



Empowering Indonesian Migrant Workers Through Entrepreneurship Mentor Training

Ratih Hurriyati (*), Disman Disman, Mokh Adib Sultan, Sulastrri Sulastrri, Ratu Dintha IZFS
Universitas Pendidikan Indonesia, Bandung, Indonesia
ratih@upi.edu

Abstract. The potential for Indonesia's digital economy is considered enormous, but it cannot be realized without the availability of skilled and knowledgeable human resources. Indonesia's target for 2024 is to increase Indonesia's digital competitiveness to rank 45. Indonesia needs to align the supply of skills with industry demand that continues to grow. Collaboration between recruiters/companies (employers) who need skills, education service providers, policymakers, and the community needs to be established. The purpose of this community service activity is to increase competence and/or assistance needed, especially in the field of entrepreneurship, through Talent Scouting Academy (TSA) Training - Master Card Academy in order to optimize the business potential of TKI at the Disability Sports Center - Malaysia and turn them into people who are skilled in entrepreneurship and have good digital skills.

Keywords: Indonesian Migrant Workers, Entrepreneurship, Mentor Training, Talent Scouting Academy

1. Introduction

Indonesia has a vast population and natural resource potential, so problems arise in human resources, natural resources and the environment. The high number of productive age also brings problems of employment and unemployment. Education has not been able to guarantee job opportunities. The situation becomes ironic when people go abroad for work even though natural resources are abundant. Even more ironic, after getting results, many are used for consumption. The high number of productive age also brings its problems. One of the problems faced is the absorption of labour. Low employment causes the unemployment rate to be high.

The search for a better job with a higher income than domestic wages is the main economic motive for Indonesian Migrant Workers (Nuryananda et al., 2022). Statistically, over 80% of migrant workers come from families with a working culture as farmers (Wicaksono & Muzni, 2013). At the time of leaving migrant workers, the majority of them were low-skilled, low-educated, and dominant migrant workers solely to meet the needs of domestic workers or employment in the destination country (Palmer, 2016).

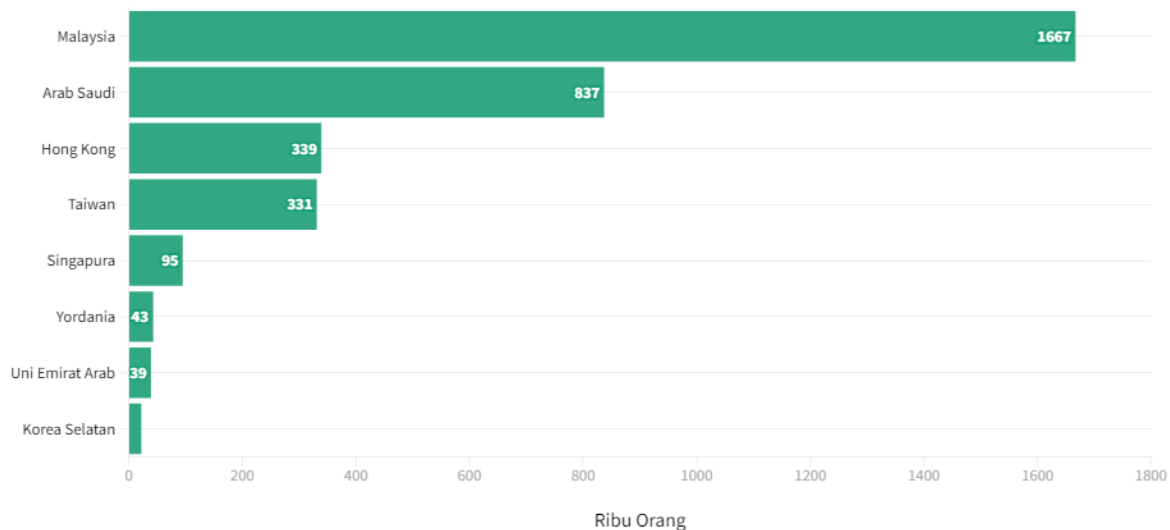


Figure 1. Main Destination Countries for Indonesian Migrant Workers in 2022

Bank Indonesia (BI) noted that there were 3.44 million Indonesian migrant workers (PMI) in 2022. This number increased by 6% compared to the previous year of 3.25 million people. Of these, the most significant number of Indonesian migrant workers are in Malaysia, namely 1.67 million people. This number is equivalent to 48.13% of the total Indonesian migrant workers until the end of last year (Rizaty, 2022). If added to the illegal migrant workers (undocumented migrant workers), this number increases to around two million workers. According to a

statement from the Ministry of Foreign Affairs in February 2022, the number of departures of illegal migrant workers from Indonesia increased by 146 per cent between 2020-2021.



Figure 2. Placement of Indonesian Migrant Workers in May 2023

In 2023, by country, the most placements for Indonesian Migrant Workers were in Taiwan (7,695 placements), Hong Kong (7,291 placements), and Malaysia (5,660 placements) in May 2023. The number of placements in these three countries reached 79% of the total placement (BP2MI, 2023).

NO	NEGARA	JANUARI	FEBRUARI	MARET	APRIL	MEI	JUMLAH
1	T A I W A N	5.891	5.830	7.815	5.795	7.695	33.026
2	Hongkong	4.836	5.938	5.701	4.485	7.291	28.251
3	Malaysia	9.511	8.500	6.629	3.346	5.660	33.646
4	Korea Selatan	1.099	1.807	1.293	477	1.591	6.267
5	Jepang	575	719	752	732	930	3.708
6	Saudi Arabia	454	480	268	264	494	1.960
7	T U R K I	77	90	329	314	459	1.269
8	Italia	270	298	28	201	425	1.222
9	Singapura	554	559	628	201	314	2.256
10	Polandia	145	109	183	91	169	697
11	R R C	0	1	5	3	99	108
12	Bulgaria	2	3	3	22	89	119
13	Papua New Guini	58	48	60	45	86	297
14	Brunai Darussalam	122	51	49	19	85	326
15	Maldivest	46	57	42	67	79	291
16	Hongaria	45	3	92	28	74	242
17	Slovakia	16	10	34	28	66	154
18	Rusia	32	29	27	35	57	180
19	Uni Emirat Arab	74	38	26	25	47	210
20	Kuwait	52	51	35	19	40	197
21	Solomon Islands	38	46	66	37	37	224
22	Rumania	5	7	10	4	34	60
23	Perancis	0	0	0	18	19	37
24	Cyprus	2	4	7	20	18	51
25	G U Y A N A	0	0	0	7	15	22
26	Lainnya	117	112	189	76	100	594
Jumlah		24.021	24.790	24.271	16.359	25.973	115.414

*Data ditarik pada 1 Juni 2023

*Data diurutkan berdasarkan jumlah Penempatan pada bulan Mei

Figure 3. Placement of Indonesian Migrant Workers in 2023 Based on Placement Country

Many Indonesian Migrant Workers expect to have (Ambarwati et al., 2020) a second job besides their primary job as overseas workers. Indonesian Migrant Workers, especially in this case, are primarily women who aspire to have a private business after they return to their country of origin. However, some of the migrant workers have doubts about their intention to open a new business, and some of them have opened a new business online. However, there are also businesses started by migrant workers that have not developed or shown an increase in business results (Ismanto et al., 2023).

The ILO (2008: 25) explains that individual competence level of education is the foundation for migrant workers to innovate in their entrepreneurial activities. Migrant workers, while working overseas, can absorb new technologies to encourage creativity and innovation to engage in higher value-added economic activity. Experience during migration has affected the ability to choose entrepreneurial activities.

To conduct productive business activities that not only able to generate income but also able to recruit workers to absorb unemployment. Interest in entrepreneurship is influenced by several things, among others: ownership of capital, access to capital, business skills, confidence, the availability of facilities, infrastructure and resources, business climate, commitment to success, family support, and guidance from others, and others (Busro, 2018).

Based on this phenomenon, it necessitates a kind of empowerment through entrepreneurship training. Entrepreneurship is one of the most important solutions to unemployment, poverty and low economic growth (Botha et al., 2006). In order for Indonesian Migrant Workers to acquire this skill, a special briefing on how to utilize the savings acquired during their employment in Malaysia to be applied in the future after completing work in Malaysia should be given (Fajriati et al., 2016).

Developing an entrepreneurial spirit requires the efforts of many parties, but the most important thing is the effort oneself. So, it is very appropriate if entrepreneurship is introduced to Indonesian migrant workers, especially those preparing themselves for the world of work, either through certain activities of entrepreneurship or participating in studying and starting a business with others. This will slowly form an entrepreneurial spirit, encouraging people to become entrepreneurs (Hateyong et al., 2022).

Interest in entrepreneurship is a boost from within a person who can provide the spirit to conduct business activities to earn income without depending on others. Interest in entrepreneurship can also be understood as a spirit that grows from the self without any coercion from others (Busro, 2018).

Mentoring positively impacts the person being mentored (mentee), the person doing the mentoring (mentor), and the environment in which they work. Of those who have mentors, 97% say mentoring activities help them, but only 37% are professionals or entrepreneurs who have mentors (Forbes, 2021). 89% of those who have been mentored will also become mentors in the future (Harvard Business Review, 2015).

Entrepreneurship training is very important because entrepreneurs in Indonesia only reached 1.6% of the total population (Minister of Cooperatives and SME). The percentage is still far from the international standard, which states that the number of entrepreneurs ideal is at least 2% of a country's population. Therefore, if entrepreneurship training successfully creates entrepreneurs, then at least can contribute approximately 0.22% of new entrepreneurs from Indonesian Migrant Workers in Kuala Lumpur (Fajriati et al., 2016).

The ILO (2008) explains that education, training, and lifelong learning, especially for migrant workers, can encourage productivity growth. The activity can also produce quality products, which can increase the income of better migrant workers. Skills development of migrant workers should be an integral part of a range of employment strategies, including migrant workers. It is necessary to do so when seeking broader development and increased contribution of migrant workers (ILO, 2008).

2. Methods

International Community Service Activities aim to increase competency and/or assistance needed, especially in the field of entrepreneurship, through the Talent Scouting Academy (TSA) – Master Card Academy Training in order to optimize the business potential of TKW at the Disability Sports Center – Malaysia and turn them into people who are involved in entrepreneurship and have good digital skills. The location of this Community Service activity was carried out at the University of Malaya, Malaysia. The target audience, in particular, is TKI at the Disability Sports Center - Malaysia. This activity is carried out by adhering to an intensive coaching and mentoring system adapted through Joel Garfinkle's Executive Coaching Model. Training materials include Masterclass Mentor Materials, Cybersecurity Materials for MSMEs, Young Entrepreneur Materials, and Digital Marketing Materials.

3. Results and Discussion

Human resources development must be supported and implemented by the government and private institutions, organizations and corporations so that the results obtained will be more massive and evenly distributed. For this reason, the government's role is to implement HR development programs and build an HR development ecosystem.

The Digital Talent Counting Program is the government's flagship program for developing digital talent for Indonesia's digital competitiveness and meeting the needs of the ICT workforce towards the 4.0 Industrial Revolution. Citing the IMD World Digital Competitiveness Ranking survey results in 2020, the Head of the HR Research and Development Agency of the Ministry of Communication and Information stated that Indonesia's digital competitiveness was ranked 56 out of 63 countries. Quoting the results of research by the World Bank, Indonesia needs at least 9 million digital talents. The dynamics of the Industrial Revolution 4.0 also require increased HR competencies related to the latest digital technology. According to the Head of HR Research and Development at the Ministry of Communication and Informatics, the digital talent development program is to meet the needs of digital talent, which is estimated at 600,000 workers each year.

The Digital Talent Scholarship (DTS) program organized by the HR Research and Development Agency is a training program that prepares Indonesians to be more digitally proficient. This program has many training academies, including the Talent Scouting Academy (TSA), which targets high-achieving final-year students to carry out internships and training in global technology companies. The DTS-TSA program works with many partners, including the Independent Campus Program from the Directorate General of Higher Education (Ditjen Dikti) of the Ministry of Education, Culture, Research and Technology (Kemdikbudristek).





Figure 4. International Community Service Activity

International Community Service Activities with the theme Empowering Indonesian Migrant Workers Through Entrepreneurship Mentor Training were held on 26 June 2023 at the University of Malaya, Malaysia, with 40 Indonesian Migrant Workers attending. This Community Service Activity was opened by the Postgraduate Director of the Indonesian University of Education, namely Prof. Dr. Syihabbudin, M.Pd, followed by reporting on the first Mentor Masterclass activities and lectures by Prof. Dr. Hj. Ratih Hurriyati, M.P. Young Entrepreneurial Material and Digital Marketing provided by Dr. Mokh Adib Sultan, ST., MT and Cyber Security Material by Ratu Dintha IZFS, S.Pd., M.M.

- a. Mentor Masterclass. This material will identify types of mentoring approaches appropriate to the needs of assistance, understanding the roles of mentors and mentees, and the stages of effective mentoring. In addition, you will also learn about the mentoring life cycle and work tools that can be used to enter into a mentoring relationship with the mentee.
- b. Cyber Security for MSMEs: In this material, trainers will be able to take the most critical actions in protecting the digital assets of the assisted, namely identifying assets. In addition to recognizing more profound assets, trainers can also instil the mindset of the importance of understanding and updating business defences and knowing how to do this by utilizing the Global Cyber Alliance (GCA) Cybersecurity Toolkit for Small Business.
- c. Young Entrepreneurs. In this training, we will learn about necessary steps to consider when starting a business, namely tips for determining business ideas and understanding the business model canvas (BMC).
- d. Digital Marketing. This training discusses the basics of digital marketing, social media optimization, and search engine optimization for more effective marketing of MSME goods and services.

As a result of this training activity, Indonesian immigrant workers gain soft skills regarding entrepreneurship, as evidenced by nine certificates from Micromentor as one of the platforms that support the Talent Accounting Academy Training. In addition, this can be seen from the growing interest in entrepreneurship in Indonesian Migrant Workers (PMI). As many as 70% (28 people) of participants are interested in doing business outside their jobs as immigrant workers by utilizing social media and e-commerce.

4. Conclusion

This Community Service Activity (PKM) aims to implement the Talent Scouting Academy Training in empowering Indonesian TKW at the Disability Sports Center – in Malaysia through Talent Accounting Academy entrepreneurship mentor training. The materials provided opened up the insights of Indonesian migrant workers from a business perspective and their daily activities. In addition, the results of the PKM activities have influenced

TKI to think outside the box by not only actively working at the Disability Sports Center - Malaysia but also opening up other job opportunities that can be done abroad, such as the "jastip" business.

5. Reference

1. Ambarwati, E., DJ, E. W., & Lestari, N. (2020). Pemberdayaan Purna Tenaga Kerja Indonesia oleh Pemerintah Desa. *Jurnal Administrasi Pemerintahan Desa*, 1(1), 12–32.
2. Busro, M. (2018). Strategy Increasing Entrepreneurship Interest to Post Migrant Workers through Training and Giving of Capital. *International Research Journal of Business Studies*, 10(3), 147–158. <https://doi.org/10.21632/IRJBS.10.3.147-158>
3. BP2MI. (2023). Data Penempatan dan Perlindungan PMI Maret 2023. *Jakarta*, Pusat Data dan Informasi
4. Botha, M. (2006). Evaluating the Woman Entrepreneurship Training Programme: A South Africa
5. Hatelyong, E., Reresi, M & Fenanlampir, A. (2022). Membangun Karakter Enterpreneurship Bagi Kelompok Pondok Melatih Indah (PMI). *Jurnal Pengabdian STPAK ST. YOHANES PENGINJIL AMBON*, 1(1), 9-14
6. ILO (2008) Skills for improved productivity, employment growth and development. Geneva: ILO
7. Ismanto, H., Rahmi, V. A., & Mujaddid, A. (2023). Motivasi Womenpreneur Pekerja Migran Indonesia di taiwan. *E-Jurnal Manajemen*, 12(5), 502–521.
8. Nuryananda, P. F., Rikza, A., Utami, W. A., & Anggresta, P. (2022). Melampaui Pahlawan Devisa: Peran Aktor Negara dan Non-Negara Menyasar Permasalahan Finansial PMI Perempuan di Taiwan. *Jurnal Hubungan Internasional*, 15(2), 355–380. <https://doi.org/10.20473/jhi.v15i2.36080>
9. Palmer, W. (2016). *Indonesia's Overseas Labour Migration Programme, 1969-2010*. BRILL. <https://doi.org/10.1163/9789004325487>
10. Rizaty, M. A. (2022, 27 February). *Pekerja Migran Indonesia Paling Banyak di Malaysia pada 2022*. Data Indonesia. <https://dataindonesia.id/tenaga-kerja/detail/pekerja-migran-indonesia-paling-banyak-di-malaysia-pada-2022>
11. Wicaksono, A. S., & Muzni, A. I. (2013). Model Development in Stimulating Entrepreneurship Motivation for Former Indonesian Migrant Workers in East Java. *International Journal of Science and Research*, 4, 2319–7064. www.bnp2tki.go.id

Open Access This chapter is licensed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (<http://creativecommons.org/licenses/by-nc/4.0/>), which permits any noncommercial use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this chapter are included in the chapter's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the chapter's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

