



MANAGE Internship: Cultivating Experiences for Future Professionals



My Internship Journey: From Research Exposure to Agripreneurship

I am Kajal Soni from Uttar Pradesh, and I have completed my M.Sc. in Agricultural Extension Education from Sam Higginbottom University of Agriculture Technology & Sciences, Prayagraj, Uttar Pradesh. I gained seven months of professional experience as an intern at MANAGE-CIA.

The sun only has its good source of energy during sunrise and sunset, and i am the rising sun. -Kajal Soni

The first three months of my internship at MANAGE-CIA have been a valuable phase of professional learning and practical exposure. During this period, I gradually developed an understanding of the functioning of an agricultural incubation centre and the processes involved in supporting innovation and entrepreneurship in the agri-startup ecosystem. This experience provided me with an opportunity to observe the working environment closely, understand professional responsibilities, and gain practical exposure beyond my academic and research background.

For a detailed overview of the activities and experiences during the first three months of my internship, please refer to my First Internship Note

<https://www.manage.gov.in/managecia/ManageCIAInternships/MANAGECIA%20Internship%20Notes.pdf>

Major Activities During the Initial Phase

I contributed to a range of activities related to startup incubation, program coordination, data management, documentation, and institutional programs. My work included supporting the PM-RKVY-RAFTAAR Cohort-15 incubation Program activities, evaluating startup applications, maintaining and organising startup-related information such as- preparing program application insights using data analysis tool such as SPSS for 619 application of Cohort-15 and supporting documentation and reporting requirements. I also coordinated the National Faculty Development Program (NFDP) on Agri Innovation and Incubation Ecosystem to mentor Agri Startups and Agri Business and contributed to MANAGE-CIA Saturday webinar series and other institutional activities. These engagements provided me with practical exposure to different dimensions of the incubation ecosystem, including interaction with startups, mentors, faculty members, program participants, and institutional stakeholders.



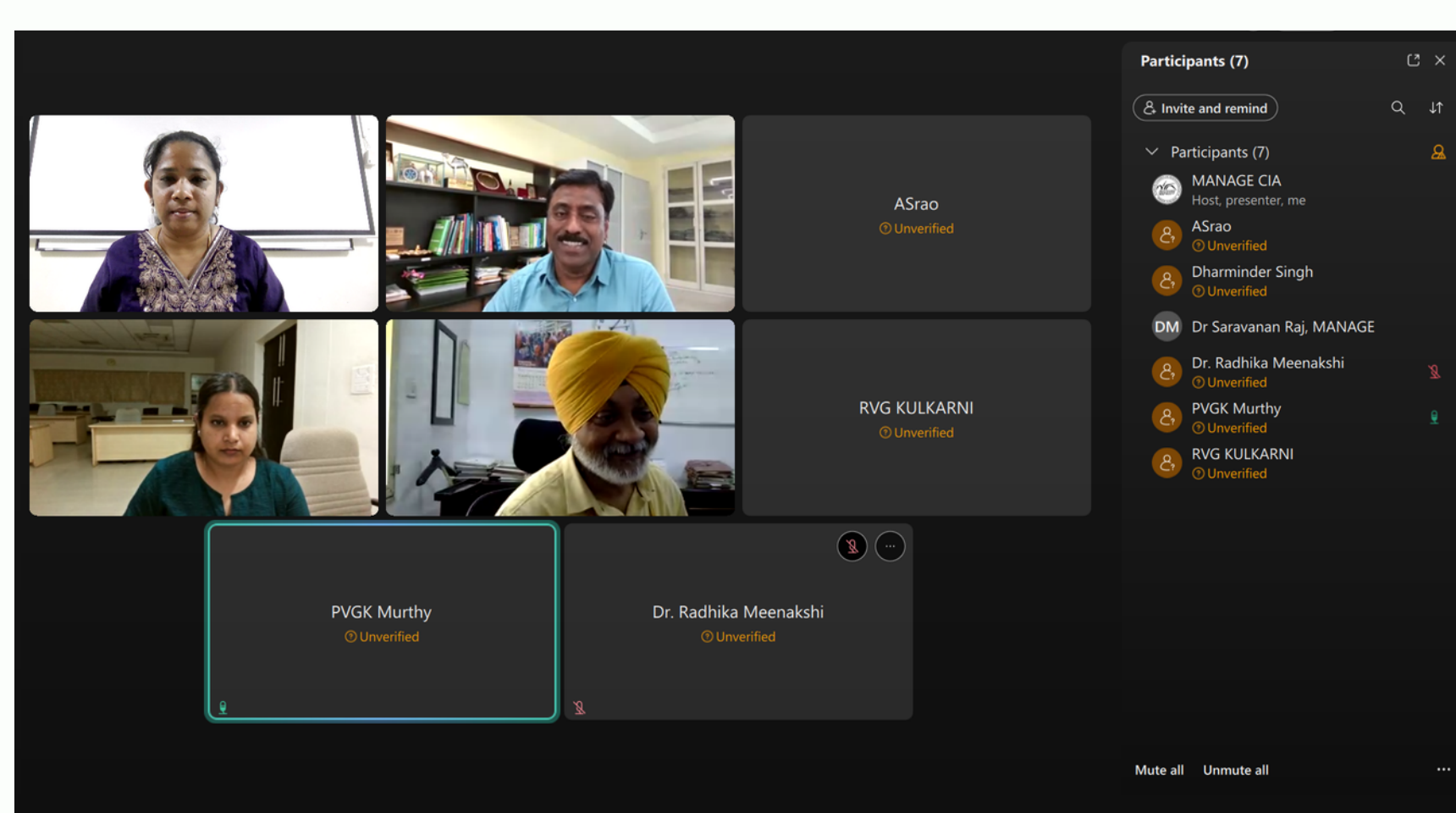
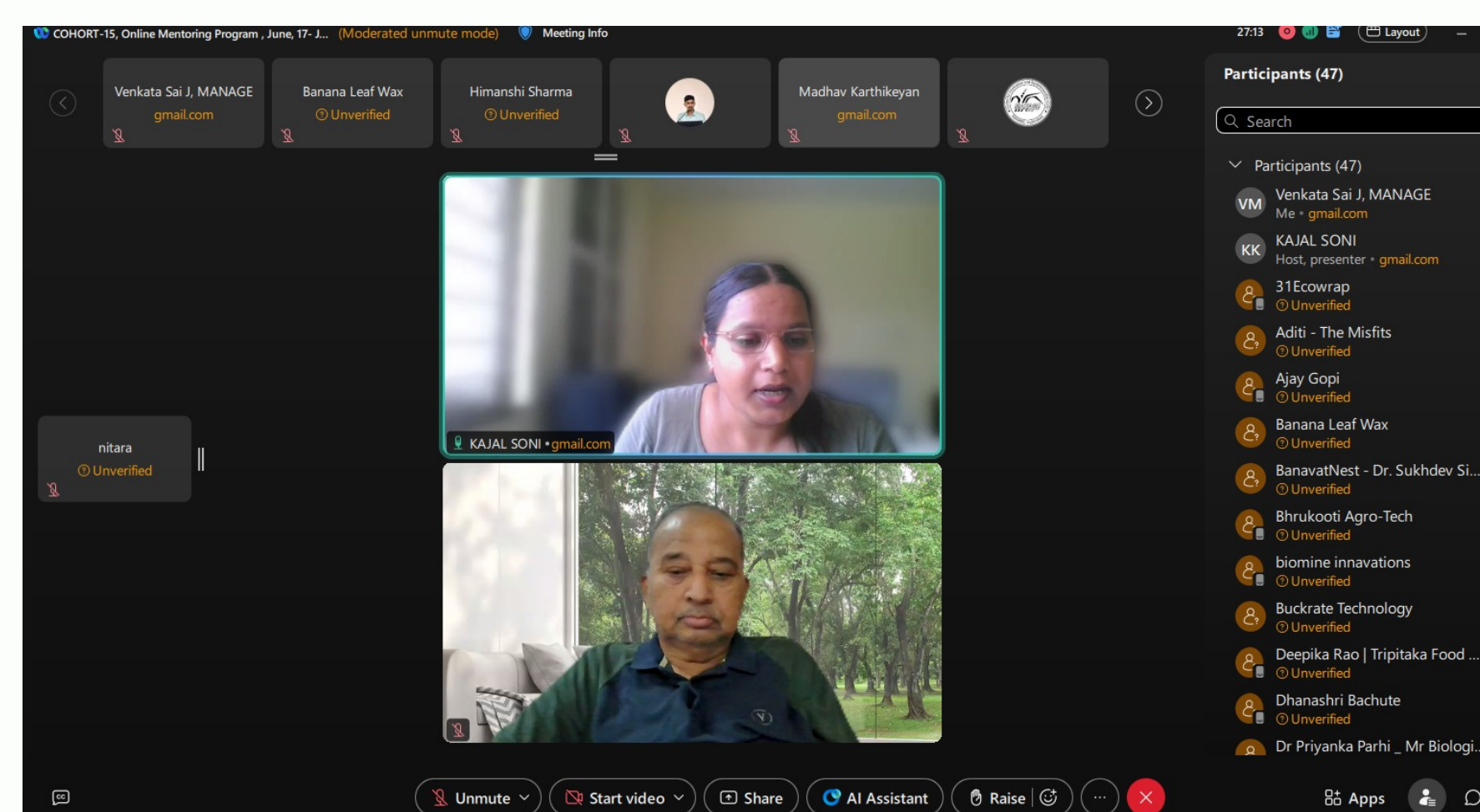
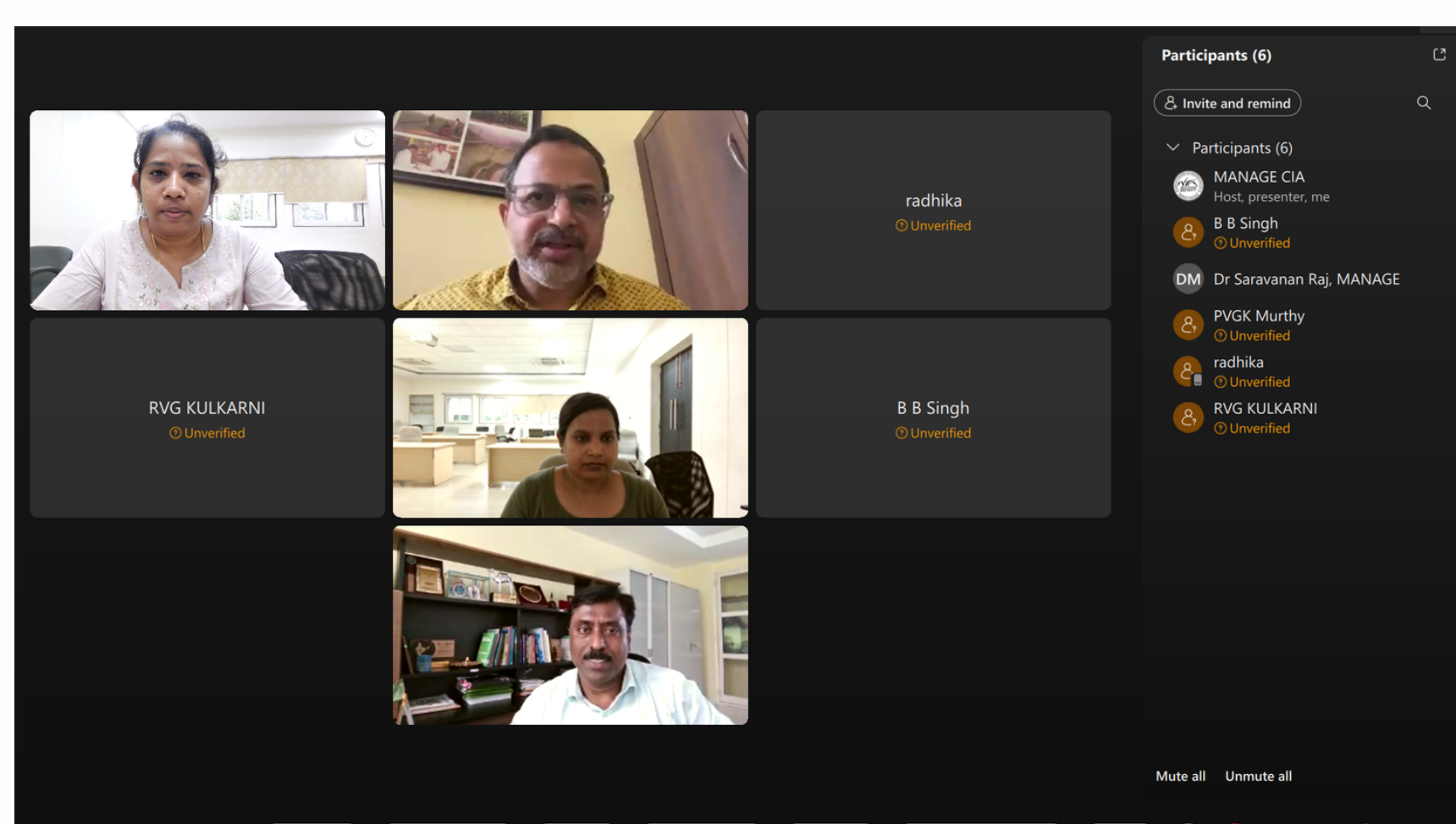
One of my significant areas of involvement during the internship was supporting the PM-RKVY-RAFTAAR Cohort-15 Flagship incubation program. I contributed to the preliminary evaluation of a 200+ startup applications, which gave me practical exposure to understanding startup profiles, business ideas, problem statements, proposed solutions, and the potential of innovations in the agricultural sector. Working with startup applications also helped me develop a more structured approach to reviewing information and identifying relevant aspects of an entrepreneurial idea. This experience introduced me to the initial screening and evaluation processes followed within an incubation program.



As I became more familiar with the program activities, I was also involved in coordination of one month online mentoring program and documentation-related responsibilities. I worked on program information, preparation of schedule, program records maintenance, proceedings writing, and other documents required for smooth implementation of activities. This experience helped me understand that effective program coordination requires attention to detail, timely communication, systematic follow-up, and coordination among different stakeholders. It also provided me with practical experience in managing multiple tasks simultaneously while maintaining accuracy in institutional documentation.

I also contributed to the preparation of program reports and related documentation. Cohort-15 program report is available here:

https://www.manage.gov.in/managecia/images/Report_Cohort-15.pdf



National Faculty Development Program (NFDP) Coordination

My involvement in the National Faculty Development Program (NFDP) provided me with valuable exposure to national-level program coordination and institutional outreach. I contributed to the preparation and organisation of institutional databases covering State Universities, private universities, KVKs, ICAR research institutes, SAMETIs, research institutions, incubation centres, and university extension departments. Along with database development, I supported communication and follow-up with institutions and resource persons, prepared communication drafts, addressed bounced-email issues, and maintained program related information. These responsibilities helped me understand the importance of systematic institutional mapping, timely communication, and coordinated outreach in implementing a national-level capacity-building program. I also contributed to the preparation of the NFDP report by consolidating program coordination activities. This experience strengthened my understanding of how effective documentation can capture the progress of a program and provide a clear institutional record for future reference.

Detailed Program Report:

https://www.manage.gov.in/managecia/NFDP_Report_2026.pdf



Exposure to one of the World's largest Startup Ecosystem through Institutional Visit

As NFDP program coordinator, I had the opportunity to coordinate an institutional visit to T-Hub, Hyderabad. The visit provided practical exposure to the functioning of a large-scale startup ecosystem and helped me understand how incubation, mentorship, innovation, networking, and industry linkages contribute to startup growth. Coordinating the visit also strengthened my experience in stakeholder communication, participant coordination, scheduling, and institutional engagement.





From Participant to Professional: The NYPDP Journey

Beyond program coordination, I also had the opportunity to share my NYPDP experience and subsequent journey at MANAGE with participants of the NYPDP and NYPDP PLUS programs. As someone who had progressed from being an NYPDP and NYPDP P.L.U.S participant to a MANAGE intern, and later became part of the MANAGE team, I could share a practical perspective on how active participation, networking, and continued engagement with MANAGE can open pathways for further professional learning and opportunities. This interaction allowed me to reflect on my own journey while encouraging participants to look beyond the program itself and make meaningful use of the platforms, connections, and opportunities created through NYPDP and NYPDP P.L.U.S.



For a detailed view of my professional journey, experiences, and engagement with MANAGE, my LinkedIn profile can be accessed here:

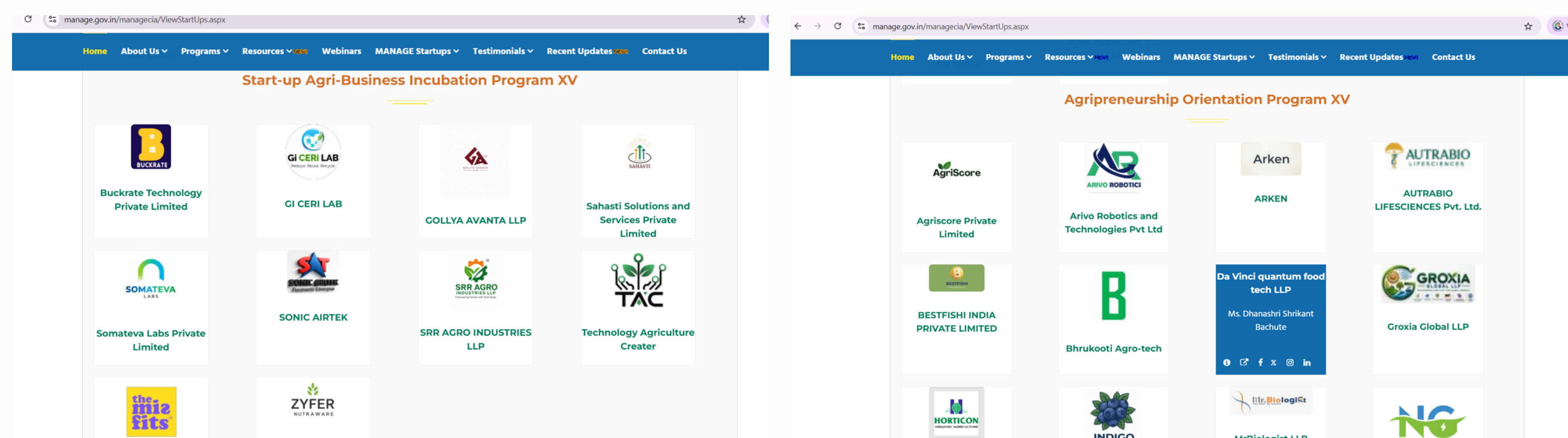
LinkedIn Profile: [KAJAL SONI](#)

Contribution to Digital Data Management

I contributed to updating the MANAGE-CIA website by uploading the startup details of Cohort-15 SAIP, AOP, and SOP to the Agri Idea Bank. The work involved organising startup information and presenting it in a structured format for digital access and future reference. This responsibility provided practical exposure to website-based knowledge management and highlighted the importance of maintaining accurate and accessible information about incubated startups. It also helped me understand how digital platforms can enhance the visibility, documentation, and knowledge-sharing of innovations within the agricultural startup ecosystem.

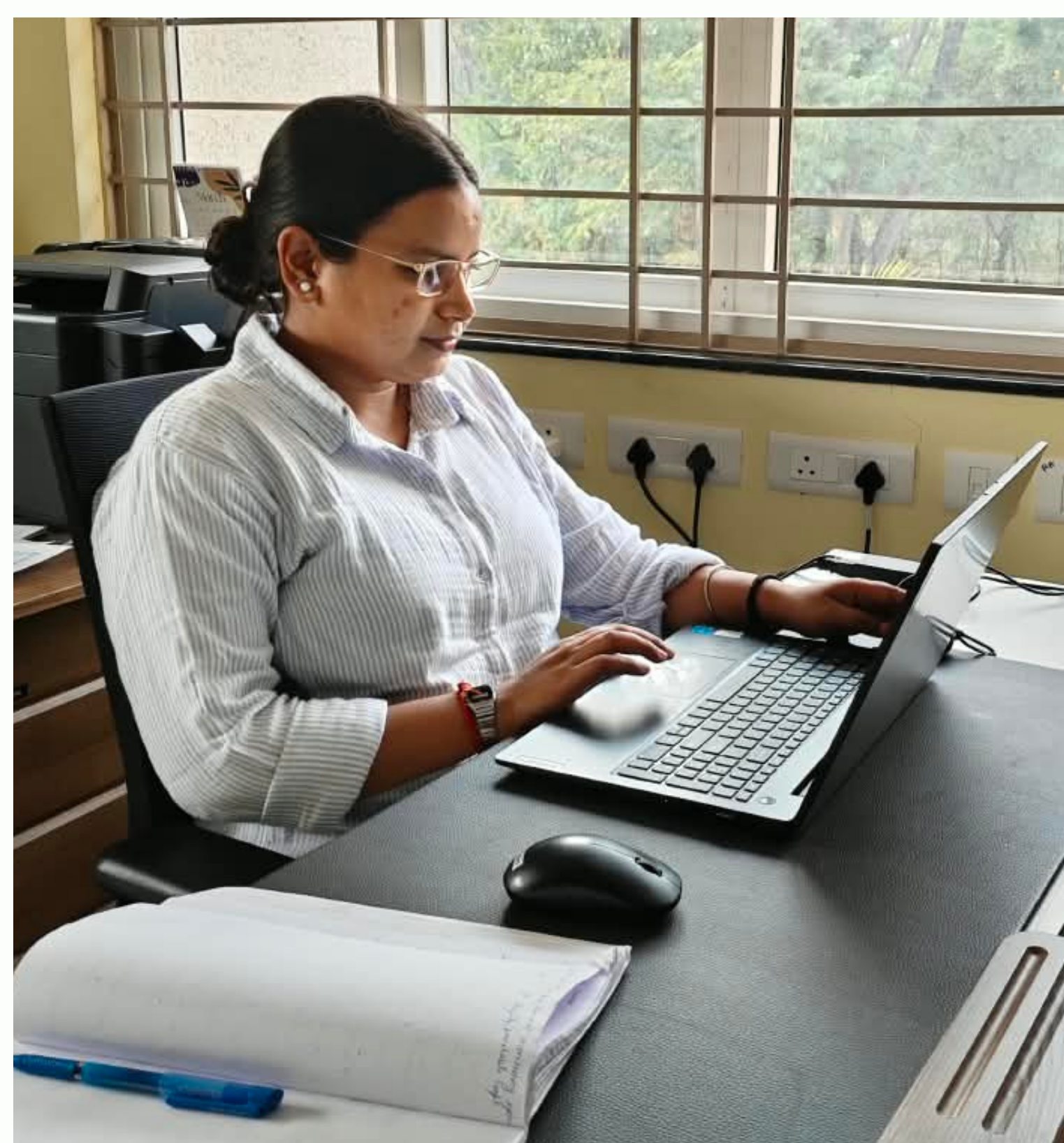
The uploaded startup details can be accessed here:

<https://www.manage.gov.in/managecia/ViewStartUps.aspx>



Small Details, Stronger Systems

During my internship, I was also involved in maintaining and updating the MANAGE-CIA master data, which required organising and consolidating information related to incubated startups and program activities. Working with structured datasets helped me understand the importance of accuracy, consistency, and timely updating of institutional information. This experience strengthened my ability to manage large volumes of program-related data and provided practical exposure to how organised information supports coordination, monitoring, reporting, and informed decision-making within an incubation centre.



Key Skills Developed



My internship at MANAGE-CIA provided me with practical opportunities to develop a combination of analytical, coordination, communication, documentation, and organisational skills. My involvement in program coordination exposed me to the process of planning activities, organising information, coordinating with different stakeholders, and ensuring that tasks were completed systematically. Working with startup databases, master data, evaluation records, program documents, and grantee fund status strengthened my attention to detail, accuracy, data-handling ability, and understanding of institutional information systems. I learned that effective program implementation depends not only on major activities but also on maintaining reliable information and timely follow-up at every stage.

The internship also helped me strengthen my technical and analytical capabilities through regular use of MS Excel, Google Sheets, IBM SPSS, Canva, and Google Forms. Working with startup applications and programme-related data helped me apply my analytical background in a practical incubation environment, while preparing reports, profiles, presentations, and communication materials improved my ability to present information in a clear and meaningful manner. These experiences helped me move beyond simply handling data towards interpreting, organising, and communicating information for practical programme requirements.

Together, these experiences have strengthened my ability to connect my research-oriented academic background with practical program implementation and the startup incubation ecosystem. I now feel more confident in taking responsibility, working with data and people, managing professional assignments, and contributing meaningfully to programs that involve research, innovation, entrepreneurship, and agricultural development.

Key Takeaways



This internship has helped me understand that professional growth is not achieved through one major responsibility, but through consistent learning from every task, interaction, and opportunity. I have realised that my background in Agricultural Extension Education can contribute meaningfully to the startup and innovation ecosystem when combined with data analysis, program coordination, documentation, and effective communication. My experience with startup incubation has encouraged me to look beyond traditional research and explore how research, innovation, entrepreneurship, and institutional support can work together to address agricultural challenges.

One of my most important learnings is the value of active participation and taking ownership of opportunities. From being an NYPDP participant to becoming a MANAGE intern and contributing to programme coordination, my journey has shown me that networking, involvement, and continuous learning can create meaningful professional pathways. I have also understood that even responsibilities performed behind the scenes such as maintaining data, preparing reports, coordinating communication, and tracking financial information—play an important role in strengthening institutional systems.

Moving forward, I want to carry this learning into my future work by becoming a professional who combines research knowledge with practical execution, analytical thinking, stakeholder engagement, and a problem-solving approach. This experience has motivated me to contribute more confidently to agricultural research, innovation, incubation, and development-oriented programmes while remaining open to new responsibilities and continuous professional growth.



Closing Note: Carrying the Learning Forward

As I continue my professional journey, I will carry forward the knowledge, confidence, and practical experience gained during my internship at MANAGE-CIA. This journey has helped me connect my academic background in Agricultural Extension Education with the emerging fields of startup incubation, innovation, entrepreneurship, and program management. The exposure to startups, mentors, faculty members, resource persons, and institutional stakeholders has encouraged me to keep learning, take greater responsibility, and contribute with a more practical and solution-oriented approach.

I am sincerely grateful to Dr. Saravanan Raj, Director (Agricultural Extension), MANAGE & CEO MANAGE-CIA and the entire MANAGE-CIA team for providing me with this platform to learn, contribute, and grow. I also extend my sincere thanks to Ms. V. Usha Sree for her guidance and support throughout this journey. This internship will remain an important milestone in my professional development and a strong foundation for the opportunities and responsibilities that lie ahead.

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