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CIA@Copia  
November 14, 2023

# Eric Jorgensen

Publisher, WineBusiness Monthly and winejobs.com

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Networking Luncheon

WINE TALENT

Mobile App & Networking Experience



Notebook



Lanyard



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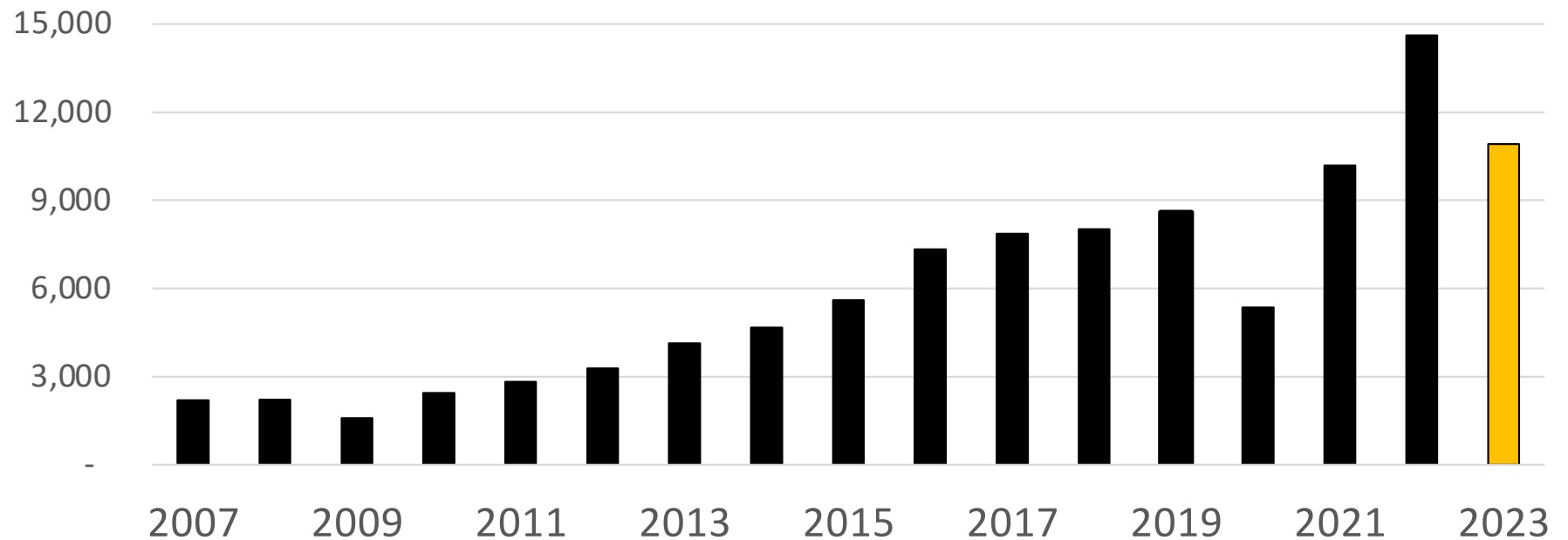
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The Westin Verasa Napa

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# Job Posting Trends

# Winery Job Postings



# Compensation Transparency

States requiring employers to include compensation in their job postings

- CA
- CO
- NY
- WA

# Percent of winejobs.com Listings with Pay Range

	Total 2022	Jan 2023	Jul 2023
Total US	13%	59%	88%



# Percent of winejobs.com Listings with Compensation

Rank	State	Total 2022	Jul 2023
1	CA	12%	96%
3	WA	23%	97%
5	NY	18%	92%
2	OR	19%	45%
4	TX	18%	71%

Postings which include  
compensation can attract between  
15% and 30% more applications

# Application Trends

+34%

How Long does it take to  
Complete an Application on Your  
Website?

2.5 minutes

# Winejobs Application Times

- With account: less than 1 minute
- No account: about 2.5 minutes

# Summary

- Job postings remain strong
  - but are down from 2022
- Applications up significantly
  - but remain below pre-Covid levels