

EMPOWERING MIGRANT WORKERS THROUGH VISION AND MISSION SETTING: A PATH TO INDEPENDENCE

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ABSTRACT This paper presents the outcomes of a community service activity conducted on May 25, 2024, in collaboration with KESAH Educate Resource, aimed at empowering migrant workers in Malaysia. The project engaged 107 participants from Indonesia and other foreign countries, focusing on vision and mission setting as a means to foster independence and personal growth. Through interactive workshops and guided exercises, participants developed individualized vision and mission statements, enhancing their sense of purpose and direction. The results indicate a significant increase in participants' self-awareness, goal-setting abilities, and motivation to pursue personal and professional development opportunities.

KEYWORDS: *Empowering Migrant Workers, Goal Setting, Independence, Motivation, Self-Awareness, and Self-Reflection*

1. INTRODUCTION

Migrant workers often face numerous challenges in their host countries, including social isolation, limited career advancement opportunities, and difficulties in long-term planning. These factors can contribute to a sense of disempowerment and hinder personal growth (Bakar & Abdullah, 2022; Wickramasekara, 2021). Recognizing these issues, this community service project was designed to equip migrant workers with the tools to envision and plan for their futures, fostering a sense of agency and independence.

The project's primary objective was to guide participants through the process of creating personal vision and mission statements. These statements serve as powerful tools for self-reflection, goal setting, and motivation. Chen and Li (2023) found in their meta-analysis that well-crafted vision and mission statements can significantly impact personal development and goal achievement.

This is further supported by Locke and Latham's (2019) goal-setting theory, which posits that specific and challenging goals lead to higher performance.

By engaging in this process, migrant workers can develop a clearer sense of their aspirations and the steps needed to achieve them, potentially leading to improved life satisfaction and career outcomes (Santos & Tan, 2023; Özdemir & Yilmaz, 2022). Moreover, Fernández-Ballesteros et al. (2020) argue that such empowerment initiatives can enhance overall well-being and resilience among vulnerable populations.

2. METHOD

The community service activity was conducted as a one-day workshop on May 25, 2024, in collaboration with KESAH Educate Resource, a non-profit organization dedicated to migrant worker education and empowerment. The workshop engaged 107 migrant workers residing in Malaysia, comprising individuals from Indonesia and other foreign countries.



Figure 1. Participants at the workshop

The workshop was structured into four main segments:

1. Introduction to vision and mission concepts
2. Guided self-reflection exercises
3. Vision and mission statement development
4. Peer sharing and feedback session

Participants were provided with workbooks containing exercises and prompts to facilitate the vision and mission setting process. Qualitative data was gathered through participant observations and informal interviews conducted by facilitators.

3. RESULTS AND DISCUSSION

Qualitative feedback revealed that many participants found the process of creating vision and mission statements to be both challenging and rewarding. Several noted that it was their first opportunity to engage in structured self-reflection about their future goals and aspirations. One participant commented, "I've never thought about my life in this way before. It's exciting to have a clear vision of what I want to achieve and how I can get there."



Figure 2. Author as Speaker at the workshop

The success of this workshop suggests that vision and mission setting exercises can be valuable tools for empowering migrant workers. By providing a framework for self-reflection and goal-setting, these activities can help individuals develop a stronger sense of purpose and direction, potentially leading to improved outcomes in both personal and professional spheres. This is consistent with the findings of Chen and Li (2023), who reported that individuals with clear vision and mission statements demonstrated higher levels of motivation and goal attainment.

Wong and Ng (2024) highlight the importance of tailoring personal growth workshops to the specific needs of the target audience. In line with their recommendations, our workshop was designed to address the unique challenges faced by migrant workers, incorporating culturally sensitive approaches and practical examples relevant to their experiences.



Figure 3. Author, Committe, and other Speaker at the workshop

4. CONCLUSION

The community service project demonstrated the potential of vision and mission setting workshops to empower migrant workers and foster a sense of independence. By providing participants with the tools to articulate their aspirations and plan for their futures, the workshop contributed to increased self-awareness, goal-setting abilities, and motivation among the migrant worker community. Future initiatives could build on this foundation by offering follow-up sessions or mentoring programs to support participants in pursuing their newly defined visions and missions.

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