protection engineering.
Specialized Field and Inspection Roles	Resident engineers, bridge inspectors, construction engineers, special inspectors, QA/QC reviewers, and other roles involving regulated field oversight.

FIRM'S APPROACH TOWARD PROFESSIONAL ENGINEER (PE) LICENSURE

Most firms (91%) encourage unlicensed engineers to work toward a PE license. Many firms that provided an “other” response indicate that they require all engineers to obtain their PE license.

FIGURE 25: FIRM'S APPROACH TOWARD PROFESSIONAL ENGINEER (PE) LICENSURE FOR THOSE NOT YET LICENSED



METHODOLOGY

The Institute for Association and Nonprofit Research (IFANR) recruited individuals from among the database list of members provided by the ACEC Research Institute. Data collection occurred between July 28 and August 10, 2026.

A total of 9,886 invitations were emailed, although 2,967 bounced and 44 opted out, resulting in a total of 6,875 potential respondents. Individuals who did not respond to the first email were sent up to three follow-up reminders. 591 individuals completed the survey for an overall response rate of nine percent.

Throughout this report, meaningful statistically significant differences are noted for various subgroups, including geographic region and firm size.

NOTE: Throughout this report, “Net Ratings” are shown on many graphs to quantify the sentiment of respondents. The Net Rating is calculated by subtracting the negative ratings from the positive ratings. Therefore, a positive Net Rating indicates overall sentiment is optimistic while a negative Net Rating indicates an overall pessimistic sentiment. The higher the numeric value the stronger the sentiment (*either optimistic or pessimistic*).

STATISTICAL NOTES

Due to rounding, not all graphs total 100 percent.

Statistically significant differences are evaluated at a 95 percent confidence interval.

There is no margin of sampling error as this was a census of all executive-level individuals at member firms in the ACEC database.

Although every effort was taken to minimize survey bias, there is no way to eliminate all sources of potential bias. Sources of potential bias include, but are not limited to, the following:

- Non-response bias
- Confounding bias
- Question wording bias
- Question order bias
- Habituation
- Sponsor bias
- Confirmation bias

THANK YOU TO OUR CONTRIBUTORS

The ACEC Research Institute provides the engineering industry with cutting edge research, trend data, and economic analysis to help firm owners make decisions and delivers thought leadership that advances engineering's essential value to society.

The ACEC Research Institute wishes to extend its sincere appreciation to its generous contributors.

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