

**TECHNICAL REPORT**  
**ON**  
**STUDENTS INDUSTRIAL WORK EXPERIENCE SCHEME (SIWES)**  
**AT**

**ABISAM FARMS AND GARDENS**  
**PLOT 62 IPEE ROAD, ODO PORO AREA, OFFA, KWARA STATE**

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## **DEDICATION**

I dedicate my Industrial Training report to Almighty God, who has given me the grace to participate in the SIWES program, to my Parents and as many that have contributed greatly to the success of my Industrial Training.

## **ACKNOWLEDGEMENT**

I thank God who has seen me throughout my SIWES program and also thank my Industrial based supervisor who guided me through My Industrial training. I also send out my appreciation to my lecturers, friends and Coworkers for their moral support. My special thanks to my wonderful and lovely parents Mr. and Mrs. Seriki who were there for me in terms of care, prayers, financial support and others.

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# **CHAPTER ONE**

## **INTRODUCTION**

### **1.1 BACKGROUND**

The Students Industrial Work Experience Scheme (SIWES) is a work-based learning program designed to prepare students for the transition from academic life to professional careers. It is an integral part of the Nigerian educational system, aimed at equipping students with practical skills and knowledge to complement their theoretical studies. SIWES was established in 1973 by the Industrial Training Fund (ITF) in response to the growing concerns of employers about the lack of practical skills among graduates from tertiary institutions (Ezeabikwa, 1991). The scheme is a collaborative initiative involving students, tertiary institutions, employers of labor, and the ITF.

The program was introduced to address the gap between classroom learning and the real-world demands of industries. It recognizes that while theoretical knowledge is essential, it is often insufficient for solving practical problems in professional environments. SIWES provides students with opportunities to gain hands-on experience, develop technical competencies, and understand workplace ethics and culture (Agbai, 1992).

The scheme is a mandatory part of the curriculum for students studying courses such as engineering, technology, medical sciences, agriculture, education, and other applied sciences. It typically lasts for six months for university undergraduates and four months for students in polytechnics or colleges of education (ITF, 2024). Through this initiative, students are exposed to industrial practices and technologies that are not available within their academic institutions. This exposure enhances their employability and prepares them for the challenges of the modern workforce (Adebayo & Adesanya, 2013).

SIWES also serves as a platform for fostering partnerships between educational institutions and industries. These partnerships enable industries to contribute to curriculum development by providing feedback on the skills and knowledge required in the workplace. This collaboration ensures that graduates are better equipped to meet industry standards and expectations (Akinyemi & Abiodun, 2018).

In summary, SIWES is a vital component of Nigeria's educational system that bridges the gap between theory and practice. It plays a crucial role in preparing students for professional careers by equipping them with practical skills, knowledge, and experiences that are essential for success in their chosen fields.

## **1.2 BRIEF HISTORICAL DEVELOPMENT OF SIWES**

The history of SIWES dates back to the early 1970s when Nigeria experienced rapid industrial growth following its independence. This growth created a demand for skilled manpower to operate and manage industrial facilities. However, employers soon realized that graduates from tertiary institutions lacked the practical skills needed to perform effectively in the workplace (Ezeabikwa, 1991).

In response to this challenge, the Industrial Training Fund (ITF) was established in 1971 by Decree No. 47 with a mandate to promote skill acquisition and manpower development in Nigeria. Two years later, in 1973, SIWES was introduced as one of ITF's flagship programs aimed at addressing the skill gap among graduates (ITF, 2024). Initially, SIWES was fully funded and managed by ITF. The program targeted students in engineering and technology-related fields who required practical training as part of their academic curriculum (Adebayo & Adesanya, 2013).

By 1978, financial constraints forced ITF to withdraw from direct management of SIWES. The Federal Government subsequently transferred oversight responsibilities to the National Universities Commission (NUC) for universities and the National Board for Technical

Education (NBTE) for polytechnics and colleges of education (Legit.ng, 2022). However, this arrangement proved ineffective due to inadequate funding and poor coordination among stakeholders. In 1984, management responsibilities were returned to ITF under a new funding arrangement supported by the Federal Government (SmartBukites, 2023).

Over time, SIWES has undergone significant changes aimed at improving its effectiveness and expanding its scope. Initially limited to engineering and technology disciplines, it now includes other fields such as medical sciences, agriculture, business administration, and education. These changes reflect an ongoing commitment to align SIWES with evolving industry needs and national development goals (Akinyemi & Abiodun, 2018).

Today, SIWES is recognized as one of Nigeria's most successful initiatives for bridging the gap between academic learning and industrial practice. It has become an essential component of tertiary education in Nigeria, contributing significantly to skill development and employability among graduates.

### **1.3 OBJECTIVES OF SIWES**

The primary objectives of SIWES are multifaceted and aim to enhance both student learning and industry engagement:

- To provide students with industrial skills and experience relevant to their field of study.
- To expose students to work methods and techniques that may not be available in their academic institutions.
- To facilitate a smoother transition from academic life to professional employment by enhancing students' networks with potential employers.
- To allow students to apply theoretical knowledge in practical settings, thereby bridging the gap between theory and practice.

- To strengthen employer participation in the educational process by fostering collaboration between educational institutions and industries (Ezeabikwa, 1991; ITF, 2024).



## **CHAPTER TWO**

### **DESCRIPTION OF THE ESTABLISHMENT OF ATTACHMENT**

#### **2.1 LOCATION AND BRIEF HISTORY OF ESTABLISHMENT**

Abisam Farms And Gardens is strategically located in Offa, Kwara State, Nigeria. Offa is a significant town in the South Eastern part of Kwara State, known for its rich history and cultural heritage. The town was founded by Olalomi Olofa-gangan, a renowned hunter and descendant of Oduduwa, around the 14th century. Offa is famous for its agricultural activities, making it an ideal location for farming and horticulture.

Abisam Farms And Gardens was established in 2017 as a private company limited by shares, with its business address at Plot 62 Ipee Road, Odo Poro Area, Offa. The farm specializes in farming, cultivation of crops, and horticulture, contributing to the local economy and providing essential services to the community. The establishment of Abisam Farms reflects the growing need for sustainable agricultural practices and food security in Nigeria.

The farm's location in Offa provides easy access to major transportation routes, facilitating the distribution of products to a wide range of customers across Kwara State and beyond. The proximity to the town center enhances the farm's ability to engage with the local community and respond to their needs through its products and services.

Offa, where the farm is located, is a significant agricultural hub with a rich history of farming activities. The region has evolved into a major center for crop cultivation, with various farms contributing to its economic growth. The presence of Abisam Farms in this area highlights the farm's role in supporting local economic development and providing essential services to the community.

## 2.2 OBJECTIVES OF ESTABLISHMENT

The primary objectives of Abisam Farms And Gardens are multifaceted and designed to align with the needs of its customers and the community:

- **Quality Production:** To produce high-quality crops and horticultural products that meet international standards. This involves ensuring that all products are safe, nutritious, and suitable for various applications.
- **Customer Satisfaction:** To build strong relationships with customers by offering reliable services and competitive pricing. The farm aims to exceed customer expectations through personalized service and tailored solutions.
- **Market Expansion:** To expand its market share in the agricultural industry by establishing strong partnerships with distributors and retailers. This includes exploring new markets and diversifying its product offerings.
- **Innovation and Technology:** To leverage technology and innovation to improve operational efficiency, enhance product quality, and stay competitive in the market. This involves investing in advanced farming equipment and digital platforms for customer service.
- **Environmental Responsibility:** To promote sustainable practices and minimize environmental impact through responsible waste management and eco-friendly farming methods.
- **Community Development:** To contribute to local community development through job creation and support for local initiatives. The farm believes in giving back to the community and fostering sustainable development.

## 2.3 ORGANIZATION STRUCTURE

Abisam Farms And Gardens operates under a structured organizational framework designed to ensure efficiency and customer satisfaction:

- **Managing Director:** Oversees the overall management and direction of the farm. The Managing Director implements strategic decisions and ensures that the farm's objectives are met.
- **Departmental Heads:** Lead various departments such as Farming Operations, Horticulture, Marketing, and Finance. These heads are responsible for setting departmental goals and ensuring they align with the farm's overall objectives.
- **Team Members:** Execute day-to-day tasks within their respective departments, contributing to the farm's objectives. Team members are encouraged to contribute to decision-making processes and suggest improvements to enhance operational efficiency.

The organizational structure is designed to be flexible, allowing for adjustments as the farm grows and evolves. This flexibility enables Abisam Farms to respond quickly to changes in the market and customer needs.

## 2.4 DEPARTMENTS IN THE ESTABLISHMENT AND THEIR FUNCTIONS

The farm is organized into several departments, each with distinct roles and responsibilities:

Department	Functions
<b>Farming Operations Department</b>	Responsible for the cultivation of crops and management of farm activities. This department ensures that all farming practices meet quality standards and align with the farm's objectives.
<b>Horticulture Department</b>	Focuses on the cultivation of fruits, vegetables, and flowers. This department implements specialized horticultural techniques to enhance product quality and yield.
<b>Marketing Department</b>	Develops marketing strategies to promote the farm's products and attract new customers. This department utilizes digital platforms, advertising, and public relations to enhance brand visibility.
<b>Finance Department</b>	Handles financial transactions, accounting, budgeting, and financial reporting. Ensures compliance with financial regulations and maintains transparency in all financial dealings.
<b>Human Resources Department</b>	Oversees employee recruitment, training, welfare, and performance management. The HR department fosters a positive work environment and ensures that employees have the skills needed to excel in their roles.
<b>Logistics Department</b>	Manages the distribution of products to retailers and customers, ensuring timely delivery and coordinating transportation logistics.
<b>Research and Development Department</b>	Conducts research on new technologies and trends in agriculture. This department helps the farm stay innovative and competitive by introducing new farming practices and products.
<b>Customer Service</b>	Handles customer inquiries, provides support, and ensures customer

<b>Department</b>	satisfaction. This department is responsible for building strong relationships with customers and addressing their concerns promptly.
<b>Environmental Department</b>	Focuses on environmental conservation efforts, implementing sustainable practices such as recycling and reducing waste. This department promotes eco-friendly farming methods and ensures compliance with environmental regulations.

These departments work collaboratively to achieve the farm's objectives and maintain its reputation as a reliable provider of agricultural products in Nigeria. Each department plays a crucial role in ensuring that Abisam Farms continues to meet the evolving needs of its customers and the market at large.

## **CHAPTER THREE**

### **INDUSTRIAL EXPERIENCE**

#### **3.1 WORK DONE**

During my 14-week SIWES programme at Abisam Farms And Gardens, I was involved in various tasks that provided me with comprehensive hands-on experience in the operations of a farm. My responsibilities included:

- **Farming Operations Assistance:** I assisted in the cultivation of crops and management of farm activities. This involved monitoring crop growth, helping with irrigation, and ensuring that all farming practices met quality standards.
- **Horticulture Support:** I supported the horticulture team by assisting in the cultivation of fruits, vegetables, and flowers. This task taught me about the importance of specialized horticultural techniques in enhancing product quality and yield.
- **Marketing Support:** I helped the marketing team develop strategies to promote the farm's products and attract new customers. This involved creating content for social media platforms and assisting in the design of marketing materials.
- **Logistics Support:** I assisted in managing the distribution of products to retailers and customers, ensuring timely delivery and coordinating transportation logistics.
- **Customer Service:** I interacted with customers, responding to inquiries and addressing concerns to ensure customer satisfaction.
- **Data Entry and Record Keeping:** I assisted in maintaining accurate records of crop yields, sales, and customer interactions by entering data into the farm's database.

Throughout my SIWES programme, I learned several valuable lessons that will shape my approach to future challenges:

1. **Importance of Teamwork:** Collaboration with colleagues from different departments was essential for achieving common goals. I learned that effective teamwork enhances productivity and job satisfaction.
2. **Adaptability:** Being adaptable in a fast-paced environment is crucial. I developed the ability to adjust quickly to new situations and challenges.
3. **Time Management:** Prioritizing tasks and managing time effectively is vital for meeting deadlines and achieving objectives.
4. **Communication Skills:** Clear and effective communication is key to resolving conflicts and ensuring smooth operations. I improved my ability to communicate with people from diverse backgrounds.
5. **Problem-Solving:** Approaching problems with a logical and analytical mindset helps in finding effective solutions. I developed my problem-solving skills through practical experiences.
6. **Quality Control:** Ensuring quality control is crucial for maintaining customer trust and loyalty. I understood the importance of rigorous quality checks in crop cultivation and product handling.
7. **Professional Ethics:** Upholding professional ethics and integrity is essential for personal and organizational success. I learned about the importance of honesty, reliability, and accountability in the workplace.
8. **Continuous Learning:** The need for continuous learning and professional development is critical in today's fast-changing agricultural environment. I recognized the importance of staying updated with industry trends and best practices.

9. **Customer Service:** Providing excellent customer service is vital for building customer loyalty and enhancing business reputation. I learned strategies for improving customer satisfaction through responsive and personalized service.
10. **Logistics Management:** Effective logistics management is essential for ensuring timely delivery and customer satisfaction. I gained insights into the importance of coordinating transportation and managing inventory efficiently.
11. **Marketing Strategies:** I learned about the importance of effective marketing strategies in promoting agricultural products and attracting new customers. This included leveraging digital platforms and creating engaging content.
12. **Environmental Responsibility:** Promoting sustainable practices and minimizing environmental impact is crucial for long-term success. I understood the importance of eco-friendly farming methods and responsible waste management.
13. **Data Accuracy:** Ensuring data accuracy is crucial for informed decision-making and operational efficiency. I learned about the importance of meticulous data entry and verification.
14. **Collaboration with Stakeholders:** Building relationships with stakeholders such as suppliers and distributors is essential for successful operations. I learned about the importance of stakeholder engagement in business success.
15. **Innovation and Technology:** Leveraging technology and innovation can enhance operational efficiency and customer experience. I saw firsthand how advanced farming equipment and digital platforms can improve agricultural operations.
16. **Safety Protocols:** Implementing safety protocols is vital for preventing accidents and maintaining a safe work environment. I learned about the importance of regular safety checks and emergency preparedness.



17. **Regulatory Compliance:** Ensuring compliance with regulatory requirements is essential for avoiding legal issues and maintaining a good business reputation. I understood the importance of adhering to agricultural regulations and standards.
18. **Supply Chain Management:** Effective supply chain management is crucial for ensuring that resources are sourced efficiently and products are delivered on time. I gained insights into the importance of managing relationships with suppliers and distributors.
19. **Employee Development:** Investing in employee training and development is essential for enhancing skills and improving job satisfaction. I learned about the importance of continuous learning and professional growth in the workplace.
20. **Community Engagement:** Engaging with the community is vital for building brand reputation and fostering goodwill. I learned about the importance of community outreach programs and social responsibility initiatives.

### 3.2 TOOLS AND EQUIPMENT USED

Throughout my SIWES programme, I utilized various tools and equipment essential for the operations of Abisam Farms And Gardens:

- **Farming Equipment:** The farm used advanced machinery for crop cultivation, including tractors and irrigation systems. I learned about the importance of regular maintenance to ensure efficiency and quality.
- **Horticultural Tools:** The horticulture team used specialized tools for planting, pruning, and harvesting. I understood the importance of these tools in enhancing product quality and yield.
- **Communication Devices:** Mobile phones and email were primary tools for communicating with colleagues, suppliers, and customers. I used these devices to respond to customer inquiries and coordinate logistics.

- **Office Software:** The farm used office software such as Microsoft Office for document preparation, data analysis, and reporting. I learned how to use these tools effectively for administrative tasks.
- **Transportation Vehicles:** The farm used trucks and vans for delivering products to customers. I assisted in coordinating these deliveries and ensuring that vehicles were properly maintained.

### 3.3 SAFETY PRECAUTIONS

Safety was a priority during my SIWES programme at Abisam Farms And Gardens, with a focus on both workplace safety and environmental safety:

- **Workplace Safety:** Regular checks were conducted to ensure that the farm environment was safe and free from hazards. This included maintaining clean workspaces and ensuring that equipment was properly installed.
- **Environmental Safety:** The farm emphasized the importance of ensuring that all farming practices were environmentally friendly. This involved adhering to sustainable practices and minimizing waste.
- **Personal Protective Equipment (PPE):** I was required to wear PPE such as gloves and safety vests when working in the farm to ensure personal safety.

### 3.4 CHALLENGES FACED DURING MY SIWES PROGRAMME

Despite the valuable learning experience, I encountered several challenges during my SIWES programme:

- **Adapting to New Environment:** Initially, I found it challenging to adjust to the fast-paced environment of a farm. However, with time and guidance from colleagues, I became more comfortable and efficient.
- **Technical Knowledge:** While I had theoretical knowledge of agricultural processes, applying this knowledge in a practical setting required additional learning. I had to quickly grasp the specifics of the farm's systems and processes.
- **Time Management:** Balancing multiple tasks and responsibilities within tight deadlines was a significant challenge. I developed better time management skills to prioritize tasks effectively and meet expectations.
- **Communication Barriers:** Occasionally, there were communication barriers with some customers or suppliers who spoke different languages or had varying levels of technical knowledge. I learned to communicate clearly and adapt my approach to different audiences.

Overcoming these challenges helped me grow both professionally and personally, equipping me with skills that will be invaluable in my future career.

## **CHAPTER FOUR**

### **SUMMARY, CONCLUSION, AND RECOMMENDATION**

#### **4.1 SUMMARY**

My 14-week SIWES programme at Abisam Farms And Gardens provided a comprehensive learning experience in the operations of a farm. During this period, I was involved in various tasks such as farming operations assistance, horticulture support, marketing support, logistics support, customer service, and data entry. These responsibilities not only deepened my understanding of the agricultural industry but also enhanced my analytical, communication, and problem-solving skills.

The programme exposed me to the practical aspects of farming, including the use of farming equipment, quality control measures, and logistics management. I also learned about the importance of safety protocols and data accuracy in maintaining a productive work environment.

Throughout the programme, I faced challenges such as adapting to a new environment, managing time effectively, and overcoming communication barriers. However, these challenges provided opportunities for growth and learning, equipping me with skills that will be invaluable in my future career.

#### **4.2 CONCLUSION**

In conclusion, my SIWES experience at Abisam Farms And Gardens was highly beneficial, offering a blend of theoretical knowledge and practical skills. The programme helped me understand the intricacies of the agricultural industry, the importance of quality control, and the need for continuous learning in a dynamic farming environment.

The experience also highlighted the significance of safety, customer service, and stakeholder engagement in ensuring operational efficiency and customer satisfaction. I gained insights

into the challenges faced by farms, including market competition, regulatory compliance, and environmental responsibility.

Overall, the SIWES programme was a valuable learning experience that prepared me for the challenges and opportunities in the field of agriculture. It emphasized the importance of adaptability, problem-solving, and effective communication in achieving organizational goals.

### **4.3 RECOMMENDATION**

Based on my experience and observations during the SIWES programme, I recommend the following:

1. **Enhanced Training Programs:** Abisam Farms And Gardens should consider implementing more comprehensive training programs for interns and new employees. This would help them adapt quickly to the farm's systems and processes, enhancing their productivity and job satisfaction.
2. **Technology Integration:** The farm should invest in more advanced technology solutions, such as precision farming tools and digital platforms for customer service. This would improve operational efficiency, enhance customer experience, and provide a competitive edge in the market.
3. **Safety Awareness Campaigns:** Regular safety awareness campaigns should be conducted to reinforce the importance of workplace safety and environmental safety among employees. This would help maintain a safe work environment and reduce the risk of accidents.
4. **Market Research and Expansion:** The farm should conduct regular market research to identify emerging trends and opportunities in the agricultural industry. This would enable Abisam Farms to expand its market share and explore new markets, thereby increasing its competitiveness.

5. **Internship Feedback Mechanism:** Establishing a feedback mechanism for interns would allow the farm to receive constructive feedback on its internship programme. This feedback could be used to improve the programme, making it more beneficial for future interns.
6. **Collaboration with Educational Institutions:** Abisam Farms should foster stronger relationships with educational institutions to ensure that the SIWES programme aligns with academic curricula and industry needs. This collaboration would enhance the relevance and effectiveness of the programme for students.
7. **Environmental Conservation:** The farm should enhance environmental conservation efforts by implementing sustainable practices such as recycling and reducing waste. This would not only contribute to environmental sustainability but also enhance the farm's reputation as a responsible corporate citizen.
8. **Customer Engagement Strategies:** Abisam Farms should develop more personalized customer engagement strategies to enhance customer satisfaction and loyalty. This could include regular customer surveys, loyalty programs, and responsive customer service.
9. **Digital Transformation:** The farm should leverage technology more extensively, implementing digital platforms for customer service and sales. This would enhance customer experience and streamline operations.
10. **Community Outreach Programs:** The farm should increase its community outreach activities, supporting local development projects and promoting sustainable agricultural practices. This would help build a stronger relationship with the community and enhance the farm's reputation.