

VDAB — Flemish Public Employment Service AI for job matching and employability assessment

AI in the Public Sector · Good practice · Belgium

Quality score: 73/100

Evidence strength: Descriptive / self-reported

Summary

VDAB has deployed multiple AI systems since 2018: a multilingual deep-learning job-matching engine; Orient 2.0 (orientation test reduced from 45 to 10 min, 10,000 users in 2 weeks); and a 2024 employability model assessing all 213,429 registered Flemish jobseekers.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-21

[VDAB \(Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding\)](#) — accessed 2026-06-21

[Superlinear / VDAB Orient 2.0 case study](#) — accessed 2026-06-21

[VRT NWS – VDAB employability AI assessment \(2024\)](#) — accessed 2026-06-21

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