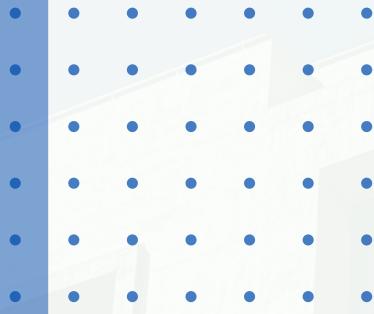




## MANAGE Internship: Cultivating Experiences for Future Professionals



### Cultivating Experiences for Future Professionals

Hello, my name is Santhosh Kumar from Tamil Nadu. I have completed my Master's degree in Fisheries Extension from the ICAR-Central Institute of Fisheries Education (ICAR-CIFE), Mumbai.

 Santhosh Kumar

## A Journey of Learning and Exposure



### Pre-Internship Expectations

After completing my Master's degree, I aspired to establish my own startup with a focus on aqua-tourism. During my academic journey, I had the opportunity to attend various training programmes conducted under MANAGE, through which I became familiar with the significant role the institution plays in strengthening the startup and entrepreneurial ecosystem.

These experiences helped me understand the broader impact of institutional support in nurturing innovative ideas and guiding aspiring entrepreneurs. With this background, I was keen to join MANAGE to further strengthen my entrepreneurial skills and gain deeper insight into how startups are conceptualized, supported, and scaled in real-world settings.



I expected the internship to help me build confidence, improve my communication abilities, and develop skills related to people management and professional coordination. More importantly, I wanted to learn directly from interactions with entrepreneurs and professionals to better understand how startups function in practice, particularly within niche sectors such as fisheries.

Overall, my expectation was that this internship would bridge the gap between academic knowledge and entrepreneurial application, while preparing me for future professional and startup-oriented endeavors.

## Internship Experience

During my internship, I was assigned responsibilities aligned with my interest in entrepreneurship and institutional learning. A key role involved collecting and documenting details of inspiring Indian aquapreneurs across the country, providing insights into grassroots innovations and their impact within the fisheries and aquaculture ecosystem.



## Working Environment

I assisted in the incubation training programme for Meghalaya Agricultural Officers by supporting exposure visits to major ICAR agricultural institutes in Hyderabad, which gave me practical insights into how the ecosystem supports entrepreneurs and startups. Alongside this, I contributed to social media and outreach activities by drafting engaging content, including the “Do You Know” (#DYK) series, and supported programme documentation by designing brochures and posters for initiatives under MANAGE-FISHHub. I also assisted in introducing speakers and supporting the host during the F3 Webinar (Fisheries Fortnightly Webinar), which strengthened my exposure to professional coordination and programme delivery.

One of the major responsibilities of my internship was organising the Fisheries Startup and Aquapreneurship Stakeholders Meet in Tamil Nadu, aimed at strengthening collaboration and bridging information gaps within the sector. I coordinated the first edition and interacted with over 200+ stakeholders, which enhanced my coordination and management skills. I also represented MANAGE-FISHHub at the Matsya Mela event in Lakshadweep, which witnessed 30,000+ footfalls, providing strong exposure to stakeholder engagement with island communities, aquapreneurs, startup founders, administrative officials, and heads of fisheries institutions. This opportunity helped me create awareness about MANAGE-FISHHub initiatives, promote institutional support for fisheries entrepreneurship, and build meaningful sector-wide connections.

## Learning Environment

The learning environment at MANAGE-FISHub was open, supportive, and encouraging. Interns were trusted with autonomy and actively involved in institutional activities, fostering a motivating atmosphere for continuous learning and professional growth.



I received consistent guidance and mentorship from Dr. Saravanan Raj, Director (Agricultural Extension), whose insights and encouragement significantly strengthened my confidence and professional outlook. His approach encouraged initiative, creativity, and open learning.

The support of the Innovation Research Fellows, Dr. Shivani and Dr. Nivedha, greatly enhanced my learning experience. Valuable guidance was also provided by the Business Executives, Ms. Usha Sree, Ms. Jaswanthi, and Ms. Vrinda and Dr. Rahalya, Innovation Scaling Specialist, whose perspectives on entrepreneurship and programme execution added depth to my understanding. The supporting staff, Mr. Srinivas, Ms. Priyanka, and Mr. Karunakaran ensured smooth coordination and a positive working environment.

Working alongside MANAGE-FISHub co-interns Ms. Archana, Ms. Kalaivani, and Mr. Selva Clinton, and MANAGE-CIA interns Mr. Bharath, Ms. Subhasini, Ms. Ishika, Ms. Gauri, and Ms. Aswathi strengthened the collaborative spirit of the internship. The environment consistently encouraged teamwork, knowledge sharing, and striving for excellence.

## Skills and Knowledge Gained



The internship helped me develop a wide range of professional and interpersonal skills through continuous hands-on involvement. I gained practical experience in programme coordination, documentation, outreach activities, and event organisation, while also strengthening my ability to multitask, prioritise responsibilities, and manage multiple assignments effectively in a structured institutional environment.

Regular interaction with entrepreneurs, startups, agricultural officers, students, and other stakeholders significantly improved my communication and presentation skills. Delivering outreach presentations and supporting webinars enhanced my confidence in engaging with diverse audiences, while also reinforcing a strong sense of responsibility and accountability for the quality and outcomes of the work assigned.

Exposure to incubation programmes, startup initiatives, and stakeholder interactions provided deeper understanding of the entrepreneurial ecosystem, particularly within the fisheries and allied sectors. I gained clarity on how institutions support innovation, guide startups, and facilitate collaboration among stakeholders.

Overall, the internship contributed significantly to my personal and professional growth by strengthening my confidence, teamwork, coordination, leadership abilities, and sense of ownership, while equipping me with practical knowledge essential for my future entrepreneurial and professional aspirations.





## Takeaways and Action Plans

One of the key takeaways from this internship has been the importance of institutional support and collaboration in strengthening the startup and entrepreneurial ecosystem. The exposure to incubation activities, stakeholder interactions, and outreach initiatives highlighted how structured guidance, networking, and coordination play a crucial role in translating ideas into viable ventures.

The internship also reinforced the value of practical exposure alongside academic knowledge. Taking responsibility for assigned tasks, working with diverse stakeholders, and managing multiple activities enhanced my confidence, adaptability, and professional outlook.

Moving forward, I plan to apply the insights gained during this internship toward my long-term goal of establishing a venture in aqua-tourism. I aim to stay actively engaged with entrepreneurial ecosystems, continue developing my communication and leadership skills, and leverage institutional platforms like MANAGE to build meaningful collaborations. This experience has provided a strong foundation for my future professional and entrepreneurial journey.



## MANAGE Internship Journey

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My internship at MANAGE has been a meaningful and enriching phase of my professional journey. It provided me with valuable exposure to institutional functioning, entrepreneurial ecosystems, and stakeholder engagement, while allowing me to apply my academic understanding in practical settings.

The experience strengthened my confidence, improved my professional skills, and broadened my perspective on innovation and entrepreneurship within the fisheries sector.

Overall, this internship has reinforced my aspiration to pursue entrepreneurial initiatives and work closely with institutions that support innovation and capacity building. The learning, exposure, and responsibilities undertaken during this period have laid a strong foundation for my future professional and entrepreneurial endeavours.

***“What began as an internship evolved into a journey of learning, responsibility, and professional clarity.”***

**Mr. Santhosh Kumar**  
MANAGE-FISHub Intern  
e-mail: [santhoshrjc@gmail.com](mailto:santhoshrjc@gmail.com)

MANAGE-Fisheries Innovation and Startup Hub(MANAGE-FISHub)  
**National Institute of Agricultural Extension Management (MANAGE)**  
Rajendranagar, Hyderabad- 500 030, INDIA

<https://www.manage.gov.in/managefishub/>