

METHODOLOGY

# America's Best Employers for Engineers **2026**

Scope, Data Collection, Evaluation and Results

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# America's Best Employers for Engineers recognizes organizations that foster an engaging working environment for engineers

## Ranking's cornerstones



### Methodology

America's Best Employers for Engineers are identified in an independent survey from a vast sample of over **28,000 U.S. employees** working for companies employing **at least 1,000 people** within the U.S.

The survey was conducted using several online access panels, providing a representative sample of America's engineering workforce. Each respondent was asked which firm or institution he or she works for in an open-ended question and with an autofill option. The survey was conducted based around companies **from all sectors** with more than 1,000 employees in the U.S. In total, the survey took an average of 5-8 minutes to complete. In order to create the evaluated sample, the survey has been conducted periodically over the course of the previous 3 years. Over **900,000 employer evaluations** were considered. The consideration of data from a 3 year period allows a robust differentiation between organizations that consistently perform well from those that may only have had a single good year.

The final score is based on two types of evaluations:

1. **Personal:** those given by employees themselves.
2. **Public:** those given by friends and family members of employees, or members of the public who work in the same industry

A higher weighting is assigned to personal evaluations in the final score.

The **175 organizations** receiving the highest total scores are awarded as "America's Best Employers for Engineers."



### Executive Summary

- **Title of ranking:** America's Best Employers for Engineers 2026
- **Media partner:** Forbes
- **Edition:** 2<sup>nd</sup>
- **Number of awardees:** 175
- **Methodology:** Survey
- **Criteria used for determining rank:** Online survey assessing various evaluations of company performance. Companies were scored across multiple dimensions, with the highest scores determining the final ranking.

# America's Best Employers for Engineers follows the same approach as other employers projects

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Process

Data-based results



The evaluation is based on data collected through online panels, with **over 28,000 engineers** across various employers participating

Data collection through online access panels



### Online Access Panel

An online access panel is a sample group set up by a survey company and available for custom-built surveys. People register and agree to take part in online surveys.



### > 28,000 Participants

- ✓ **Full-Time** (> 35 hours per week)
- ✓ **Part-Time** (< 35 hours per week)
- ✓ **Works in Industry that relies on engineering**
- ✗ **Unemployed**
- ✗ **Self-employed**
- ✗ **Company size < 1,000 employees**



### Survey Periods

February – June\*, September – November\*  
Over a 3 year period

The survey utilizes an **online access panel** to gather a representative sample of **over 28,000 employees**—both part-time and full-time—from **U.S. companies and institutions with at least 1,000 employees** over the past three years.

# The evaluation was based on two distinct types of evaluations received from survey respondents

Evaluation types, in detail

## 1. Personal evaluations (Direct):

- a) **Employee's opinion of their current employer overall:** respondents are asked to gauge their overall willingness to recommend their employer to family and friends on an 11-point Likert scale.
- b) **Employee's Previous Employers:** respondents are also asked to rate their willingness to recommend any previous employers of the last two years on an 11-point Likert scale
- c) **Employee's opinion of their current employer in detail:** respondents are presented with a battery of statements about their current employer, in terms of topics related to Atmosphere & Development, Company Culture, Image, Salary/Wage, Workplace, and Working Conditions and asked to respond on a 5-point Likert scale

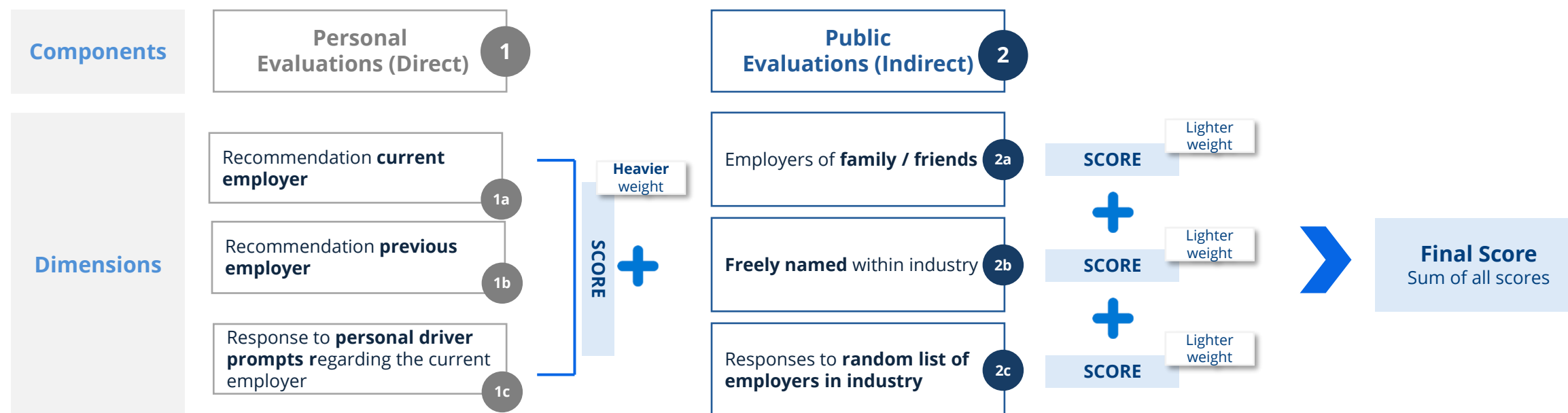
## 2. Public evaluations (Indirect):

Participants are also given the chance to evaluate other employers in their respective industries, or the employers of friends, acquaintances, and family members that stand out either positively or negatively. They can do this in one of three ways:

- a) **Freely name employers in their industry**
- b) **Freely name employers their family/friends work for**
- c) **Respond to a random list of up to 50 companies in their industry**

# The scoring model is founded on two key components: Personal Evaluations and Public Evaluations from engineers

## Scoring Model



**Only responses from engineers are considered.** Data from the **previous three years is considered**, with a **heavier weight put on more recent data**. The results of these elements are combined to calculate a final score for the U.S. employers captured in our sample.

# Overview of "Personal Driver" Prompts give an indication of employee preferences

Prompts categorized into six dimensions, shown below

## Atmosphere & Development

- Good performance at work is recognized and praised
- The management is loyal to the employees
- There is a climate of fairness and trust
- I am given the necessary information I need to do my work
- My employer encourages me to take initiative and develop new ideas
- There are career advancement opportunities
- Colleagues work well together
- My direct supervisor makes his/her decisions clear

## Salary / Wage

- My company pays fair wages/salaries
- Wages/salaries paid are in line with responsibilities
- The medical insurance, paid holidays/vacation/sick days, and retirement plan offered by my employer are competitive with comparable jobs in my industry

## Image

- The company enjoys a good image
- I am proud of the product/service that my company produces/offers

## Company Culture

- My employer respects individuals and values their differences
- My employer provides an environment for the free and open expression of ideas, opinions and beliefs
- My employer takes appropriate action in response to incidents of discrimination

## Working Conditions

- I can organize my own work
- I am satisfied with my working hours

## Workplace

- Working equipment is state of the art
- Work stations are safe and ergonomic

# Industries

Each employer is grouped by industry: those in bold represent primary focus



## Manufacturing and Heavy Industry

- **Aerospace & Defense**
- **Automotive (Automotive and Suppliers)**
- **Construction, Chemicals, Raw Materials**
- **Engineering, Manufacturing**



## Consumer Goods and Retail

- Clothing, Shoes, Sports Equipment
- **Food, Soft Beverages, Alcohol & Tobacco**
- **Packaged Goods**
- Retail & Wholesale



## Healthcare and Biotechnology

- Drugs & Biotechnology
- **Health Care Equipment & Services**
- Healthcare & Social Services



## Technology and Telecommunication

- Telecommunications Services, Cable Supplier
- **IT Software & Services**
- **Semiconductors, Electronics, Electrical Engineering**



## Finance and Professional Services

- Banking & Financial Services
- Business Services & Supplies
- **Professional Services**
- Insurance



## Media, Advertising, and Leisure

- Media & Advertising
- Restaurants
- Travel & Leisure



## Others

- **Utilities**
- Transportation and Logistics
- Education
- Government Services