Crosswalk: 12 Core Functions ↔ 12 Core Competencies

Core Function	Relevant Core Competencies	Explanation
1. Screening	1, 2, 8, 10	Screening evaluates a client's symptoms, appropriateness, and eligibility using diagnostic criteria (DSM), ASAM levels, and considers co-occurring conditions and confidentiality laws.
2. Intake	5, 9, 10	Involves documentation and consent, which require use of electronic health records (EHR), understanding confidentiality, and legal/ethical compliance.
3. Orientation	3, 9, 10, 11	Explaining rules, rights, and procedures calls for cultural responsiveness, understanding professional boundaries, and knowledge of confidentiality and ethics.
4. Assessment	1, 2, 3, 8, 10	Uses DSM and ASAM to evaluate the client's needs, considers co-occurring disorders, and demands cultural awareness and ethical/legal understanding.
5. Treatment Planning	2, 4, 6, 7, 10	Requires knowledge of ASAM, care coordination, MAT options, proper documentation, and legal compliance.
6. Counseling	3, 6, 8, 10, 11	Direct client interaction involves cultural competence, understanding of MAT, co-occurring conditions, ethics, and boundaries.
7. Case Management	2, 4, 5, 7, 12	Coordinates services across systems using EHRs, clinical documentation, and requires system navigation skills.

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8. Crisis Intervention	4, 8, 10, 12	Immediate action for client safety demands mental health knowledge, coordination, ethical decision-making, and system responsiveness.
9. Client Education	1, 6, 8, 10	Providing accurate information requires competency in DSM, MAT, co-occurring disorders, and laws/ethics.
10. Referral	2, 4, 8, 9, 10	Matching client needs to external services involves system knowledge, coordination, co-occurring disorders, confidentiality, and ethics.
11. Record Keeping & Reporting	5, 7, 10	Involves using EHRs, maintaining accurate documentation, and legal/ethical data handling.
12. Consultation	4, 8, 10, 12	Consulting with professionals demands care coordination, understanding co-occurring conditions, ethics, and system-level service delivery.