

## **Kalapuri Artisans Gradation Policy**

Policy statement

### **1. Define the Criteria:**

To ensure consistency in the grading process, it is essential to establish clear and objective criteria. This may include evaluating the artisan's technical skills, knowledge, experience, creativity, problem-solving abilities, and work ethic.

### **2. Conduct a Skill Assessment:**

The skill assessment may involve practical tests, such as creating a specific product or performing a particular task, to evaluate the artisan's ability to perform specific job-related functions.

### **3. Evaluate Experience:**

Experience is a critical factor in the gradation of artisans. It is essential to consider the number of years an artisan has been working in their respective field and the complexity of the projects they have handled.

### **4. Assess Creativity and Innovation:**

Creativity and innovation are essential traits in artisans as they contribute to their ability to produce unique and high-quality products. Consider evaluating the artisan's ability to develop new designs and products.

### **5. Review Feedback and References:**

Feedback from previous clients or employers can help assess the artisan's work ethic, reliability, and professionalism.

### **6. Assign a Grade:**

Once all the above steps have been completed, the artisan can be assigned a grade based on the criteria established in step 1. The grading system may involve several levels, such as beginner, intermediate, advanced, and expert.

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