



MANAGE Internship: Cultivating Experiences for Future Professionals



From Insight to Impact: The MANAGE Internship Experience

I am Kalaivani. A from Tamil Nadu, completed my three months internship program at MANAGE-FISHub from October 6, 2025 – January 5, 2026.

 [Kalaivani Alagarsamy](#)



I had just finished my master's in Agricultural Extension Education at Acharya N.G. Ranga Agricultural University and started looking for a job. I come from a rural background, and I'm the first graduate in my family because my parents are farmers. You might be thinking, why am I sharing this? Because this background shaped who I am, motivated me to work harder, and required me to come from a more conservative mind set people around me. I always push myself to learn something new.

At the time I realized that academic knowledge gave a strong foundation, it was not enough when it came to real world application. Around this time, I came across the internship notification from MANAGE-CIA.

The motivation to apply for this internship developed during my credit seminar. During the seminar, I learnt about startups, incubation centres, innovation and several new concepts in detail. I had also visited the ANGRAU Poshan Incubation centre regularly and interacted with staff. These interactions truly inspired me and made me realise that I needed to explore and work in an incubation centre to gain practical exposure and hands-on experience.

Internship Experience



On the first day of my internship, I was uncertain about my roles and responsibilities. The first week was spent reviewing all the reports which were challenging to understand the working structure and organizational nature of the institute. I was in the forming stage.



One fine day, Dr Saravanan Raj, Director (Agricultural Extension) told our team, come up with the program you would like to coordinate. Everyone from my team selected the program they liked. At the same time, I was also interested in taking the same program to coordinate. However, I wanted to learn something beyond just coordinating the program and other than regular tasks like from scratch. All the programs under MANAGE-FISHHub were being implemented for the first time and there were no prior documentation, reports, drafted mails and reference files available. This absence of prior documentation motivated me further, as it provided an opportunity to learn the entire process from the beginning. Hence, I chose to work with MANAGE-FISHHub to gain deeper practical exposure and firsthand experience in incubation activities. That's why I chose to work in MANAGE-FISHHub.

Activities and Responsibilities

1. Technology Documentation

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Technology Repository

V-form Double Slotted Otter board
ICAR- Central Institute of Fisheries Technology (CIFT)- Kochi
This document describes an innovative trawl door developed by the ICAR-Central Institute of Fisheries Technology (CIFT) in Kochi to enhance the performance and efficiency of trawl fishing. It is a type of otter board (also known as a trawl door) used in trawl fishing. It is designed to improve the horizontal spread the stability of trawl nets during fishing operations and to reduce fuel consumption and enhance energy efficiency of trawlers.
[Know more](#)

Polyethylene-CuO TiO-CD Coated Silane Cage Net
ICAR- Central Institute of Fisheries Technology (CIFT)- Kochi
The ICAR- CIFT website provides detailed information on the Polyethylene-CuO TiO-CD Cage Net, an innovative aquaculture netting material developed to enhance the durability, biofouling resistance, and longevity of cage nets used in marine and brackish water fish farming. This coating offers a sustained antifouling effect, preventing the settlement of algae, barnacles, and other biofouling organisms that typically reduce water exchange and require frequent cleaning of cage nets.
[Know more](#)

Biofouling resistant aquaculture cage nets
ICAR- Central Institute of Fisheries Technology (CIFT)- Kochi
This report presents Biofouling resistant aquaculture cage nets, an innovative technology involving specially treated or coated cage nets that prevent the growth of unwanted organisms (algae, barnacles, mussels, etc.) on aquaculture nets. It provides strong antifouling properties, helping to maintain water flow, reduce cleaning frequency, extend net life, and improve fish health and farm efficiency.
[Know more](#)

"Wonder Fibre" to Indian fisheries
ICAR- Central Institute of Fisheries Technology (CIFT), in collaboration with Garware Technical Fibres Ltd (GTRL) and DSM, has introduced an innovative "Wonder Fibre", a high performance, durable, and eco-friendly material designed for fishing and aquaculture applications. This advance fibre offers superior strength, reduced biofouling, longer net life, and improved efficiency, making it ideal for sustainable and cost-effective fishing practices in India.
[Know more](#)

The first task assigned to me was to document all fisheries-related technologies developed by Central Institutes and State Fisheries Universities. This task provided me with an opportunity to explore various fisheries technologies. Through this documentation work, I gained interdisciplinary knowledge and developed my documentation skills.

2. Fish Tech of the Week & FISHTech Webinar



During discussions with Dr Saravanan Raj, Director (Agricultural Extension) he spoke about conducting a technology series, such as a Saturday webinar, to showcase fisheries technologies developed by Central Fisheries Institutes and State Fisheries Universities. This discussion led to initiation of a new series called the FISHTech Webinars in collaboration

with fisheries institutes. In the meantime, I felt that some proactive effort was required. Therefore, we proposed showcasing fisheries technologies through posters and initiated "Fish Tech of the Week," which was launched every Tuesday to highlight fisheries technologies. This experience strengthened my initiative-taking ability, coordination skills, and self-confidence, thereby enhancing my overall capacity.

3. Aqua Eureka and Incubation Program

I also got the opportunity to coordinate and participate in Aqua-Eureka 2025 and the MANAGE-FISHub Incubation - Cohort 1 Mentoring Program. From schedule preparation to engaging with participants, this experience helped me learn more about myself. Initially, I had a fear of speaking with others and lacked confidence in my writing and public speaking skills. Through this program, I was able to improve these skills, although I still need to further develop my social media handling and content development skills.



This program provided valuable insights into startups through attending various expert sessions and startup field visits. Moreover, interactions with the participants of Aqua-Eureka and MANAGE-FISHub Cohort 1 helped me build a strong professional network and motivated me to learn more from them.



Learning Environment



The learning environment during my internship was highly enriching and supportive. It helped me understand how an organization functions in a professional setting and I learnt the importance of teamwork and time management. The guidance provided by Dr Saravanan Raj, Director (Agricultural Extension) always emphasized taking ownership and responsibility in every assigned task. He encouraged to think creatively and think out of the box. He consistently emphasized the importance of time management and encouraged us to plan and complete our assigned work within the allotted time.



Each day, I enjoyed doing my work because of the constant support and encouragement from my team members. They always motivated me, even for small contributions, which boosted my confidence. Initially, I did not know how to handle social media platforms in a professional manner and design using Canva.

However, my co-intern Ms. Archana guided and taught me how to manage social media content effectively, including content planning and posting, and taught me how to use Canva for designing.





My fellow intern, Mr. Santhosh Kumar, consistently spread positivity in the workplace, even during challenging situations. His supportive attitude created a motivating work atmosphere, and we never felt that we were working individually; instead, we functioned as a team, supporting and learning from one another, which made the work environment collaborative and encouraging.

Not only from my co-interns, but also from the staff of my centre, I received constant support and guidance. Ms. Usha Sree, Manager, MANAGE-CIA, was always supportive and encouraging in all assigned work. Dr. Raahalya (MANAGE Fellow) provided timely advice and valuable guidance whenever required. Mr. Srinivas, Program Executive, and Ms. Priyanka, Data Entry Operator, continuously inspired me through their ability to handle multiple tasks efficiently. Their dedication, professionalism, and supportive approach greatly contributed to my learning and helped me understand the importance of teamwork and commitment in an organizational setting.

Learning is an endless journey, and the environment will guide it....



Skill and Knowledge Gained

During the internship, I gained professional skills that contributed to my overall personality development. I developed a better understanding of agri-startups and incubation roles. Through documentation work, I improved my ability to collect, and organize technical information in a systematic manner. However, after joining this internship, I was given opportunities to apply my skills in real work situations (writing, reporting, documenting, adaptation, coordinating, organizing, planning, decision making and managing files) which gradually built my confidence and made me realize that I am capable of learning, adapting, and performing assigned tasks effectively.



During the internship, I enhanced my confidence in professional communication and improved my time management skills. I gained a clear understanding of the startup ecosystem, particularly the role of incubation centres and the services they provide. The internship enabled me to apply academic knowledge on entrepreneurship and capacity development to practical work, helping me understand the transition from theory to practice through planning, scheduling, and organizing activities. I also expanded my professional network through LinkedIn.

My major action plans are to further strengthen and improve my social media, and content development skills and to apply an experiential learning approach in my future professional work place. And I have a keen interest to work in startup ecosystem.

The best thing that happened to me during the internship was getting the opportunity to work under Dr. Saravanan Raj, a visionary leader who always finds innovative ways to make work interesting. I sincerely thank my respected Dr. Saravanan Raj, Director (Agricultural Extension) who always supported, encouraged, and motivated us. I will truly miss this MAANGE-CIA & MANAGE-FISHub that has shaped me both personally and professionally. Although my internship was a very short period, I carry these experiences with me as a strong foundation for my journey.

No matter who we are or where from, believing yourself, your dedication, sincerity, hard work and willingness to learn through internship will shape your future and change your destiny.

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