

WORKFORCE DEVELOPMENT FOR CONSTRUCTION & ENGINEERING

Supporting stronger onboarding, communication, workforce readiness, and international workforce integration.

WHO WE ARE

Lockhart Consulting is a workforce development consultancy based in Porto, Portugal, specializing in international and multilingual workforce integration within the construction and engineering sectors.

THE WORKFORCE CHALLENGE

Whether recruiting internationally to meet local workforce demands or undertaking projects across borders, construction and engineering organizations face a shared challenge: integrating people into unfamiliar organizational, project, and communication environments. At the same time, supervisors, tutors, mentors, and existing teams are often expected to support that transition while continuing to manage the demands of everyday work.

That transition does not happen through onboarding alone.

It depends on clear expectations, effective supervision and team support, and consistent communication across the organization—from the office to the jobsite.

Lockhart Consulting helps organizations strengthen those connections so international workforce integration supports communication, coordination, workforce readiness, and day-to-day project performance.

BUILD. ADAPT. STRENGTHEN.

We work with the capacity organizations already have—building new workforce solutions where needed, adapting existing approaches to changing workforce and project needs, and strengthening practices already in place.

Our work may include employee onboarding, supervisor and tutor support, workplace communication, team preparation, learning and performance resources, transition from training into employment, and integration into established organizational processes.

A more connected workforce supports stronger project performance.

OUR SOLUTIONS

Learning Programs & Curriculum

Build knowledge and skills for effective performance.

Onboarding & Workforce Readiness

Prepare employees for their roles, workplace expectations, and workflows.

Supervisor & Team Support

Strengthen communication, coordination, onboarding, and employee support.

Operational Communication

Improve communication around procedures, responsibilities, expectations, and coordination from the office to the jobsite.

International & Multilingual Workforce Integration

Support effective integration into established teams, workflows, and project environments.

ABOUT THE FOUNDER

Dana Lockhart, PhD

Dr. Lockhart brings more than 20 years of experience across business management, education, project leadership, curriculum and learning design, and research.

Her work focuses on translating research and organizational needs into practical workforce solutions that support communication, learning, integration, and performance. Her research has been published and presented at national and international conferences, reflecting her commitment to connecting evidence with practice.

Let's discuss how Lockhart Consulting can support your workforce.

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