

Human Resource Assistant Certificate Program Guide

2025-2026

**Career Technical Education
(CTE)**

Office, Room 513
(714) 808-4915
careers@noce.edu

Contact for general info about
certificate programs

**StarHelp Registration
Assistance**

Anaheim Campus, 2nd Floor
(714) 808-4679
starhelp@noce.edu

Contact for registration
assistance

**Counseling and Student
Services**

Anaheim Campus, Room 215
(714) 808-4682
counseling@noce.edu

Contact for course advisement,
and career planning

Career Highlights

Human Resource Assistants serve as an essential asset to any organization's human resources department. Their primary responsibility is to provide administrative support to HR supervisors and managers.

Human Resource Assistants are critical in ensuring that the department's day-to-day operations run smoothly by scheduling interviews and maintaining filing systems to manage HR databases. Human Resource Assistants are responsible for various administrative tasks, maintaining employee records, and assisting with recruitment and payroll processes.

Explore if this Career is the right path for you at: [Career Coach](#)

Program Information

The Human Resource Assistant certificate is designed to prepare students with the essential skills and knowledge required to support HR functions in an organization. Participants will learn the fundamentals of human resource management, including recruitment, employee onboarding, payroll processing, benefits administration, and compliance with labor laws.

The program focuses on developing strong organizational and technical skills to effectively assist HR managers and other HR professionals.

Eligibility Requirements

To be eligible for the program candidates must:

- 18 years or older.
- [Apply online](#) or in-person at any NOCE Center.
- Complete an online General Orientation at least 24 hours prior to registering for Human Resource Assistant Certificate Program courses.
- Recommended: Basic English language reading, writing, and speaking skills, and/or be at an ESL Intermediate High level.
- Recommended: Basic math skills

Program of Study Leading to a Certificate

This information is for advisement purposes only and is subject to change.

It is recommended that students see a NOCE Counselor upon enrollment to complete an educational plan. Counselor appointments can be made in person at the Anaheim Campus Room 215, by phone at (714) 808-4682, or via email at counseling@noce.edu

Required Core Courses for Human Resource Assistant Certificate Core courses are listed in the order of the program's recommended sequence			
Course#	Course Title	Hours	Prerequisite
☐ HRMA 100	Human Resources, Introduction	24	
☐ HRMA 105	Employee Relations	24	
☐ HRMA 110	Compensation	24	
☐ HRMA 115	Assessing and Improving Performance	24	
☐ HRMA 120	Talent Acquisition and Development	36	
Required Elective Courses (Must complete 2 of the following courses)			
☐ WFPR 100	Career Skills and Resource Lab	36	
☐ WFPR 101	Virtual Career Skills and Resource Lab	36	
☐ WFPR 105	Build Your Career	12	

Completion Timeline

All required courses for the Human Resource Assistant Certificate must be completed and students must maintain Catalog Rights. No extensions and/or exceptions will be given. Those students not meeting the requirements and/or not maintaining catalog rights will be required to repeat any classes and/or take any additional program requirements.

Catalog Rights and Completion Deadline

The course requirements for a specific certificate program may change from one catalog to the next and, therefore, may change during the period that a student attends NOCE. Catalog rights established when a student first takes classes at NOCE protect the student from being held for additional program requirements that may be added to a later catalog.

Students maintain catalog rights by maintaining continuous enrollment in one of the following courses at NOCE: Basic Skills, Career Technical Education, Disability Support Services, and English as a Second Language. Continuous enrollment is enrollment in any two of the previous consecutive terms, including Summer, resulting in an academic record of A, B, C, D, F, P (Pass), NP (No Pass), SP (Satisfactory Progress), or W (Withdrawal). Missing more than two consecutive terms will result in loss of catalog rights due to a break in continuous enrollment.

If continuous enrollment is broken, the student must adhere to the catalog requirements in effect at the time continuous enrollment is re-established and maintained. The lab enrollment in WFPR 100, WFPR101, keyboarding exams, and required certifications (e.g., CPR card) cannot be used to maintain catalog rights. Course substitution and course challenges do not maintain catalog rights.

This policy supersedes all previous catalog rights provisions and applies only to the programs at NOCE.

Course Substitutions:

This program does not allow any course substitutions.

Challenge Exams

This program does not offer any challenge exams.

Graduation Check for Program Certificate and Commencement

To receive the certificate and participate in the Commencement Ceremony, students must schedule and attend a Graduation Check/Exit Interview appointment with a NOCE Counselor at the end of their final term to complete the application for the program certificate. If you do not plan on participating in the Commencement Ceremony, you still must schedule a Graduation Check/Exit Interview appointment with a NOCE counselor.

Once the Records Office receives your application and verifies that all the requirements have been met, the program certificate will be mailed to you.

Program Attendance and Grading Requirements (In-Person Courses)

First Day of Class

ATTENDANCE ON FIRST DAY OF CLASS IS MANDATORY to secure your place in class. If you are not in class ONE HOUR after the scheduled start time, your spot could be assigned to a student on the waitlist.

No student will be allowed to enroll in a class after the established deadline.

Ongoing Attendance

Regular attendance is expected of every student.

Waitlisted Students

Before the class start date, students on the waitlist will be notified via e-mail as soon as a seat is available. Once you receive the e-mail, you will have up to 24 hours to accept the seat. If you do not accept, by the deadline given in your e-mail notification, the seat will be offered to the next student on the waitlist.

- The waitlist process is only valid before the class start date.
- After the class starts, students interested in adding a closed class must have instructor permission, so it is recommended that students who were on the waitlist attend the first day of class and request instructor permission to be added.
- For classes five weeks in length or less, students cannot add after the start date.
- For classes six weeks in length or more, students cannot add after the second meeting of the class.
- No student will be allowed to enroll in a class after the established deadline.

Grading Policy

All courses in this program are graded (Pass or No Pass).

In order to be eligible to receive a passing grade, students in this program must meet both the minimum attendance requirements and the 80% or higher grading requirement.

Program Attendance and Grading Requirements (Online Courses)

First Week of Attendance

FIRST WEEK OF ATTENDANCE IS MANDATORY to secure your place in class. If you do not sign into your Canvas course and/or contact your instructor by 11:59 p.m. on the third day from the start of the course, your spot could be reassigned to a student on the waitlist, and you will be dropped from the course.

If you are enrolled in a hybrid class and the first class meeting is scheduled to be in-person, see the First Day of Class policy for in-person classes.

No student will be allowed to enroll in a class after the established deadline.

Ongoing Active Participation

Ongoing active participation is expected of every student. Active participation requires more than just logging onto Canvas. Students who do not actively participate on a weekly basis will be dropped from the class up until the second census date.

Waitlisted Students

Through the first week of classes, students on the waitlist will be notified via e-mail as soon as a seat is available. Once you receive the e-mail, you will have up to 24 hours to accept the seat. If you do not accept, by the deadline given in your e-mail notification, the seat will be offered to the next student on the waitlist.

- The waitlist process is only valid through the end of the first week of the class.
- During the 2nd week of classes, students still interested in adding a closed class must contact StarHelp at (714) 808-4679 or e-mail starhelp@noce.edu.
- No student will be allowed to enroll in a class after the established deadline

Grading Policy

All courses in this program are graded (Pass or No Pass).

To be eligible to receive a passing grade, students in this program must meet both the minimum attendance requirements through ongoing active participation and the 80% or higher grading requirement.