

**ENTREPRENEURSHIP TRAINING PROGRAM
FOR OVERSEAS FILIPINO WORKERS**

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ABSTRACT

This study aimed to assess the entrepreneurial competencies of Overseas Filipino Workers (OFWs) in relation to Asian Institute of Management's Master in Entrepreneurship program's three foundations of entrepreneurship with the end view of designing an entrepreneurship training program for OFWs. A profile of the OFWs as to their socio-economic background, entrepreneurial background and consumption and savings habits was specifically undertaken. The assessment of the competencies of OFWs in terms of the three foundations for entrepreneurship, namely self-mastery, situation mastery and enterprise mastery was conducted. This study used the descriptive research design and the survey method to gather data with the use of a 7-page questionnaire that was administered to selected 106 OFWs who were currently vacationing in Metro Cebu.

Majority of the respondents were between thirty-one to thirty-five years old, male, married with their spouses and children as the main dependents, having one to two children in the basic education level. They were college graduates of Maritime and Engineering and Technology programs, worked in landbased occupations, deployed in East Asia, held job positions that were skilled technical positions, earn a gross monthly income between 20,001 to 80,000 pesos and return home once a year for a vacation. A minority of the respondents have engaged in a business venture before such as livestock-poultry raising, wholesale-retail business and crop farming and gardening, but 89% were interested in setting-up a future business. The consumption behavior of their families was mainly on food, transportation and communication, fuel for cooking, light and water while education came in as the sixth expenditures. Eighty-eight percent do save monthly from five hundred pesos to thirty thousand pesos and have plans for the savings to go into business, to build a house and to buy a lot.

The assessment of the OFWs entrepreneurial competencies revealed that the respondents basically possess entrepreneurial competencies. They have attained a *usually mastered level* in the 8-learnings self-mastery competencies; have a *proficient performer mastery level* on the seven environmental factors of situation mastery; and a *proficient performer mastery level* on the four functions of marketing, production, finance and human resources of the enterprise mastery. This lead to the conclusion that the OFWs' entrepreneurial competencies need to be enhanced and polished further to make them qualify to become *expert mastery level* before they enter into business. Polishing their innate entrepreneurial competencies would require them to undergo an entrepreneurship training program

The entrepreneurship training program for overseas Filipino workers comes in three modules – Module 1- Self Mastery- provides a practical approach to re-learning the 8-learnings, Module II- Situation Mastery-enables the understanding of the general and specific environment of the firm in the local and global context and Module III- Enterprise Mastery- provides a practical approach to learning entrepreneurship. It is recommended to be used by institutions catering to the needs and welfare of the OFWs, and business schools wanting to offer short, non-formal entrepreneurial courses to OFWs.

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teaching learning process of the OFWs. The modern methods in adult education will be considered for application in introducing the entrepreneurship theories and principles to the OFWs in an effort to inculcate the entrepreneurial spirit and transform them if possible into entrepreneurs. With the help of the curriculum development principles and the methods of preparing training modules, it is the objective of this study to develop an entrepreneurship training program fitted for the OFWs considering their field of work and their workplace.

THE PROBLEM

Statement of the Problem

This study aimed to assess the entrepreneurial competencies of Overseas Filipino Workers (OFWs) in relation to Asian Institute of Management's Master in Entrepreneurship Program's three foundations of entrepreneurship with the end view of designing an entrepreneurship training program for OFWs.

Specifically, this study sought to answer the following questions:

1. What is the profile of OFWs, as to their
 - 1.1 socio-economic background;
 - 1.2 entrepreneurial background;
 - 1.3 consumption and savings habits?
2. What are the competencies of OFWs in terms of the three foundations for entrepreneurship, namely:
 - 2.1 self-mastery;
 - 2.2 situation mastery; and

2.3 enterprise mastery?

3. What modular entrepreneurship training program may be designed for OFWs?

Significance of the Study

Citing a study by the non-government organization Balikabayani, Foreign Affairs Assistant Secretary Luis Cruz reports that seventy-six percent of businesses put up by overseas Filipino workers fail because the OFW lack the skills. The remaining twenty-four percent succeed because of training and capability and their families are relatively well-off. (Uy, PDI: February 22, 2007). This significant report stresses the importance of training and capability building of the OFWs in the area of entrepreneurship.

This study is very much significant for the overseas Filipino Workers and their families to attain a higher sense of self-confidence in becoming business owners at a minimal risk of failures. As more and more OFWs become business owners, the economic activity of the community transforms it from poverty to prosperity. The OFW engaging in a business venture that will become an alternative form of livelihood commensurate to their families' financial needs may probably opt to come home and tend the business and be closer to their family members. The OFW need not have to go through tremendous job related risks and sacrifice separation from his loved ones.

For the academic arena, this proposed entrepreneurship program for OFWs will be an innovative addition to the business programs in any business school in the country. The academe will be able to gather much database on the profile of the overseas Filipino workers and be able to address their lifelong learning needs. This study could be a challenge to the academe to be able to change mindsets of adults that could lead to the