

**STUDENT SIWES REPORT WRITING IN THE DEPARTMENT OF
PUBLIC ADMINISTRATION**

KWARA STATE POLYTECHNIC, ILORIN

**A TECHNICAL REPORT ON A TWO MONTHS INDUSTRIAL
TRAINING PROGRAMME FROM OCTOBER - NOVEMBER 2024**

WITH

ROWOSHAIYE GLOBAL INVESTMENT LIMITED

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CERTIFICATION

This is to certify that **SULYMAN ABDULRASHEED ABOLAJI** with **Matriculation Number ND/23/PAD/PT/0430**, a student of the **Department of Public Administration**, has successfully completed the **Student Industrial Work Experience Scheme (SIWES)** at **Rowoshaiye Global Investment Limited.** in the Department of the Public Administration, Institute of Finance and Management Studies, Kwara State Polytechnic, Ilorin.

SIWES SUPERVISOR

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HEAD OF DEPARTMENT

ACKNOWLEDGMENTS

I would like to express my sincere gratitude to **my institution, the Public Administration Department, and the Industrial Training Fund (ITF)** for the opportunity to participate in the **Students Industrial Work Experience Scheme (SIWES)**. This program has been an invaluable learning experience, allowing me to bridge the gap between theoretical knowledge and practical application. The exposure gained through this training has significantly enhanced my understanding of business operations, workplace ethics, and professional responsibilities.

My heartfelt appreciation also goes to **Rowoshaiye Global Investment Limited** for accepting me for this industrial training. The company provided me with an enabling environment where I was able to learn the **intricacies of pond management, fish farming, and business operations**. The knowledge and hands-on experience I acquired during my time at the company will undoubtedly be beneficial to my future career.

I am particularly grateful to **my supervisors and colleagues at Rowoshaiye Global Investment Limited** for their unwavering support, patience, and mentorship throughout the training. Their guidance helped me adapt to the work environment, overcome challenges, and develop both **technical and interpersonal skills**. Their willingness to share their expertise made my learning experience more engaging and productive.

Additionally, I extend my appreciation to **my lecturers, family, and friends**, whose encouragement and support motivated me to fully commit to this training program. Their belief in my abilities inspired me to approach this experience with enthusiasm and determination.

Lastly, I acknowledge **the challenges and lessons learned** during this training, as they have contributed to my personal and professional growth. I am confident that the experience gained from SIWES will serve as a strong foundation for my future endeavors.

EXECUTIVE SUMMARY

This report provides a comprehensive account of my **two-month industrial training experience** at **Rowoshaiye Global Investment Limited**, a company specializing in **pond management and fish farming**. As a requirement of the **Students Industrial Work Experience Scheme (SIWES)**, this training allowed me to gain practical knowledge and hands-on experience in **fish pond maintenance, water quality management, and feeding schedules**, among other key operational activities.

During my training, I was assigned to the **Maintenance Department**, where my primary responsibilities included **cleaning the ponds, monitoring fish health, ensuring proper water pH levels, and assisting in the daily maintenance of the fish farming environment**. This experience exposed me to the **technical aspects of aquatic farming** and the essential role of maintenance in sustaining a healthy fish population.

The report highlights the **organizational structure** of Rowoshaiye Global Investment Limited, outlining the **roles and responsibilities** of various departments and how they contribute to the company's operations. Additionally, it discusses the **challenges I encountered**, such as **fluctuating weather conditions, high maintenance costs, and water contamination issues**, which required **problem-solving skills and adaptability** to overcome.

Throughout the training, I acquired **valuable technical skills**, including **pond maintenance techniques, water treatment, and fish health monitoring**, as well as **interpersonal skills** such as **teamwork, effective communication, and workplace ethics**. These skills have significantly contributed to my **professional development** and have prepared me for future career opportunities.

Overall, my **SIWES experience** has had a **profound impact** on my understanding of **business operations, management principles, and problem-solving strategies**. This report serves as a **detailed reflection** of my learning journey, highlighting the importance of **practical training in bridging the gap between academic knowledge and real-world application**.

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CHAPTER 1:

INTRODUCTION

1.1 Background of SIWES

The **Students Industrial Work Experience Scheme (SIWES)** is an industrial training program initiated by the Nigerian government to **bridge the gap between theoretical knowledge and practical application** for students in higher institutions. This initiative was established in **1973** by the **Industrial Training Fund (ITF)** due to the realization that many Nigerian graduates lacked **practical skills** relevant to their fields.

In the past, Nigerian graduates struggled to integrate seamlessly into the workforce because they had limited exposure to **real-world industry practices**. To address this gap, the **Industrial Training Fund (ITF)** made it mandatory for students in **technological, scientific, and business-related disciplines** to undergo training in relevant industries before graduation.

The SIWES program provides students with **practical exposure** to how businesses and industries operate. It is designed to **equip students with firsthand experience**, allowing them to develop skills that will improve their **employability and efficiency** when they enter the labor market.

The program is managed through a **collaborative effort** involving:

1. **The Federal Government of Nigeria**, which provides financial support.
2. **The Industrial Training Fund (ITF)**, which oversees the implementation.
3. **Tertiary institutions**, which coordinate students' placements.
4. **Industries and organizations**, which provide training opportunities.

SIWES is an **essential component** of the Nigerian educational system as it ensures that students **gain practical knowledge in real-world settings**, improving their ability to apply theoretical learning to industry needs.

1.2 Objectives of SIWES

The **primary objectives** of SIWES include:

- **Exposing students to industrial work environments:** Many students learn theoretical concepts in the classroom but do not have the opportunity to apply them in real life. SIWES allows students to work in an industry setting, gaining **hands-on experience** in their respective fields.
- **Helping students apply classroom knowledge to practical situations:** The theoretical knowledge acquired in school often needs **real-world application** to be fully understood. SIWES ensures that students can apply what they have learned in school to industry-specific tasks.
- **Developing technical and interpersonal skills:** The workplace requires both **technical expertise** and **interpersonal skills** such as communication, teamwork, and problem-solving. SIWES helps students develop these skills by placing them in a structured work environment.
- **Preparing students for future employment:** One of the major challenges graduates face in Nigeria is **unemployment** due to a lack of work experience. SIWES provides students with relevant industry experience, increasing their chances of securing jobs after graduation.
- **Enhancing students' understanding of business operations:** The training exposes students to how **organizations function**, giving them insights into corporate culture, business ethics, and the daily operations of a company.

The SIWES program is particularly useful for students in **technical fields**, but it also benefits students in **business and administrative disciplines**, such as **Public Administration**, by exposing them to **management principles, organizational structures, and customer relations**.

1.3 Overview of Rowoshaiye Global Investment Limited

Company Background

Rowoshaiye Global Investment Limited is a Nigerian company specializing in **pond management and fish farming**. The company focuses on the **maintenance of fish ponds, water quality management, and fish breeding**, ensuring that aquatic life thrives under proper environmental conditions.

Nature of Business

The company operates in the **agriculture and aquaculture industry**, specifically in the area of **fish farming and pond maintenance**. It provides services such as:

- **Fish breeding and hatchery management**
- **Water quality monitoring and treatment**
- **Feeding and growth management**
- **Pond maintenance and cleaning**
- **Disease prevention and treatment in aquatic life**

Company's Importance in the Industry

Fish farming is an essential part of **Nigeria's agricultural sector**, contributing significantly to food production and economic growth. Rowoshaiye Global Investment Limited plays a role in **enhancing food security** by ensuring the **sustainable production of fish** for local consumption and commercial purposes.

Departments in the Company

The company operates through **three key departments**:

1. **Operational Department** – Responsible for fish breeding, feeding schedules, and overall farm management.
2. **Maintenance Department** – Ensures proper cleaning and maintenance of ponds, regulates water quality, and prevents diseases.
3. **Customer Service & Relations** – Handles customer inquiries, sales, and business transactions.

Each department plays a vital role in the **smooth running of the company** and contributes to its **success in the aquaculture industry**.

1.4 Importance of SIWES to Public Administration Students

Even though **Public Administration** is not directly related to **pond management**, the SIWES training provided valuable insights into **organizational structures, business management, and customer relations**.

Key Benefits for Public Administration Students

- **Understanding Organizational Structures:** During the training, I gained knowledge about **how companies are structured**, the different departments involved, and their respective functions.
- **Business and Administrative Management:** Pond management requires proper business planning, financial management, and resource allocation, all of which are relevant to Public Administration.
- **Customer Relations and Communication:** One of the key aspects of any business is **customer service**. Through my training, I understood how **effective communication and customer satisfaction** contribute to the success of a business.
- **Policy Implementation and Compliance:** Just like in government administration, fish farming requires adherence to regulations related to **environmental standards, business operations, and food safety policies**.

Although **Public Administration students** are mostly trained for **government and policy-making roles**, SIWES helps develop **business-oriented skills** that can be applied in private-sector management as well.

1.5 Goals and Expectations of the Training

The main purpose of participating in SIWES at **Rowoshaiye Global Investment Limited** was to gain **practical experience** in a professional work environment. My expectations included:

1. Understanding the Daily Operations of Pond Management

One of my major goals was to learn how **ponds are maintained, fish are bred, and water quality is managed** to ensure proper fish growth.

2. Learning About Pond Maintenance Techniques

I expected to gain skills in **pond cleaning, water pH testing, and oxygen regulation**, which are essential in fish farming.

3. Developing Problem-Solving Skills Related to Fish Farming

Fish farming presents many **challenges**, such as **disease outbreaks, water pollution, and feeding difficulties**. Through my training, I hoped to develop problem-solving skills that could be applied in managing these challenges.

4. Gaining Insights into How Businesses in the Agricultural Sector Operate

Since **Public Administration** involves understanding **government policies, regulations, and business strategies**, I expected to gain exposure to **how agricultural businesses are structured and managed** in Nigeria.

This chapter introduced **SIWES**, its importance, and how it benefits students by providing **practical experience in industrial settings**. It also gave an **overview of Rowoshaiye Global Investment Limited**, describing its **business structure, departments, and role in the aquaculture industry**. Additionally, the chapter explained **why SIWES is beneficial to Public Administration students**, even if the training is outside their direct field of study. Finally, I outlined the **goals and expectations** I had for the training.

CHAPTER 2

ORGANIZATIONAL STRUCTURE AND OVERVIEW

2.1 Overview of Rowoshaiye Global Investment Limited

Company Background and Nature of Business

Rowoshaiye Global Investment Limited is a **fish farming and pond management company** dedicated to ensuring the **sustainable production of fish** through proper pond maintenance, breeding, and water quality management.

The company plays a **vital role in Nigeria's aquaculture industry**, focusing on the rearing of **catfish, tilapia, and other commercial fish species**. Fish farming is a critical part of Nigeria's **agricultural sector**, providing an essential source of **protein, employment, and economic growth**.

Rowoshaiye Global Investment Limited specializes in the following:

- **Fish breeding and hatchery management** – Ensuring healthy fish production from fry (young fish) to adulthood.
- **Pond maintenance and water quality management** – Cleaning and regulating water conditions to maintain a healthy environment.
- **Fish feeding and growth monitoring** – Providing appropriate nutrition to ensure optimal growth rates.
- **Disease control and prevention** – Identifying and treating fish diseases to prevent losses.
- **Customer supply and sales** – Supplying fish to markets, businesses, and individual consumers.

Company Vision and Mission

- **Vision Statement:** To be a leading provider of high-quality fish farming services and pond management solutions, promoting food security and sustainable aquaculture in Nigeria.
- **Mission Statement:** To ensure optimal fish production by implementing best practices in pond management, water quality regulation, and breeding techniques while maintaining excellent customer service.

Rowoshaiye Global Investment Limited operates in **Moro LGA, Oyun**, an area known for **agricultural and aquaculture activities**. The company serves local **fish farmers, food suppliers, and businesses** by offering professional pond management services and high-quality fish products.

2.2 Organizational Structure and Departments

Every business, regardless of its size, requires a **structured organization** to function effectively. In **Rowoshaiye Global Investment Limited**, the **organizational structure** is designed to **ensure smooth operations, efficiency, and quality control**.

Organizational Structure Overview

The company has a **functional organizational structure**, meaning it is divided into **different departments**, each responsible for specific roles. This structure helps in **task specialization, accountability, and workflow efficiency**.

Key Departments in the Organization

The company is divided into three main departments:

1. Operational Department

- Manages the **day-to-day activities** of the fish farm.
- Oversees **fish breeding, feeding schedules, and growth monitoring**.
- Ensures compliance with **best fish farming practices**.
- Supervises staff involved in fish production and feeding.

2. Maintenance Department

- Responsible for ensuring **pond cleanliness and proper water quality**.
- Conducts **regular cleaning, de-weeding, and waste management** in the ponds.
- Monitors **oxygen levels, pH balance, and temperature** to maintain a **healthy fish environment**.
- Ensures **water filtration systems and aerators** are functioning correctly.

3. Customer Service & Relations Department

- Handles **customer inquiries, orders, and sales**.

- Ensures **customer satisfaction** by providing information on fish availability, pricing, and delivery.
- Manages the **supply chain, sales distribution, and client feedback**.
- Coordinates with external suppliers and business partners.

These **three departments work closely** together to ensure the smooth running of the company. The **Operational Department** ensures the production of healthy fish, the **Maintenance Department** keeps the ponds in good condition, and the **Customer Service Department** interacts with customers and manages sales.

2.3 Roles and Responsibilities of Departments

Each department in **Rowoshaiye Global Investment Limited** has specific roles that contribute to the overall success of the company. Below is a detailed breakdown of each department's **roles and responsibilities**:

1. Operational Department

The **Operational Department** is the core of the company, ensuring that fish farming activities are carried out **efficiently and professionally**.

Key Responsibilities:

- **Supervising fish breeding and reproduction** – Ensuring that breeding is done under controlled conditions to produce healthy young fish (fingerlings).
- **Monitoring feeding schedules** – Fish require a **balanced diet** to grow efficiently, and this department ensures that fish are **fed at the right time and in the right quantities**.
- **Tracking fish growth and health** – Regular monitoring is required to check for any signs of disease or malnutrition.
- **Ensuring compliance with standard fish farming practices** – Best industry practices must be followed to **ensure optimal production and minimize losses**.
- **Supervising farm workers** – The department oversees workers responsible for feeding, cleaning, and monitoring the ponds.

2. Maintenance Department

The **Maintenance Department** ensures that the fish ponds remain **clean and habitable**. Without proper maintenance, the fish are exposed to **diseases, poor growth, and mortality**.

Key Responsibilities:

- **Cleaning the ponds regularly** – Fish ponds can accumulate dirt, algae, and waste materials that **affect water quality and fish health**.
- **Treating and monitoring water quality** – Regular testing of **pH levels, oxygen content, and temperature** to ensure optimal conditions.
- **Fixing and maintaining pond equipment** – Tools like **aerators, filters, and water pumps** must be serviced to prevent failures.
- **Implementing disease prevention measures** – Ensuring that fish are **protected from infections and parasites**.
- **Carrying out repairs when necessary** – Any leaks, structural damages, or broken equipment must be fixed immediately.

The **Maintenance Department** plays a crucial role in **sustaining fish health and productivity** by ensuring that the ponds and farming environment remain **hygienic and well-regulated**.

3. Customer Service & Relations Department

The **Customer Service & Relations Department** is responsible for **interacting with customers, handling sales, and managing business transactions**.

Key Responsibilities:

- **Handling customer inquiries** – Responding to questions about fish prices, availability, and bulk orders.
- **Managing sales and supply chain** – Ensuring that fish products are **properly packaged, transported, and delivered** to customers.
- **Providing after-sales services** – Offering customers guidance on how to store or process fish.
- **Maintaining records of transactions** – Keeping track of sales, receipts, and customer feedback for business improvement.
- **Developing customer relationships** – Ensuring that customers are satisfied and encouraged to return for future purchases.

This department is essential for maintaining the **company's reputation, increasing customer loyalty, and boosting sales revenue.**

In this chapter, I provided a **detailed overview of Rowoshaiye Global Investment Limited,** including its **business operations, structure, and departmental functions.** The company operates with a **functional organizational structure,** ensuring that each department focuses on specific tasks to improve efficiency.

The **Operational Department** ensures **effective fish production,** the **Maintenance Department** guarantees **pond hygiene and water quality,** while the **Customer Service Department** manages **sales and customer relations.**

This well-structured organization **ensures business growth, productivity, and customer satisfaction.** The roles of each department are essential to **achieving the company's mission** of providing high-quality fish farming services and pond management solutions.

CHAPTER 3

ACTIVITIES AND RESPONSIBILITIES DURING TRAINING

3.1 Overview of Assigned Duties

During my **Students Industrial Work Experience Scheme (SIWES)** at **Rowoshaiye Global Investment Limited**, I was assigned to the **Maintenance Department**, where my primary responsibility was **pond maintenance**. This role required me to ensure the **cleanliness and proper functioning of fish ponds**, which is essential for the survival and growth of the fish.

Pond maintenance is crucial in fish farming because poor water quality, excess algae, or improper feeding can lead to fish diseases, slow growth, or high mortality rates. Therefore, I was involved in several tasks, including:

Cleaning the Ponds to Prevent Algae Growth

One of my major responsibilities was **cleaning the ponds regularly** to prevent the buildup of algae and harmful bacteria. Algae growth in a fish pond can lead to:

- **Oxygen depletion** – Algae consume oxygen at night, which can suffocate the fish.
- **Toxicity issues** – Some algae species release harmful toxins that can kill fish.
- **Water contamination** – Excessive algae growth can create murky water, making it difficult to monitor fish health.

To prevent these problems, I carried out **manual cleaning using fish nets and pond cleaning tools**. I also learned about **biological and chemical control methods** used to regulate excessive algae growth without harming the fish.

Ensuring Proper Water pH Levels

Fish require a **stable and balanced aquatic environment** to thrive. One of the critical aspects of pond maintenance is **monitoring and regulating water pH levels**.

- **Ideal pH levels for fish farming** typically range between **6.5 and 8.5**.

- **Acidic water (pH below 6.5)** can stress fish, reduce their appetite, and weaken their immune system.
- **Alkaline water (pH above 8.5)** can cause ammonia toxicity, which is harmful to fish.

To maintain a healthy pH level, I regularly used **water testing kits** and made adjustments using **lime (to raise pH)** or **organic matter (to lower pH)** when necessary.

Monitoring Fish Health

Fish health is directly linked to **water quality, feeding habits, and environmental conditions**. I was responsible for observing the fish daily to check for any signs of diseases or abnormalities. Some of the signs I looked out for included:

- **Changes in fish behavior**, such as swimming near the surface (which could indicate low oxygen levels).
- **Physical signs of disease**, such as white spots, fin rot, or unusual discoloration.
- **Loss of appetite or sluggish movement**, which might indicate sickness.

Whenever I noticed any abnormalities, I reported them to the **farm supervisor**, who then determined the necessary treatment or preventive measures.

3.2 Tools and Technologies Used

During my training at **Rowoshaiye Global Investment Limited**, I was exposed to various **tools and technologies** used in pond management. These tools help improve **water quality, fish feeding, and overall farm productivity**.

Water Testing Kits

Water quality is the most critical factor in fish farming. I used **water testing kits** to check for the following parameters:

- **pH level** – To ensure water acidity or alkalinity remained within a safe range.
- **Oxygen level** – To determine if the fish were getting enough dissolved oxygen.

- **Ammonia and nitrate levels** – High concentrations of these chemicals can be toxic to fish.

The **water testing kits** provided **real-time readings** of the pond's water quality, helping us detect and resolve any issues before they could harm the fish.

Aerators (To Improve Oxygen Supply)

Fish require **oxygen** to survive, and stagnant water in ponds can lead to **oxygen depletion**, causing stress or death in fish. To prevent this, **aerators** are used to increase oxygen supply in the water.

During my training, I used **paddlewheel aerators**, which function by:

- **Circulating water** to prevent stagnation.
- **Introducing air into the water**, increasing oxygen levels.
- **Reducing ammonia buildup**, improving overall water quality.

Proper aeration is essential in preventing **suffocation and fish deaths**, especially during hot weather when oxygen levels drop.

Fish Nets and Feeders

I also worked with **fish nets and feeders**, which are essential for daily pond activities:

- **Fish nets** – Used for handling fish, separating sick ones, or harvesting mature fish for sale.
- **Automatic feeders** – Helped in **distributing fish feed evenly**, ensuring all fish received the right amount of food.

Understanding how to use these tools improved my efficiency in pond management and helped me learn **best practices in fish farming**.

3.3 Challenges Encountered

While working in the **Maintenance Department**, I faced several challenges that **tested my problem-solving skills and adaptability**. Some of the most significant challenges included:

1. Water Contamination Affecting Fish Health

One of the **biggest challenges in fish farming** is **maintaining clean water**, as contamination can quickly lead to fish diseases and high mortality rates. Water contamination occurred due to:

- **Decomposed organic matter** from leftover feed.
- **Excess fish waste**, leading to an increase in ammonia levels.
- **External pollutants**, such as dirt and chemicals from nearby areas.

To address this issue, I learned how to:

- **Regularly test and monitor water quality.**
- **Change pond water periodically to remove contaminants.**
- **Use organic methods (like aquatic plants) to absorb excess nutrients and reduce pollution.**

Despite these efforts, water contamination remained a persistent challenge, requiring **constant attention and preventive measures**.

2. High Maintenance Costs

Maintaining a fish farm requires **financial investment in feeding, water treatment, and equipment maintenance**. Some of the **costly aspects of pond management** include:

- **Purchasing quality fish feed.**
- **Repairing or replacing broken aerators and water pumps.**
- **Regularly buying water testing kits and treatment chemicals.**

At times, we had to **prioritize expenses** based on urgency. For example, **if an aerator broke down**, it had to be repaired immediately to prevent fish suffocation, even if it meant postponing other maintenance tasks.

3. Sudden Changes in Weather Affecting Fish Survival

Fish farming is heavily dependent on **environmental conditions**, and sudden changes in weather posed a significant challenge. Some of the weather-related issues I encountered include:

- **Excessive heat** – High temperatures reduced oxygen levels in the water, stressing the fish.

- **Heavy rains** – Sudden downpours sometimes **altered water pH levels and caused overflow**, leading to fish escaping from the ponds.
- **Cold temperatures** – Reduced fish metabolism, slowing their growth and affecting feeding patterns.

To mitigate these challenges, I learned how to:

- **Adjust feeding schedules based on weather conditions.**
- **Use shading structures to protect ponds from excessive heat.**
- **Build proper drainage systems to control flooding during heavy rains.**

Despite these strategies, weather changes remained an **unpredictable challenge** that required constant monitoring and quick decision-making.

My **SIWES training at Rowoshaiye Global Investment Limited** provided me with **valuable hands-on experience in pond management**. I was responsible for **cleaning ponds, monitoring water quality, and ensuring fish health**, which deepened my understanding of **best practices in fish farming**.

I worked with **various tools and technologies**, including **water testing kits, aerators, and fish feeders**, to improve efficiency in pond maintenance. However, I also encountered **challenges** such as **water contamination, high maintenance costs, and unpredictable weather**, all of which required critical thinking and problem-solving skills.

Overall, my training helped me **develop both technical and interpersonal skills**, preparing me for future roles in **agricultural management, business operations, and public administration**.

CHAPTER 4

SKILLS ACQUIRED AND LESSONS LEARNED

The **Students Industrial Work Experience Scheme (SIWES)** is designed to **enhance students' practical knowledge** by exposing them to real-world work environments. During my **two-month industrial training** at **Rowoshaiye Global Investment Limited**, I gained **valuable technical and interpersonal skills** that contributed to my professional development.

This chapter outlines the **skills I acquired**, how they were applied in my daily tasks, and their **relevance to my future career**.

4.1 Technical Skills

1. Fish Pond Maintenance

One of the most important technical skills I learned during my training was **fish pond maintenance**, which is **essential for ensuring a healthy aquatic environment**. Poorly maintained ponds can lead to **diseases, low oxygen levels, and fish mortality**.

As part of my responsibilities, I performed the following pond maintenance tasks:

- **Regular cleaning** to remove algae, debris, and fish waste.
- **Monitoring pond depth and structure** to prevent leaks or overflows.
- **Removing excess feed** to avoid water contamination.
- **Applying organic and chemical treatments** to maintain water quality.

By mastering these tasks, I understood how **proper pond maintenance enhances fish growth, increases yield, and improves overall farm productivity**.

2. Water Quality Monitoring

Maintaining good water quality is **crucial in fish farming**, as it directly affects fish health and growth. I gained **practical experience in using water testing kits** to measure:

- **pH levels** – Ensuring the water remained within the ideal range of **6.5 to 8.5**.

- **Dissolved oxygen (DO) levels** – Checking if fish had sufficient oxygen supply.
- **Ammonia and nitrate levels** – Preventing toxicity caused by fish waste buildup.

To **improve water quality**, I also learned how to:

- Use **aerators** to enhance oxygen circulation.
- Change **pond water periodically** to remove harmful substances.
- Introduce **aquatic plants** to absorb excess nutrients and control algae growth.

These skills are valuable because **water quality management is a fundamental aspect of sustainable fish farming**.

3. Handling Fish and Feeding Procedures

Proper fish handling is **essential to prevent injuries and stress**. I learned how to:

- Use **fish nets properly** to transfer fish between ponds.
- **Identify signs of fish stress** (e.g., erratic swimming, gasping for air).
- **Feed fish appropriately** based on their age, size, and species.

I also observed how feeding schedules and diet compositions affect **fish growth and market value**. Understanding these factors will be useful in **managing agricultural projects or businesses in the future**.

4. Use of Tools and Equipment

Throughout my training, I became familiar with various **fish farming tools and technologies**, such as:

- **Aerators** – To increase oxygen levels in the pond.
- **Water testing kits** – To measure pH, ammonia, and nitrate levels.
- **Automatic feeders** – To distribute food evenly and reduce waste.

Learning to use these tools **enhanced my efficiency in daily operations** and exposed me to **modern fish farming techniques**.

4.2 Interpersonal Skills

Apart from technical expertise, I also developed **interpersonal skills**, which are essential in any professional environment. Working in the **Maintenance Department** required me to **interact with supervisors, colleagues, and customers**, improving my communication, teamwork, and problem-solving abilities.

1. Effective Communication

Communication is a key skill in any workplace. During my training, I had to **report issues, seek guidance, and provide feedback** on pond conditions.

Some of the communication skills I developed include:

- **Active listening** – Paying attention to supervisors' instructions and customer inquiries.
- **Clear verbal communication** – Explaining issues like water contamination or fish diseases effectively.
- **Writing reports** – Documenting daily pond maintenance activities and observations.

These skills helped me **work more efficiently** and ensured that tasks were completed accurately.

2. Teamwork and Collaboration

Fish farming requires **a collective effort**, as different departments contribute to overall productivity. I had to **collaborate with other employees** in areas such as:

- **Coordinating pond cleaning schedules** with the Operational Department.
- **Assisting in fish health monitoring** with experienced farm workers.
- **Working with customer service representatives** to provide accurate information to customers.

By learning to **work as part of a team**, I improved my ability to **adapt to workplace dynamics, manage conflicts, and contribute to group success**.

3. Problem-Solving and Decision-Making Skills

During my SIWES training, I encountered **various challenges** that required quick thinking and decision-making. Some of these challenges included:

- **Dealing with sudden water contamination** – I had to act quickly to test and treat the water.
- **Adjusting feeding schedules** based on fish behavior and weather conditions.
- **Handling customer complaints** about pond management and fish quality.

By analyzing problems and identifying solutions, I **gained confidence in my ability to handle workplace challenges effectively**.

4.3 Relevance of Skills to Future Career

The skills I acquired during my SIWES training are **applicable beyond fish farming**. As a **Public Administration student**, I realized that **business management, teamwork, and problem-solving** are essential in any professional setting.

Some key takeaways that will benefit my future career include:

- ✓ **Understanding organizational structures** – I observed how different departments function and interact.
- ✓ **Developing leadership skills** – By taking initiative in tasks and problem-solving.
- ✓ **Enhancing customer service abilities** – Learning how to communicate effectively with clients.

These skills will be useful if I pursue a career in **agriculture, public administration, or business management**.

My SIWES experience at **Rowoshaiye Global Investment Limited** provided me with a **comprehensive learning experience**, both technically and professionally.

- I gained **hands-on experience in fish pond maintenance, water quality monitoring, and feeding techniques**.
- I improved my **communication, teamwork, and decision-making skills**, which are valuable in any career.
- I learned **how businesses operate, how to solve workplace challenges, and how to interact with customers**.

These experiences have **greatly enhanced my practical knowledge** and prepared me for **future professional opportunities**.

CHAPTER 5

IMPACT OF SIWES ON CAREER DEVELOPMENT

The **Students Industrial Work Experience Scheme (SIWES)** plays a vital role in **bridging the gap between theoretical knowledge and practical application**. Through hands-on training at **Rowoshaiye Global Investment Limited**, I was able to gain **valuable professional experience** that has contributed significantly to my **career development**.

This chapter explores the **impact of SIWES** on my professional growth, the **lessons learned**, and the **networking opportunities** that will benefit me in the future.

5.1 Bridging the Gap between Theory and Practice

One of the major benefits of SIWES is its ability to **connect classroom knowledge with real-world applications**. As a **Public Administration student**, my academic curriculum focuses on **organizational management, governance, and leadership**. However, my training at **Rowoshaiye Global Investment Limited** allowed me to see how **business operations are managed in real life**.

1. Practical Application of Theoretical Knowledge

Before SIWES, most of my knowledge about business administration was **theoretical**. During my training, I was able to:

- ✓ Observe how **departments work together** in an organization.
- ✓ Understand **management principles in action**, especially in decision-making.
- ✓ Learn how to **handle challenges in a business environment**.

For example, I studied the **importance of customer service** in school, but during my training, I saw how the **Customer Service & Relations Department** interacted with clients and resolved their concerns.

2. Real-Life Problem Solving

In an academic setting, problems are often solved **using case studies and written assessments**. However, during my SIWES training, I faced **real-life challenges**, such as:

- Handling **sudden changes in fish pond conditions**.
- Assisting in **business operations to improve efficiency**.
- Collaborating with colleagues to **solve daily maintenance issues**.

Through **active problem-solving**, I learned how to **analyze situations, think critically, and make informed decisions**, all of which are essential skills for my future career.

5.2 Contribution to Professional Growth

SIWES played a **significant role** in my **personal and professional development**. The experience helped me develop **technical, managerial, and administrative skills**, which are crucial for career advancement.

1. Developing Managerial and Leadership Skills

While working in the **Maintenance Department**, I observed how supervisors **coordinated tasks, delegated responsibilities, and ensured efficiency**. These observations helped me:

- Understand the **importance of leadership in a workplace**.
- Learn how to **supervise tasks and motivate team members**.
- Develop **decision-making skills** when handling workplace challenges.

2. Time Management and Work Ethic

One of the **biggest adjustments** I had to make during my training was **adapting to a structured work schedule**. Unlike the **flexibility of academic life**, working in a professional setting required me to:

- ✓ **Follow a strict daily routine** to complete my assigned tasks.
- ✓ **Prioritize responsibilities** and complete work efficiently.
- ✓ **Adapt to workplace discipline and professionalism**.

This experience **improved my time management skills** and taught me the value of **punctuality, consistency, and dedication** in a professional environment.

3. Gaining Confidence and Self-Reliance

At the beginning of my SIWES training, I was **less confident** in handling **technical tasks** such as **monitoring water quality and using aerators**. However, as I gained more experience, I became **more independent and capable**.

By the end of my training, I could:

- ✓ Perform **maintenance activities without supervision**.
- ✓ Communicate **effectively with colleagues and supervisors**.
- ✓ Handle **customer-related issues with confidence**.

This growth has **prepared me for future job roles**, where **self-reliance and confidence** are essential for career success.

5.3 Networking Opportunities

Another **major advantage** of SIWES is the opportunity to **build professional relationships**. Networking is important in **career growth**, as it opens doors to **job opportunities, mentorship, and business partnerships**.

1. Establishing Professional Relationships

During my training, I had the chance to interact with:

- **Supervisors and senior employees** who provided valuable insights into the business.
- **Colleagues and team members** who shared their experiences and work ethics.
- **Customers and suppliers** who exposed me to **business-client relationships**.

These connections **expanded my professional network** and helped me understand the **importance of relationship-building in the workplace**.

2. Learning from Industry Experts

Working with **experienced professionals** gave me **practical knowledge** that I could not have learned in the classroom. Some of the key takeaways from industry experts include:

- **Best practices in pond maintenance** to ensure fish health.
- **Effective communication strategies** for customer service.
- **How businesses manage operations and challenges** in the agricultural sector.

The mentorship and guidance I received during my training will be **invaluable for my future career development**.

3. Exploring Career Opportunities

Although my field of study is **Public Administration**, my experience at **Rowoshaiye Global Investment Limited** exposed me to **various career possibilities**, including:

- **Business management roles** in agricultural enterprises.
- **Public sector jobs** related to fisheries and environmental policies.
- **Customer relations and administrative positions** in private companies.

This experience has **broadened my career perspective** and given me the **confidence to explore various professional paths**.

The **Students Industrial Work Experience Scheme (SIWES)** has had a **significant impact** on my **career development**. Through hands-on training at **Rowoshaiye Global Investment Limited**, I have been able to:

- ✓ **Apply classroom knowledge to real-world situations.**
- ✓ **Develop essential managerial and administrative skills.**
- ✓ **Improve my time management, confidence, and work ethic.**
- ✓ **Build professional relationships and expand my career network.**

Overall, SIWES has **equipped me with the skills and experience needed to succeed in my future career**.

This training has not only **enhanced my technical abilities** but has also helped me **develop a professional mindset** that will be beneficial in any career path I choose.

CHAPTER 6

CHALLENGES AND RECOMMENDATIONS

During my **Students Industrial Work Experience Scheme (SIWES)** training at **Rowoshaiye Global Investment Limited**, I encountered several challenges that impacted both the work environment and my ability to perform tasks efficiently. However, these challenges provided valuable learning experiences and helped me develop problem-solving skills.

In this chapter, I will discuss the **major challenges faced during the training** and **recommendations for improving the SIWES experience for future students**.

6.1 Challenges Faced During the Training

Despite the benefits of SIWES, my training experience came with various challenges that required patience, adaptability, and critical thinking. Some of the key challenges included:

1. High Maintenance Costs

Pond management is a **capital-intensive business** that requires constant investment in **equipment, feeding, water treatment, and disease prevention**. Some of the high costs involved in the operation include:

- ✓ **Water treatment chemicals** to ensure a healthy pond environment.
- ✓ **Aerators and pumping machines** to maintain oxygen supply.
- ✓ **Fish feed** that must be provided regularly for optimal growth.

The high operational costs made it challenging to **maintain the quality of pond management services**. At times, financial constraints affected the **efficiency of the maintenance department**, leading to **delays in pond cleaning and water quality checks**.

2. Unstable Weather Conditions Affecting Fish Survival

One of the **biggest challenges** in fish farming is **the impact of weather conditions on fish survival**. During my training, I noticed that sudden changes in weather, such as:

- **Heavy rainfall**, which affected water temperature and oxygen levels.
- **Extreme heat**, which led to increased water evaporation and higher fish mortality rates.

Because fish are highly **sensitive to environmental changes**, these weather fluctuations affected their health, growth, and overall productivity.

3. Water Contamination and Disease Outbreaks

Maintaining clean water in the fish pond is **crucial for fish survival**. However, during my training, I observed that **contamination from organic waste, algae, and uneaten fish feed** caused health issues such as:

- **Bacterial infections** leading to fish deaths.
- **Low oxygen levels** that made it difficult for fish to survive.

Regular **water testing and treatment** were necessary to prevent disease outbreaks, but it required **constant monitoring and additional expenses**.

4. Limited Practical Exposure to Administrative Duties

As a **Public Administration student**, my primary interest was in **business management, decision-making, and policy implementation**. However, my duties were mostly **technical (pond maintenance)** rather than administrative.

Although I gained **hands-on experience**, I had limited exposure to **administrative functions** such as **record-keeping, financial management, and human resource coordination**. This made it difficult to directly apply some of my academic knowledge to my SIWES experience.

6.2 Recommendations for Improvement of SIWES

To enhance the effectiveness of **SIWES**, certain improvements should be made to **support students, businesses, and the overall learning experience**. Below are some **key recommendations**:

1. Better Funding for Pond Management Companies

Since pond management businesses require **high capital investment**, it is important for the government, private investors, and financial institutions to:

- ✓ Provide **subsidies or grants** for fish farming businesses.
- ✓ Offer **low-interest loans** to support operational costs.
- ✓ Encourage **public-private partnerships** to improve funding in the sector.

By **improving financial support**, pond management companies will be able to:

- Invest in **modern equipment and facilities**.
- Maintain **higher standards of fish farming operations**.
- Create **more job opportunities** for SIWES students and other employees.

2. More Training Opportunities for SIWES Students in Agricultural Businesses

Many students, especially those in **Public Administration**, may not have prior experience in **fish farming or pond management**. To help students gain a **better understanding** of the industry, the following should be implemented:

- ✓ **Pre-training workshops** to introduce students to basic pond management practices.
- ✓ **Rotational training programs**, where students work in multiple departments (e.g., operations, customer service, and maintenance) to gain diverse skills.
- ✓ **Partnerships between educational institutions and agricultural businesses** to provide structured learning experiences.

By incorporating **more training opportunities**, SIWES students will be able to **develop broader skill sets** that can be applied in both private and public sector jobs.

3. Improved Workplace Safety Measures

Working in pond management involves **handling chemicals, using technical equipment, and maintaining water quality**, which can be risky if proper safety measures are not in place. To improve workplace safety, companies should:

- ✓ **Provide safety gear** (e.g., gloves, boots, and protective clothing) for employees.
- ✓ **Implement emergency response plans** in case of accidents.
- ✓ **Conduct safety training sessions** to educate workers on proper handling of equipment and chemicals.

Ensuring **better workplace safety** will protect both **workers and the fish farming environment**, leading to **higher productivity and efficiency**.

4. Incorporating Administrative Roles for Public Administration Students

Since **Public Administration students** are more focused on **organizational management**, it is important for SIWES placements to provide opportunities in **business-related functions** such as:

- ✓ **Financial record-keeping and budgeting** for agricultural businesses.
- ✓ **Administrative support**, including report writing and policy documentation.
- ✓ **Customer relations and business negotiations** to improve sales and client management.

By **expanding the scope of SIWES roles**, students can **apply their academic knowledge** more effectively in their internship experiences.

6.3 Suggestions for Future Participants

For students preparing for **SIWES in pond management or similar fields**, the following suggestions can help ensure a **successful and rewarding experience**:

1. Be Open to Learning New Skills

Even if the SIWES placement is not directly related to **Public Administration**, it is important to:

- **Embrace hands-on experience** in different departments.
- **Be adaptable** and willing to learn technical and managerial skills.
- **Ask questions and seek mentorship** from experienced employees.

2. Develop a Strong Work Ethic

Since **SIWES mimics a real workplace environment**, students should:

- ✓ **Maintain punctuality and discipline**.
- ✓ **Show dedication and commitment** to assigned duties.
- ✓ **Be proactive and take initiative** in solving problems.

3. Take Advantage of Networking Opportunities

Building **professional relationships** during SIWES can lead to **future job opportunities**. To maximize networking:

- **Connect with supervisors and team members** for career guidance.
- **Engage in company meetings** to learn about the industry.
- **Stay in touch with professional contacts** after the internship.

4. Apply Knowledge from Academic Studies

Public Administration students should look for ways to **apply their knowledge** in areas such as:

- **Organizational management** (observing how departments function).
- **Policy development and implementation** (understanding industry regulations).
- **Customer service strategies** (learning business-client interaction techniques).

By integrating **classroom learning with real-world experiences**, students can **maximize the benefits of SIWES** and **prepare for future careers** in both the **public and private sectors**.

Despite the challenges encountered during my **SIWES training at Rowoshaiye Global Investment Limited**, the experience provided **valuable insights** into **pond management, business operations, and organizational structure**.

Key Takeaways:

- ✓ **High maintenance costs and weather-related issues** affected fish farming operations.
- ✓ **Limited administrative exposure** was a challenge for Public Administration students.
- ✓ **Improved funding and better training programs** can enhance SIWES effectiveness.
- ✓ **Future participants should be adaptable, proactive, and eager to learn new skills.**

By implementing the **recommended improvements**, SIWES can continue to serve as a **valuable platform for bridging the gap between theory and practice**, helping students build **successful careers** in their respective fields.

CHAPTER 7

CONCLUSION

7.1 Summary of Experience

The **Students Industrial Work Experience Scheme (SIWES)** is an essential component of academic training, designed to provide students with **practical exposure** to their field of study. My **two-month industrial training** at **Rowoshaiye Global Investment Limited** was an enlightening experience that allowed me to develop a **deeper understanding of pond management, fish farming operations, and workplace dynamics**.

Throughout the training, I was assigned to the **Maintenance Department**, where I was responsible for **ensuring the cleanliness of fish ponds, maintaining water quality, and monitoring fish health**. This experience **exposed me to the challenges and intricacies** of fish farming, including the importance of **water treatment, aeration, and proper feeding** in sustaining aquatic life.

While pond management may not be directly linked to **Public Administration**, my experience at **Rowoshaiye Global Investment Limited** helped me appreciate the **interconnectedness of various industries**. I observed **how business operations, customer relations, and organizational structures function** in a real-world setting. Additionally, I had the opportunity to **work in a team, communicate effectively with colleagues, and understand the importance of discipline in the workplace**.

Moreover, I encountered and **overcame significant challenges**, such as **fluctuating weather conditions, high maintenance costs, and the need for constant monitoring of water quality**. These obstacles tested my **problem-solving abilities and adaptability**, helping me grow both personally and professionally.

Overall, my SIWES experience was **highly beneficial**, as it provided **hands-on learning, exposure to workplace ethics, and an opportunity to develop critical technical and interpersonal skills**. The knowledge and experiences gained during this period will serve as a **valuable foundation for my future career**.

7.2 Overall Impact of SIWES

The impact of SIWES on my **personal and professional development** has been profound. This training program has **significantly enhanced my understanding of business operations, organizational management, and problem-solving strategies.**

Some of the key benefits I gained from SIWES include:

1. Bridging the Gap Between Theory and Practice

Before my industrial training, most of my knowledge about organizational management and business operations was **theoretical**. However, through my SIWES experience, I was able to **practically apply concepts** related to **business administration, teamwork, and operational management.**

2. Enhancement of Technical and Practical Skills

During my training, I developed a strong understanding of:

- ✓ **Pond maintenance techniques** and their impact on fish health.
- ✓ **Water quality monitoring**, including the use of pH testing kits.
- ✓ **Handling and managing fish feed** to promote sustainable growth.

These technical skills, though specific to fish farming, have also improved my **ability to adapt to new work environments** and learn **industry-specific practices.**

3. Development of Interpersonal and Workplace Ethics

Working with colleagues in a structured organization allowed me to develop:

- ✓ **Communication and teamwork skills**—essential for any administrative role.
- ✓ **Time management and discipline**—by following work schedules and meeting deadlines.
- ✓ **Professionalism and workplace etiquette**—through interactions with supervisors and customers.

4. Increased Awareness of Business Challenges and Problem-Solving Skills

The training exposed me to **real-world business challenges**, such as:

- ☐ **High operational costs** in fish farming.
- ☐ **Environmental factors affecting productivity.**
- ☐ **The need for effective financial and resource management.**

By observing **how Rowoshaiye Global Investment Limited handled these challenges**, I learned the importance of **strategic planning, financial discipline, and innovation in business operations.**

5. Improved Career Readiness and Future Opportunities

The **practical knowledge** gained from SIWES has **boosted my confidence** and made me better prepared for the workforce. Moving forward, I am more equipped to:

- ✓ **Handle administrative tasks** in a professional setting.
- ✓ **Adapt to different industries** by leveraging my problem-solving abilities.
- ✓ **Seek opportunities in business management, operations, and customer relations.**

Final Thoughts

The **SIWES program** has been a **transformative experience**, providing me with **practical skills, workplace exposure, and a better understanding of business operations.** Although I was assigned to a field different from my area of study, I gained **valuable insights into the importance of efficient management, teamwork, and adaptability** in the professional world.

This experience has **prepared me for future career opportunities** by equipping me with essential skills that can be applied across multiple industries. Moving forward, I intend to utilize the **knowledge, skills, and experiences gained from SIWES** to pursue a successful career in **Public Administration and business management.**

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