Table 12: Percent of Job Ads Requesting less than a Bachelor's Degree for Registered Nurses

<table>
<thead>
<tr>
<th>MSA</th>
<th>2011</th>
<th>2014</th>
<th>Difference (2011-2014)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Akron, OH</td>
<td>72.5%</td>
<td>63.2%</td>
<td>-9.4%</td>
</tr>
<tr>
<td>Canton-Massillon, OH</td>
<td>80.9%</td>
<td>69.1%</td>
<td>-11.8%</td>
</tr>
<tr>
<td>Cincinnati-Middletown, OH-KY-IN</td>
<td>69.0%</td>
<td>53.9%</td>
<td>-15.1%</td>
</tr>
<tr>
<td>Cleveland-Elyria-Mentor, OH</td>
<td>50.2%</td>
<td>44.1%</td>
<td>-6.1%</td>
</tr>
<tr>
<td>Columbus, OH</td>
<td>73.4%</td>
<td>62.9%</td>
<td>-10.5%</td>
</tr>
<tr>
<td>Dayton, OH</td>
<td>71.2%</td>
<td>54.3%</td>
<td>-17.0%</td>
</tr>
<tr>
<td>Toledo, OH</td>
<td>71.8%</td>
<td>63.0%</td>
<td>-8.8%</td>
</tr>
<tr>
<td>Youngstown-Warren-Boardman, OH-PA</td>
<td>77.8%</td>
<td>69.1%</td>
<td>-8.7%</td>
</tr>
</tbody>
</table>

Sources: Bureau of Labor Statistics, O*NET, Burning Glass Technologies, and authors' calculations

*** Difference is statistically significant at 99 percent confidence level