Next-Step — VDAB's Machine-Learning Profiling of Jobseekers' Re-Employment Risk (Flanders, Belgium)

AI in the Public Sector · Good practice · Belgium

Quality score: 60/100

Evidence strength: Descriptive / self-reported

Summary

Since ~2018, Flanders' employment service VDAB has used a Random Forest ML model, "Next-Step", to predict jobseekers' re-employment odds and route those at highest long-term unemployment risk to intensive caseworker support, screening new registrants within six weeks.

Key dimensions

Dimension	Score
Evidence of impact / measured public value	1/3
Transparency, fairness & accountability	2/3
Transferability / demonstrated replication	1/3
Scalability beyond pilot	3/3
Governance, capability & sustainability	2/3

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-07-19

VDAB (Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding) — Flemish Public Employment Service — accessed 2026-07-19

Cedefop — VDAB's own presentation of the deep-learning/profiling approach — accessed 2026-07-19

Springer (SN Computer Science) — peer-reviewed explainable-ML profiling study — accessed 2026-07-19

Cite this — Evidoria. *Next-Step — VDAB's Machine-Learning Profiling of Jobseekers' Re-Employment Risk (Flanders, Belgium)*. Persistent ID: 9cfb0dc2-0835-4cb4-a250-321ae4752229.