The Challenge

Marathon Consulting is a leading managed services provider with a wide range of clients in the Greater New York area. Many executives from Marathon followed unconventional career paths prior to reaching their current leadership positions. These varied paths to success have truly shaped their corporate culture.

Finding the right talent can be a major challenge for tech companies in NYC, especially when most incoming resumes look exactly the same. Marathon also understands how difficult it can be for those young people as they set out to begin professional careers in New York’s high-tech industry. The company strives to uncover talent that may have gone overlooked—and providing opportunities to deserving youth is in their DNA.
The Solution

Partnering with NPower and their Technology Service Corps program gave Marathon access to an impressive tech talent pipeline of motivated young professionals with “nontraditional” backgrounds. These young adults exhibited a true passion for technology and were excited to get the chance to prove themselves in the IT consulting field.

The Outcome

A number of Technology Service Corps graduates are now key members of Marathon’s Service Team. Marathon is expanding its efforts to give back to its community and develop other potential employees by implementing an internship program to boost the number of opportunities it can make available in the NYC tech community.

Business Case

Partnering with NPower provides Marathon Consulting a direct link to an ongoing resource of talented potential employees. In addition to the technical training they receive at NPower’s Technology Service Corps, the program structure also gives clues to applicants’ character and drive because of the effort involved in completing the program.

Technology Service Corps graduates arrive with a level of training and basic IT knowledge that can require a significant investment of resources to deliver internally. This reduces the ramp-up time for new engineers and Marathon sees a faster return on investment. Technology Service Corps grads are also motivated to get involved in hands-on situations that expand on what they have learned in the classroom.

Brian Kingsley, Director of Technical Services at Marathon Consulting, was looking for capable job candidates when he found recent Technology Service Corps graduate Eric St. Jean. While his resume lacked the traditional “2+ years of experience,” Eric made up for it with an impressive work ethic and commitment to expanding his skillset.

As an organization, Marathon Consulting is comfortable looking past the fact that candidates may not have a “standard” resume, when those candidates demonstrate an impressive internal drive, willingness to learn and strong knowledge of computer networking and Internet technology. In fact, many senior staff members have “nontraditional” career paths as well and their hiring preference leans heavily toward choosing someone who will be a good cultural fit and has a readiness to work and prove themselves.

Eric soon encouraged Kingsley to consider hiring two long-time friends, Matthew Thomas and Alex Welch. Both Matt and Alex were recent graduates of the same NPower training program. Kingsley was immediately rewarded by his decision—“They all had more certifications, experience, and knowledge on their first day than
a lot of other candidates who did not go through NPower’s Technology Service Corps program. They are great employees, more than I was looking for with their level of dedication and willingness to try anything.”

In addition to the level of expertise Matt and Alex brought, Eric’s referral of his friends helped reduce the time and effort that had to go into filling open positions. “Not only were Alex and Matthew NPower grads, all three of them have been friends since junior high school. This made me comfortable Alex and Matt would also fit in Marathon’s culture.”

Even with their jobs at Marathon, the hard-working trio has continued their studying and are always on the lookout for more opportunities for education and training. Kingsley explains, “They have consistently proven to be very loyal employees who are determined to be an asset to the company.”

**About NPower**

NPower mobilizes the tech community and provides individuals, nonprofits and schools opportunities to build tech skills and achieve their potential. We pursue this mission through two signature programs:

Technology Service Corps builds brighter futures for underserved young adults and veterans through free technology and professional skills training. The program includes technical classes; mentoring from business leaders; internships and career development workshops at leading corporations and nonprofits; industry-recognized certifications; as well as employment and alumni services. More than 80% of our alumni are employed or pursuing higher education within one year of graduation.

The Community Corps is a skills-based volunteering program connecting technology professionals with high-impact nonprofits and innovative education partners. Our tech volunteers enable schools and nonprofits across the country to use technology more effectively and inspire the next generation to pursue careers in science, technology, engineering and math (STEM).

Visit npower.org to learn more about the impact we are making in communities like yours.

**About Marathon Consulting**

Marathon Consulting is headquartered in Williamsburg, New York, and has an office in Denver, Colorado. Since the company’s founding in 2002 by Scott Wilson and Bill Stucklen, the organization has focused on helping small- and medium-sized businesses optimize efficiency through innovative IT consulting and solutions. Marathon earned a spot on the 2014 edition of the Inc. 5000 and was recently named one of the 30 best places to work in NYC tech by Internet Week. Marathon strives to combine expert knowledge in computer networking and Internet technology with high standards of personal client service.

Visit marathonconsulting.com or follow Marathon on Facebook and Twitter to learn more.