



MANAGE Internship: Cultivating Experiences for Future Professionals



A Journey from Observation to Contribution

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](#)

“Exposure builds awareness, Execution builds confidence.”

The first three months of my internship were a phase of exploration, learning, and self-discovery, where I gradually adapted to the professional environment and gained clarity on the functioning of the startup ecosystem. Each experience during this phase laid a strong foundation, helping me build confidence, improve my communication, and understand the importance of coordination and responsibility in an institutional setup.

As I transitioned into the next three months, this foundation transformed into action. With greater clarity and confidence, I began taking on more responsibilities, actively contributing to programs, and stepping beyond my comfort zone, which told me that learning was no longer passive but driven by execution and real-time involvement.

Matsya Mela, Lakshadweep

One of the most significant experiences during my internship was representing MANAGE-FISHub at Matsya Mela 2026, a three-day national-level fisheries event held in Kavaratti, Lakshadweep. It was also a unique personal experience, as it was my first time traveling by cruise, visiting an island, and spending nearly a week with limited mobile connectivity. During the event, I actively engaged with diverse stakeholders, including fishers, entrepreneurs, students, youth, and officials.



During the event, I was actively involved in interacting with participants, explaining MANAGE-FISHub programs, and creating awareness about fisheries entrepreneurship among island communities. The event witnessed an overall footfall of more than 30,000 participants, reflecting strong engagement from a wide range of stakeholders. This experience significantly enhanced my communication and stakeholder engagement skills, while also providing practical insights into how the fisheries startup ecosystem functions differently in island regions.

Fisheries StartUp and Aquapreneurship Stakeholders Meet & National Policy Workshop on Startups and Entrepreneurship in Fisheries 16–17 March 2026 MANAGE



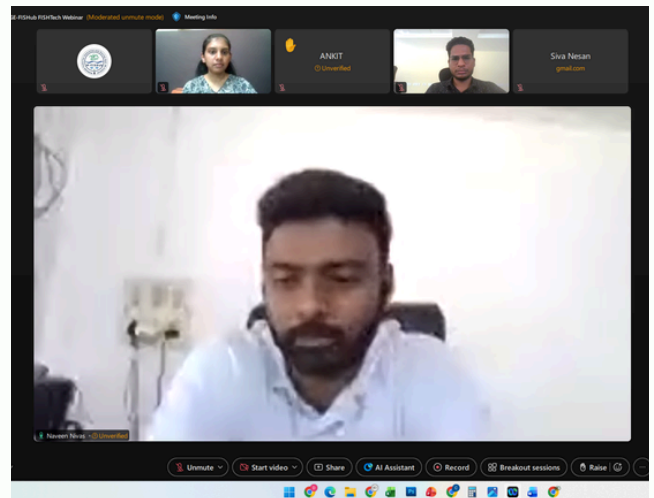
I also had the opportunity to coordinate two national-level programs, the Fisheries Startup and Aquapreneurship Stakeholders Meet and the National Policy Workshop on Startups and Entrepreneurship in Fisheries. This experience entrusted me with end-to-end responsibility for program execution, where I handled multiple aspects including designing the brochures, finalizing the program schedule, coordinating with speakers, aligning their topics, and managing participant communication and accommodation. Being actively involved in every stage of planning and execution gave me a comprehensive understanding of how large-scale institutional programs are conceptualized and delivered efficiently.

A key highlight of this experience was the opportunity to directly interact with entrepreneurs, policymakers, and domain experts, which provided me with deeper insights into the ongoing dialogue within the fisheries startup ecosystem. It enabled me to understand both perspectives, the challenges and expectations of entrepreneurs, and the policy-level vision and support mechanisms from institutions. This exposure helped me appreciate the dynamics of the ecosystem as two sides of the same coin, strengthening my understanding of how collaboration between stakeholders drives innovation and growth in the fisheries sector.

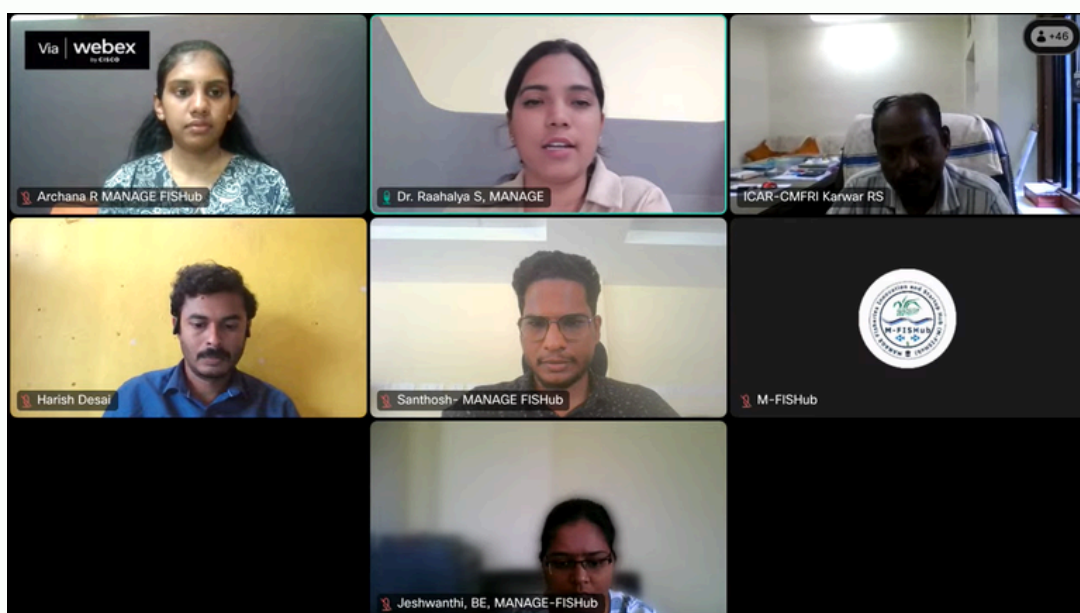
***“Like a coin, the fisheries startup ecosystem has two sides:
Entrepreneurs innovate, Policies enable.”***

Webinars

I also assisted in coordinating the FISHTech Webinar Series organized in collaboration with Kerala University of Fisheries and Ocean Studies (KUFOS). These webinars focused on bringing valuable insights from domain experts, particularly on translating research findings into commercially viable opportunities and supporting entrepreneurs in adopting innovative technologies.



In addition to that, I have also co-hosted 11 sessions of the Fisheries Fortnightly Friday (F3) Webinar Series, where I was involved in identifying and coordinating speakers, as well as supporting the smooth conduct of the sessions. The F3 series provided a platform to highlight diverse business and startup opportunities across the fisheries sector, including areas such as Recirculatory Aquaculture Systems (RAS), Biofloc, Aquaponics, Pearl Culture, Shrimp Farming etc., Through these experiences, I strengthened my skills in program coordination, professional communication, speaker engagement, and event facilitation, while also gaining deeper exposure to emerging trends and entrepreneurial opportunities within the fisheries ecosystem.



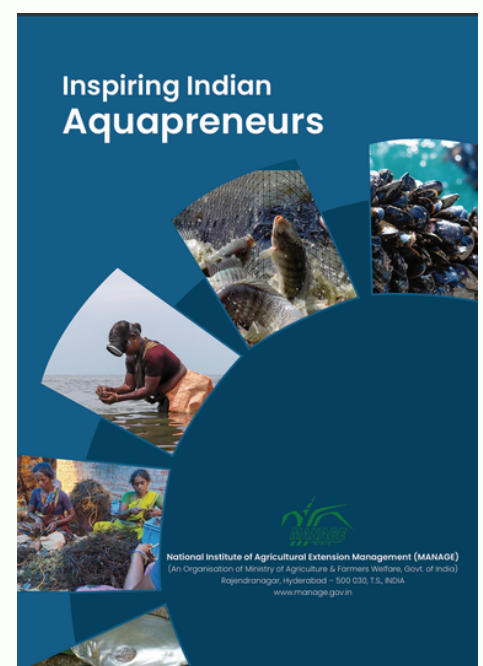
Documentation and Outreach Sessions

I was also actively involved in documentation and outreach activities, where I have conducted outreach sessions for students from agricultural and allied sector colleges, engineering institutions, as well as startups and aspiring aquapreneurs. Through these sessions, I introduced the initiatives and programs of MANAGE-FISHub and highlighted its role in promoting entrepreneurship within the fisheries sector.

Additionally, I had the opportunity to represent MANAGE-FISHub at Udyan Mahotsav 2026, where I engaged with the general public and diverse audiences, creating awareness about fisheries entrepreneurship and the support mechanisms offered by the institution.



As part of documentation work, I was entrusted with compiling the Compendium of Inspiring Indian Aquapreneurs, where I collected and documented the journeys of successful aquapreneurs across the country. This exercise provided me with a strong ground-level understanding of entrepreneurship, as I explored their initial struggles, failures, challenges, and eventual success. It gave me valuable insights into how entrepreneurs build ventures from scratch, overcome setbacks, and sustain growth, thereby deepening my understanding of the real-world dynamics of the fisheries startup ecosystem.



Skills and Knowledge Gained



The second phase of my internship significantly enhanced my ability to take ownership of tasks and execute them with confidence in a professional environment. Through active involvement in coordinating national-level programs, stakeholder meetings, and webinars, I developed strong program management and organizational skills. Handling responsibilities such as scheduling, speaker coordination, and participant management improved my ability to multitask effectively while maintaining attention to detail and ensuring the smooth execution of activities.

My communication and stakeholder engagement skills improved considerably through continuous interaction with entrepreneurs, policymakers, students, and domain experts. Conducting outreach sessions, representing MANAGE-FISHHub at various platforms, and working on documentation activities provided me with practical exposure to the fisheries startup ecosystem. These experiences helped me bridge the gap between theoretical knowledge and real-world application, while strengthening my confidence, adaptability, and overall professional outlook.



One of the most enjoyable experiences during my internship was being part of our Internship Experience Podcast, where I probably spoke more than I planned to!

Do watch it once :

<https://www.youtube.com/watch?si=y5fUom7JR8Pa2Lc0&v=SB-tGmJs3cs&feature=youtu.be>



Takeaways and Action Plans

A key takeaway from this phase of my internship was gaining a clear understanding of how the fisheries startup ecosystem operates through the interaction of entrepreneurs, institutions, and policymakers. My involvement in program coordination, stakeholder engagement, and outreach activities provided practical exposure to how ideas are nurtured, supported, and scaled within a structured ecosystem. It also helped me understand the importance of collaboration, communication, and institutional support in driving innovation and entrepreneurship.

This experience has strengthened my confidence, coordination abilities, and overall professional outlook, while giving me greater clarity on my entrepreneurial goals. Moving forward, I plan to apply these learnings toward building my venture in aqua-tourism by focusing on practical implementation, stakeholder engagement, and ecosystem participation. I also aim to continue improving my communication, leadership, and management skills, while staying connected with national level platforms to explore opportunities for growth, collaboration, and long-term impact in the fisheries sector.

MANAGE Internship Journey



My internship at MANAGE-FISHub has been a journey filled with learning, challenges, and growth, much like a roller coaster with its ups and downs. Each phase of this experience pushed me to step out of my comfort zone, take responsibility, and continuously refine myself. From initial exposure to active execution, I was given numerous opportunities to learn, improve my skills, and understand the real-world dynamics of the fisheries startup ecosystem.

This journey has not only strengthened my professional abilities but also shaped my perspective towards entrepreneurship and personal growth. The experiences, responsibilities, and interactions throughout this internship have laid a strong foundation for my future path.

“Come – Learn – Earn – Return.”

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