



EMPLOYMENT & LABOUR MARKET EXPERTS

ESTABLISHED 1984

Keith Carter, BA (Hons), MA, MREC, MAE

Experience as an independent labour market analyst

- Keith Carter has over 40 years' experience of career profiling and labour market analysis. He has produced reports and given oral evidence for claimants/pursuers and defendants/defenders in both the English and Scottish High Courts, and Courts in Wales, Northern Ireland and the Republic of Ireland, as well as internationally. In employment tribunals, Keith Carter has been asked to advise on equal pay/equal value cases, as well as sex, race and disability discrimination. He has experience of profiling, including analysing, salaries and benefits in an extensive range of occupational categories and industrial sectors. This has included business and finance (up to CEO level); the construction industry; retail/service sector, as well as the oil and gas industry, and new startups in the private, public and third sectors. He has had to analyse and profile career trajectories, to mention but a few, for professional sportsmen and women, for those engaged in the performing arts, careers for accountants, teachers, and solicitors, as well as reviewing the opportunities and earnings for those working in waged (PAYE) roles and those working on a self-employed basis.
- Keith Carter has been instructed in the UK by the MoD; CICA and for the Miscarriage of Justice Assessor; Health Boards; Local Authorities; the Treasury; the Faculty of Advocates; the Metropolitan Police; the Home Office, as well as by the majority (around 92%) of firms recommended by the Legal500 personal injury register. In Scotland, instructions have come from in the order of 99% of firms recommended by the Legal500 Scotland. Keith Carter was personally asked to give evidence regarding possible approaches to value economic loss to the Infected Blood Inquiry. He has provided assessments with regard to historic loss suffered for the Post Office Limited Overturned Convictions and Compensation Scheme, and the Grenfell Tower Inquiry, as well as the Scottish Child Abuse Inquiry.
- Keith Carter is recognised by the General Council of the Bar as an external course provider for the New Practitioners' Programme and by the Law Society as an accredited trainer.
- Keith Carter has written and lectured widely including preparing articles for The Lawyer, Scots Law Times, The Times (Legal Supplement), New Law Journal, The Solicitors' Journal, Legal Week, MASS (Motor Accident Solicitors' Society), The Review, Family Law, APIL Newsletter and Kemp and Kemp. He has written the inaugural handbook for the Open College and headed the working group making recommendations for England to take into its presidency for the European Social Fund. He has, in addition, been asked to speak at The Headway Annual Conference; inaugural SAPIL (SA) conference; the APIL national conference and regional conferences; the Labour Party Annual Conference (sub-group on employment), etc.
- Keith Carter was invited to chair the non-medical quantum experts' working group and produced the written contribution to Lord Woolf's 'Access to Justice Report'.
- KCA has, since 1996, assisted with the publication Facts and Figures: Tables for the Calculation of Damages and been involved in many landmark cases. Keith Carter regularly assesses group equal pay cases as well as disability, gender and race discrimination matters. His reports have been accredited by the English, Scottish, Welsh and Northern Irish Courts as well as Courts in South Africa, the United States of America (including California), Jersey, Isle of Man, Hong Kong, Republic of Ireland, Australia and Europe.
- In addition to forensic labour market assessment, management consultancy and rehabilitation advice, Keith Carter offers careers counselling and training advice to individuals whose life/employment opportunities have been altered by circumstances/injury.

Qualifications

BA (Hons) Sociology
MA Sociology (Employment)

Publications/Articles include:

- Facts and Figures: Tables for the Calculation of Damages
- The Lawyer
- Scots Law Times
- The Times (Legal Supplement)
- New Law Journal
- Quantum - A Kemp and Kemp Service
- Handbook for the Open College
- The Solicitors' Journal
- Legal Week
- MASS (Motor Accident Solicitors' Society)
- The Review
- Family Law
- Scottish Law Society Journal (January 2022)
- APIL Quarterly Journal (February 2022)
- Is a New Labour Market Emerging?, Law Society of Scotland (2024)
- Winners and Losers - 2023 Wage Increases, APIL (2024)

Membership of Professional and Relevant Bodies

- Law Society Register of Expert Witnesses
- UK Register of Expert Witnesses
- Academy of Experts
- Founder Member of The Expert Witness Institute
- National Expert Witness Agency
- Law Society of Scotland
- Association of Personal Injury Lawyers (APIL) Expert

Professional background:

Project Fullemploy: Head of Research Unit, 1974-1983

- Assessed the training needs and skill shortages of major inner-city areas.
- Made recommendations to the Manpower Services Commission (MSC) and local authorities.
- Established training centres.
- Offered careers counselling to unsuccessful course applicants, estimated at over 1,000 people per year.

National Council for Voluntary Organisations: Development Officer, Adult Education and Training Initiatives 1983-1985

- Assessed the education, training and employment needs of disadvantaged people in England.
- Produced recommendations for Britain to take into its presidency of the EU Commission.
- Prepared a handbook for the Open College.
- Made recommendations on adult employment training and the specific needs of disabled people.

Principal of KCA, Employment Consultants - 1984-present

- Primarily concerned with the altered career prospects of persons disabled through industrial or personal injury or those about to find themselves on the labour market with limited transferable skills.
- In addition to the socio/legal work, the consultancy offers careers guidance and employment advice for individuals and organisations, earnings assessments, job profiles and advice on employment practices.