



Pictou County  
Chamber of  
Commerce

## PICTOU COUNTY SETTLEMENT GUIDE

The Pictou County Chamber of Commerce is pleased to present this Settlement Guide for the use of newcomers to our beautiful county. This publication is an important aspect of the Chamber's Recruitment and Retention work for our business community.

Pictou County Chamber of Commerce  
115 MacLean St. Suite 2C  
Bridgeview Square  
New Glasgow, NS B2H4M5

(902)755-3463  
[www.pictouchamber.com](http://www.pictouchamber.com)  
[info@pictouchamber.com](mailto:info@pictouchamber.com)

[business.people.connected](http://business.people.connected).

(published 2018)

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# About Pictou County

Pictou County is more than a place on a map; it is made of people who share a strong regional identity. There are six municipal units; Towns of New Glasgow, Trenton, Stellarton and Westville form one contiguous, urban area and the town of Pictou is 10km to the West. Surrounding the towns are the numerous villages and hamlets that make up the rural Municipality of the County of Pictou. Pictou County is also home to a First Nations community at Pictou Landing.

Pictou County has been welcoming newcomers for generations; first as the Birthplace of New Scotland when the first wave of migration took place in the 18<sup>th</sup> century and later as Black Loyalists, European, Mediterranean and Asian immigrants came to build their lives. Today we look to a new generation of immigrants from throughout the world to continue to build on this tradition to enrich our community and our economy.

Miles of coast and expansive forest, field and watercourse scenery make our region a natural playground. From the warm, sandy beaches of the Northumberland Strait to the upland hills that distinctly mark passage to our region, Pictou County's landscape is diverse in character and charm.

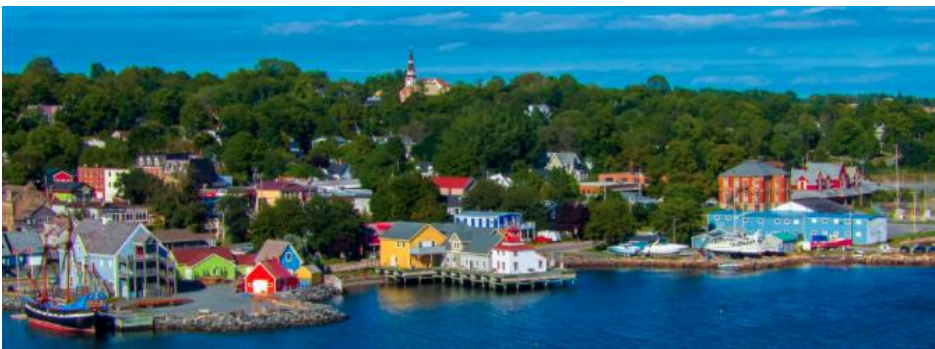
These characteristics shaped the original industries that first flourished here: fishing, forestry, mining and farming. The last century saw the addition of manufacturing as a major contributor to the region's industrial and economic position. Today several large manufacturing and retail companies anchor a diverse economic base. The region is home to significant retail, tourism and service sectors as well as a growing information technology and communications sector.

Our location in the geographic center of Nova Scotia offers our businesses and resident's tremendous advantages. We enjoy access to a broad range of urban amenities with the scenic tranquility of forest, field and coastal scenery at our doorstep.

High quality career opportunities, a balanced lifestyle, and scenic beauty ... it all comes together in Pictou County.



There's just something about this place. The roots run deep. Pictou County is a community and it's easy to get to know others, to be a part of something bigger. A family where laughter and song and music are important. And where you can always find someone with whom to exchange a look, a smile, and a hello. The qualities that draw Pictonians home are the same qualities that have drawn many others to make this their chosen home.



# First Steps

There are a few things that you should do within the first few weeks of arriving, so you are ready to live, work and receive health care in the case of an emergency:

- ❖ Apply for a Permanent Resident (PR) Card → The Permanent Resident (PR) Card replaces your paper Record of Landing (IMM1000) document you received for travelling. A PR card becomes the proof of status document needed when re-entering Canada by airplane, boat, train or bus. Application forms for a PR card are available on the Citizenship and Immigration Canada website. <https://www.canada.ca/en/immigration-refugees-citizenship/services/application/application-forms-guides/application-renew-replace-permanent-resident-card.html> or if you cannot find the information you are looking for and you are calling from Canada, please contact the CIC Call Centre (1 888 242-2100 – in Canada only).
- ❖ Find a place to live → for more information refer to the “Housing” section of this guide (Pg. 5).
- ❖ Apply for a Social Insurance Number (SIN) → The SIN is a 9-digit number you need to work in Canada or apply for government programs and services, to learn more apply or visit: [www.canada.ca/en/employment-social-development/services/sin.html](http://www.canada.ca/en/employment-social-development/services/sin.html)
- ❖ Register for a Nova Scotia Health Card → Nova Scotia’s Health Insurance Programs are designed to provide eligible residents with coverage for medically required hospital, medical, dental and optometric services with some restrictions. Visit: [www.novascotia.ca/dhw/msi/](http://www.novascotia.ca/dhw/msi/)
- ❖ Apply for a Canada Child Tax Credit → The Canada Child Tax Benefit is a tax-free monthly payment made to eligible families to help them with the cost of raising children under the age of 18. To learn more or apply visit: [www.canada.ca/en/revenue-agency/services/child-family-benefits/canada-child-benefit-overview.html](http://www.canada.ca/en/revenue-agency/services/child-family-benefits/canada-child-benefit-overview.html)
- ❖ Open a bank account → To learn more about banking and money in Nova Scotia visit: [www.canada.ca/en/financial-consumer-agency/services/banking/opening-bank-account.html](http://www.canada.ca/en/financial-consumer-agency/services/banking/opening-bank-account.html)
- ❖ Apply for a Driver’s License → for more information refer to the “Transportation” section of this guide (Pg. 21).
- ❖ Find a doctor or medical clinic → for more information refer to the “Health” section of this guide (Pg. 9).
- ❖ Find a School → for more information refer to the “Education” section of this guide. (Pg. 11).
- ❖ Find Employment → for more information refer to the “Employment Services” section of this guide (Pg. 24).
- ❖ Arrange child care: Visit: <https://kids1st.ca> and search “Contact Us” for more information.

## *Welcome to Pictou County!*

We are happy you have chosen to work and live in this community. Making a life in a new place is not always easy, but we can help you. Pictou County is here to connect you with the opportunities to invest yourself in this place and reap the rewards you desire- in work, community, family, or play.

### **Immigrant Services in Pictou County**

The provincial **YMCA YREACH Program** provides information, orientation, and settlement /integration support to Immigrants, Refugees, and their families who are new to communities outside of HRM. YREACH staff across the province work with their communities and local partners to raise awareness and build the capacity of Nova Scotians to be welcoming and inclusive.

Their program includes:

- In-person Individual Settlement Services
- Group Settlement Support to build social networks
- On-site School Settlement
- Community Collaborations
- Referrals

Awareness Raising Presentations related to cultural diversity and immigration barriers and challenges

There are currently 9 YREACH locations throughout Nova Scotia. Locally you can contact:

Wendy Hughes (902) 771-1410,

Email: [wendy-hughes@ymca.ca](mailto:wendy-hughes@ymca.ca)

<http://www.ymcafx.ca/ymca-programs/immigrant-services-3/yreach/>

The **Newcomer Welcome Centre**, through the Pictou Antigonish Regional Library system, provides in-person information and help in each of the public libraries as one-stop Welcome Centres. Part of their commitment is to provide up to date and accurate information, which is presented online at

<http://www.parl.ns.ca/newcomers/> . Also, you can drop by any local public library and speak to the staff.

Some information available includes:

- |                           |                              |
|---------------------------|------------------------------|
| Banking                   | Housing                      |
| Community                 | Internet Access & Television |
| Court & Law               | Men                          |
| Culture                   | Newcomer to Canada           |
| Education                 | News                         |
| Emergency Services        | Recreation                   |
| Employment & Volunteering | Religion                     |
| Entertainment             | Seniors                      |
| Family                    | Shopping                     |
| Food                      | Transportation               |
| General Information       | Utilities                    |
| Health                    | Women                        |

# Money & Taxes

In Nova Scotia, most people use bank cards (also called debit cards) and credit cards to pay for goods and services. Cash is used for some smaller items and can be used to pay for large items if needed.

## 1. Opening a Bank Account

You should open a banking account soon after arriving in Nova Scotia. It is not safe to carry large amounts of money (cash) with you.

You will be able to deposit or transfer monies from your account in your country of origin, but there are some restrictions on the amounts. Your bank will have information on these restrictions.

To open a bank account, you will need at least two pieces of identification such as your passport, social insurance number (SIN) or personal identification card from [Access Nova Scotia](#). Your passport and landing documents are good documents to bring with you. To find a bank branch near you, search online or look under banking in a phone directory. [www.yellowpages.ca](http://www.yellowpages.ca)

## 2. Taxes:

Canadians pay many different taxes to the government. In Canada, taxes contribute to social programs and benefits such as health care, social assistance and old age pensions.

### Income taxes

All residents must submit annual Income Tax Returns to the Canada Revenue Agency. This tells the government how much income you have earned in the year and how much you have paid in taxes. Taxes are automatically deducted from your pay cheque. If too much has been taken off, you receive a refund. If too little was deducted, you need to pay the remaining balance.

Filing an income tax form also makes you eligible for such tax credit programs as the Child Tax Credit and Goods and Services Tax Credits. You can find out more information on the Nova Scotia Department of Finance website <https://www.novascotia.ca/finance/en/home/default.aspx> or from the Canada Revenue Agency website <https://www.canada.ca/en/revenue-agency.html>

### Sales taxes

In Nova Scotia, a sales tax called the HST is charged on most goods and services. The HST is a combination of the federal Goods and Service Tax (GST) and Provincial Sales Tax (PST). It is 15% of the total cost of the item or service being purchased. This tax is not shown on the price tag of an item. It is added to the cost when you pay for it at the cashier. Some people qualify for a Goods and Services Tax refund, depending on their income and the number of dependents in their household.

### Property taxes

All property owners pay residential taxes to their local municipality. What you pay is relative to the size, type and location of your property. Properties are assessed by the Property Valuation Services Corporation, but it is the municipal government that sets the tax rate and collects taxes. The taxes help pay for services such as: Snow removal, Road repairs and upkeep, Street lighting, Fire protection, Garbage collection.

## 1. Short Term Temporary Housing

Short-term accommodation can be arranged at hotels, Motels or Bed & Breakfasts (a “B&B” is a room in a home where the home owners provides breakfast every day), this is more costly but can bridge the gap until permanent housing is arranged. Tourism Nova Scotia offers a free reservation/booking service, call 1-800-565-0000 or visit [www.novascotia.ca](http://www.novascotia.ca). Other short- term housing options in Pictou County can be found through the provincial 211 service, providing 24/7 information on services and programs available locally: [www.ns.211.ca](http://www.ns.211.ca) and search housing/shelter.

## 2. Renting a Home

Rental Units can range from multi-level apartment complexes to rooms in houses to detached dwellings. Sometimes utilities (heat, water, electric) are included; but most often you will be required to pay these in addition to your rent and this will involve opening accounts for those services. Usually apartments come with two appliances; a fridge and stove, but sometimes they may also include a dishwasher, clothes washer and dryer and microwave. In looking for an apartment it is helpful to look around to see what best suits your needs.

Apartment are often in the Buy and Sell section of local Facebook groups, [www.kijiji.ca](http://www.kijiji.ca), [www.zoeken.ca](http://www.zoeken.ca) or can sometimes be found posted on bulletin boards in grocery stores and community centers. When applying to rent an apartment, landlords usually perform a background checks on applicants. This involves calling previous landlords to ensure prospective tenants paid rent on time and were good tenants. As a newcomer, you may not have names for these landlords. There may be other references you can use; you can discuss this with the landlord.

Be sure that you read and understand the terms of the rental agreement. Typically, most rental agreements last for a 12-month period and rent is due the first day of each month. To rent an apartment, you will be asked to provide a deposit, which is usually half of one month’s rent and/or you may be asked to pay the last month’s rent upfront as well as the first month’s rent. When you leave the apartment the deposit should be returned to you if the apartment is in good condition (the same condition as when you moved in). In addition, some rental companies require 12 post-dated cheques to ensure rent is paid on time.

*For more information on your rights as a tenant, please call the Access Nova Scotia and toll-free line at 1-800-670-4357 or visit [www.novascotia.ca/sns/access/land/residential-tenancies.asp](http://www.novascotia.ca/sns/access/land/residential-tenancies.asp)*



## 3. Buying a Home

There are a broad variety of home and property options in Pictou County, from fully operational farms and waterfront to large heritage and newly built homes. You can choose from living in town or living in the country, the range and number of municipal services will vary for each.

Overall, prices for real estate in Pictou County are very competitive compared provincially or nationally. Homes for sale are advertised in the real-estate section of local papers and on [www.realtor.ca](http://www.realtor.ca). Buying a home in Nova Scotia is usually brokered by a real estate agent; i.e., a person who is licensed to act as a middle person to facilitate purchase and sale transactions between the home seller and home buyer. Sometimes the same agent can represent both parties, but often the seller and buyer each have their own agent.

For Sale by Owner means that no real estate agent or company is representing the seller, the negotiations happen directly between the home seller and home buyer. In this instance it is advisable to have a lawyer look over any agreement to ensure your rights are protected and that you understand your obligations under the agreement.

Financing for a home can be applied for at any bank or financial institution, it will require that you have an established credit history in Canada. You will also be expected to make a down payment. The ability to secure a mortgage is based on your income and the amount of down payment you can make. It is best to speak with a loans officer at the local banking institution or credit union to get advice on establishing credit, your eligibility, how to apply legal requirements and the necessary down payment.

When you make an offer on a home, you will also be expected to provide a deposit within 24-48 hours to secure your offer. The deposit cheque is only cashed if the offer is accepted. The amount of the deposit is credited toward the purchase price on closing. You can use this deposit as part of your down payment.

In Pictou County, home sales are subject to a Deed Transfer Tax, which is equivalent to 1% of the purchase price and is paid by the purchaser upon closing. ("closing" is the date you take possession of the house). Once you own a home it will be subject to municipal taxes every year. The amount is based on the assessed value of your home.

Helpful information on the Deed Transfer Tax, Property Valuation Services, as well as links to Realtors, Bankers, Lawyers, etc. is available on the Access Nova Scotia website:

[www.novascotia.ca/sns/access/land/land-services-information/buying-property-house.asp](http://www.novascotia.ca/sns/access/land/land-services-information/buying-property-house.asp)



## 4. Insurance

It is highly recommended that you insure your home and belongings. “Contents Insurance” (or “Tenants Insurance”) is available to renters; it provides coverage for your personal possessions even when you do not own the property. Contact information for local insurance providers can be found in the yellow pages of the local phone directory. [www.yellowpages.ca](http://www.yellowpages.ca)

## 5. Utilities

If utilities are not included, you will need to arrange for services. Here is contact information:

- ❖ Bell Aliant: TV, Home Phone, Internet: 1-888-214-7896, [www.aliant.bell.ca](http://www.aliant.bell.ca)
- ❖ Eastlink: TV, Home Phone, Internet: 1-888-345-1111, [www.eastlink.ca](http://www.eastlink.ca)
- ❖ Nova Scotia Power: TV, Home Phone, Internet: 1-800-428-6230, [www.nspower.ca](http://www.nspower.ca)
- ❖ Furnace oil propane: local suppliers can be in the telephone directory, [www.yellowpages.ca](http://www.yellowpages.ca)

As well as check with each municipality regarding water and sewer requirements.



Housing is one of the first and most important choices you have to make. Housing costs will vary according to location, size and age of property. The best way to proceed is to first determine your needs, such as number of bedrooms, proximity to work/school and budget etc. Be sure to inspect the property to get familiar with the area before making any decisions.

# Language

Canada has two official languages: English and French. Within Pictou County the most common language spoken is English.

There are many places that offer ESL (English as a Second Language). For more information on eligibility for free ESL training for newcomers to Canada visit: [www.novascotiainmigration.com/live-here/language-training/](http://www.novascotiainmigration.com/live-here/language-training/) or [www.isans.ca/learn-english/](http://www.isans.ca/learn-english/)

For contacts for local instructors or for information on how to take a language proficiency test visit [www.multiculturalpc.ca](http://www.multiculturalpc.ca)



<http://www.parl.ns.ca/newcomers/>



Pictou-Antigonish  
Regional Library



Canadian citizens and Permanent residents moving to Nova Scotia are eligible for the province's **Medical Services Insurance (MSI)** coverage. People moving to Nova Scotia from outside the country who hold a work permit are eligible to apply for MSI upon arrival to Nova Scotia, provided they are remaining in the province for one full year and have a signed declaration. Those here on study permits from outside Canada can also apply for MSI, provided the permit is valid for a minimum of 12 months. Children under the age of 19 are also covered as long as their parents are approved. For more information on MSI please visit:

[www.gov.ns.ca/health/msi](http://www.gov.ns.ca/health/msi)

### *Moving to Nova Scotia from Within Canada*

If you are a Canadian Citizen or "Permanent Resident" moving permanently to Nova Scotia from another part of Canada, coverage will generally begin on the first day of the third month following the date you established residency here. More information at [www.novascotia.ca/dhw/msi/moving\\_travel.asp](http://www.novascotia.ca/dhw/msi/moving_travel.asp)

### *Moving to Nova Scotia from Outside Canada*

If you are a returning Canadian Citizen or a returning "Permanent Resident" moving to Nova Scotia from outside Canada, MSI will provide first day coverage. People moving to Nova Scotia from outside Canada who hold a Work Permit that is valid for a minimum of 12 months can apply for MSI upon arrival to Nova Scotia. More information at: [www.novascotia.ca/dhw/msi/moving\\_travel.asp](http://www.novascotia.ca/dhw/msi/moving_travel.asp)

Access to non-emergency health information and services is available by calling **Healthlink**, dial toll free anywhere in Nova Scotia: 811

## 1. Hospitals & Clinics

*The Nova Scotia Health Authority (NSHA)* is responsible for delivering health care services to all residents of Nova Scotia, as well as to the 44,000 residents of Pictou County. Services and programs are delivered through the Aberdeen Hospital in New Glasgow and the Sutherland Harris Memorial Hospital in Pictou. Other Services include; Addiction Services, Mental Health Services and Public Health Services.

*The Aberdeen Hospital* located in New Glasgow, is a regional facility providing a broad range of primary and secondary services through inpatient, outpatient and community-based services:

- ❖ Newly renovated Emergency Department
- ❖ Services: Anesthesia, cardiology, diagnostic imaging, emergency, general surgery, internal medicine, obstetrics and gynecology, ophthalmology, orthopedics, pathology, pediatrics, psychiatry and urology.
- ❖ Specialists, Family physicians, Physicians having courtesy or consulting privileges
- ❖ The Emergency Department is a regional emergency department providing trauma service (Level II) and has more than 30,000 visits a year

*"The Outdoor"* ... Sometimes places are given nicknames, these are references that only locals would know and understand. In Pictou County, one examples of this is the Emergency Department, which is locally known as "The Outdoor".

## *What is an Emergency Department?*

An Emergency Department is also referred to as Accident and Emergency (A&E), Emergency room (ER), or casualty department. An ED is a medical treatment facility specializing in acute care of patients who present without prior appointment, whether by their own means or by ambulance. The emergency department is located in the Aberdeen Hospital, 835 East River Road, New Glasgow

## *Sutherland Harris Memorial Hospital*

Located in the Town of Pictou, this hospital plays an important role in the lives and communities it serves. It has a restorative care unit, a veteran's unit and various outpatient and community programs and services.

## *Aberdeen Walk-In Clinic*

610 Westville Road, New Glasgow

Mon-Fri: 5-9pm (registration begins at 4:30 and closes at 8:45)

Saturday and Holidays: 9am-1pm (registration from 8:30am-12:45pm)

Sunday: Closed

Telephone: (902) 752-7125

For more information on the Pictou County Health Authority programs, services and clinics visit: [www.pcha.nshealth.ca/locations-details/Aberdeen%20Hospital](http://www.pcha.nshealth.ca/locations-details/Aberdeen%20Hospital)

## 2. Finding a Doctor

The Department of Health and Wellness maintains a directory of family physicians who are accepting new patients at this link: [www.needafamilypractice.nshealth.ca/FPSearchReasons/create](http://www.needafamilypractice.nshealth.ca/FPSearchReasons/create)

You can also call 811 to access 24/7 Health Advice

## 3. Services for People with Special Needs

Pictou County has a number of organizations and services for individuals with special needs

- ❖ CHAD Transit: Central Highland Association for the Disabled. [www.chadtransit.ca](http://www.chadtransit.ca)
- ❖ Summer Street Industries, programs for individuals with intellectual disability, call (902) 755-1745 or visit: [www.summerstreet.ca](http://www.summerstreet.ca)
- ❖ LORDA: Lansdowne Outdoor Recreational Development Association, 300-acre wheelchair accessible wilderness park with Bocce courts, fishing, picnic areas and camping. Call (902) 396-4470 or visit: [www.highlandconnect.cioc.ca/record/WES0009](http://www.highlandconnect.cioc.ca/record/WES0009)

## *Investing in our Children's future*

Public Education is free and available to every child in Canada from Grade Primary to Grade 12 (approx. Ages 5-18). Pictou County is part of the Chignecto-Central Regional Centres for Education and the County's 18 schools fall under the Celtic family of schools. There have been significant investments in Pictou County's education infrastructure in recent years including the opening of two new state of the art high schools in 2003. French immersion and International Baccalaureate education programs are also available in Pictou County. For more information in registering your child contact the Chignecto Central Regional Centre for Education 1-800-770-0008 or visit [www.cccens.ca](http://www.cccens.ca)

## *List of Public Elementary and Middle Schools in Pictou County:*

- ❖ A.G. Baillie Memorial School
- ❖ Dr. WA MacLeod Elementary
- ❖ East Pictou Middle School
- ❖ Frank H. MacDonald Elementary
- ❖ GR Saunders Elementary
- ❖ McCulloch Education Centre
- ❖ New Glasgow Academy
- ❖ Pictou Landing First Nations Elementary
- ❖ Salt Springs Elementary
- ❖ Scotsburn Elementary
- ❖ Thorburn Consolidated
- ❖ Trenton Elementary
- ❖ Trenton Middle School
- ❖ Walter Duggan Elementary
- ❖ West Pictou Consolidated

## *High Schools in Pictou County*

- ❖ North Nova Education Centre: located in the town of New Glasgow, this high school encompasses grades 9-12, from the communities of New Glasgow, Trenton, and the northeastern area of Pictou County.
- ❖ Northumberland Regional High School: located in Alma, this grade 9-12 high school covers the areas of Stellarton, Westville, Pictou and the southwestern section of the municipality of Pictou County. Northumberland offers the International Baccalaureate Diploma Program (IB). This program is a rigorous university preparatory program. It is internationally accepted as a standard of education and is offered in English and Immersion (high-level) French and is free to attend. Pictou Academy: founded in 1816 by Dr. Thomas McCulloch, this is one of the oldest secondary schools in Canada. In 2016 they celebrated their 200th anniversary. This school is home to students from grades 9-12.



# Education

## Post-Secondary Education

### *Nova Scotia Community College- Pictou Campus*

Pictou County is proud to have the Nova Scotia Community College (NSCC), Pictou Campus located in Stellarton. Featuring Programs such as carpentry, welding, practical nursing, and more the college is valued as part of our community. The campus also includes a library, computer labs, meeting rooms, and gymnasium.

[www.nsc.ca](http://www.nsc.ca)



### *St. Francis Xavier University*

Pictou County is adjacent to Antigonish County, which is home to one of Canada's premier universities, St. Francis Xavier University. With a short 30-minute commute, a lot of students chose to keep Pictou County as their home and travel. The university brings together more than 5000 students from across Canada, and around the world in arts, sciences, business and information systems. [www.stfx.ca](http://www.stfx.ca)



### *Dalhousie University Agricultural Campus*

Pictou County is also adjacent to Colchester County, which is home to Dalhousie University's Faculty of Agriculture Campus. A short 30-minute commute over Mt. Thom, many students and faculty continue to keep Pictou County as their home base. The Faculty of Agriculture offers the only university level agriculture programs in Atlantic Canada. The university offers Master level programs, undergraduate studies, as well as diploma and technical programming. [www.dal.ca/faculty/agriculture](http://www.dal.ca/faculty/agriculture)



*Apprenticeship* is a form of post-secondary education for both young and mature individuals who want to be certified to work in a skilled trade. It is a method of learning in which skilled trades professionals (certified journey persons) pass on knowledge and skills to learners (apprentices). Apprenticeship begins with an agreement between an apprentice and an employer. The apprentice agrees to work for the employer in exchange for supervised, on-the-job training and experience, and the opportunity to participate in the technical training necessary to complete the program.

In the workplace, apprentices are supervised by a certified journeyperson who tracks both their hours and competence in the practical skills of the trade. Technical training is offered in class and/or online and is administered and arranged by the division. For more information visit: [www.nsapprenticeship.ca](http://www.nsapprenticeship.ca)

English as an Additional Language (EAL) classes are available for adults who want to learn English or who needs extra help improving their language abilities.

**Language Training:** for more information on language training in Nova Scotia visit: [www.novascotiainmigration.com/live-here/language-training/](http://www.novascotiainmigration.com/live-here/language-training/)

For information on local instructors or information on how to take a language proficiency test visit: [www.multiculturalpc.ca](http://www.multiculturalpc.ca)

### *NSCC*

Nova Scotia Community College has campuses around the province and a local campus is in the Town of Stellarton. Diplomas, certifications and continuing education programs are offered. Programs include: Adult Learning programs (High School Diploma completion for Adults), Business, Applied Arts & New Media, Health & Human Services, Trades & Technology and Marine Training. Opportunities for online learning and customized learning are also available.

[www.nsc.ca/explorensc/campuses/pictou](http://www.nsc.ca/explorensc/campuses/pictou)

### *Safety Services Nova Scotia*

Provides world-class health and safety training for residents throughout Nova Scotia. Services include: Occupational Health & Safety Training, Driver Training, Road Safety Training. For more information visit:

[www.safetyservicesns.ca](http://www.safetyservicesns.ca)

### *Skills Development*

An employment program of Employment Nova Scotia that provides financial assistance to eligible individuals to help them obtain the skills training they need to obtain employment. Participants requesting support through this program attend training on a full-time basis and training may be approved through public or private training providers. For more information visit:

[www.novascotia.ca/employmentnovascotia/programs/skills-development.asp](http://www.novascotia.ca/employmentnovascotia/programs/skills-development.asp)

# Faith Community

Every resident of Nova Scotia has the right to practice their religion or creed. It is a right of all Canadians as outlined in the Canadian Charter of Rights and the Nova Scotia Human Rights Act. An employee cannot be fired because of his or her religious beliefs.

Nova Scotia has become a home to many different religious groups from around the globe including Anglican, Baptist, Buddhist, Hindu, Islamic, Jewish and Roman Catholic.

You may find a place of worship easily by looking in the phone directory or doing an online search. Throughout Pictou County there are a wide variety of places of worship.

For listings in Pictou County, you can search the online directory at [www.pictoucounty.net](http://www.pictoucounty.net) or [www.pictoucounty.com](http://www.pictoucounty.com) (and search church)

These include faiths such as:

- ❖ Anglican
- ❖ Baptist
- ❖ Catholic
- ❖ Presbyterian
- ❖ Salvation Army
- ❖ United
- ❖ Other Religions

The *Islamic Association of Nova Scotia (IANS)*, Canada, is a non-profit, volunteer organizations that provides support and services to the Muslim community of Nova Scotia for its religious and social needs. The association administers and the mosques in Dartmouth and Truro, Nova Scotia and maintains the Muslim cemetery in Truro. [www.islamnovascotia.ca](http://www.islamnovascotia.ca)

*The Atlantic Jewish Council* is dedicated to enhancing the quality of Jewish life in Atlantic Canada and promoting the continuities in the region. For more information visit: [www.theajc.ns.ca](http://www.theajc.ns.ca)



## 1. Sport & Recreation

### *Definitely an ocean playground ... and then some*

Whenever you are in Nova Scotia, you are never far from the ocean. Pictou County is situated on Nova Scotia's north shore, a coastal region renowned for its warm water and sandy beaches. On top of that, our region's forest, field, coastal and watercourse scenery provide idyllic settings of the Trans Canada Trail, which passes through the County (national rails-to-trails network). Miles of multi-use trails are available for users, traversing all portions of the County.

### *A bicycle friendly destination...*

Pictou County was one of the first regions in Nova Scotia to become a bicycle friendly destination, investing in a complete bikeways network, linking urban and rural with shared, safe and connected bike routes. This program is adding to a network of marked bike routes complete with bicycle-friendly infrastructure and promoting alternative transportation.

### *Sports and Free Play...*

From natural amenities such as beaches and public parks, where you can while away the hours aimlessly to groomed golf courses, yacht clubs and marinas, where the play is a little more focused, Pictou County is home to a broad range of outdoor experiences and recreational facilities. Our sport leagues for both adult and children participants provide intramural and competitive activities. Facilities include curling rinks; ice rinks and multi-sport facilities complete with indoor pools, track facility and an international size squash court.

**Highland Connect**- An online, searchable database of recreation and active living resources in Pictou and surrounding counties. Locate contact information for clubs, teams, programs, and facilities. For a complete directory of Pictou County's sports associations and recreational facilities. [www.highlandconnect.ca](http://www.highlandconnect.ca)

**Active Pictou County**- A cooperative partnership of Pictou County's municipalities to educate and motivate all citizens to increase their daily physical activity to create a happier, healthier and active community  
[www.activepictoucounty.ca](http://www.activepictoucounty.ca)

## *The Pictou County Wellness Centre*

In 2012, Pictou County was home to a brand new multi-purpose sport and recreation facility. The Pictou County Wellness Centre supports ice and aquatic sports, community fitness and wellness programs, youth programming, local events, business meetings and conferences, and the relocated Pictou County YMCA. It is a contemporary, world class, multi-purpose sport, health and wellness, business and educational gathering place. The Centre's forward-thinking design will bring citizens of Pictou County together for social, recreational and athletic pursuits and helps further the region's status as a desirable place to live.

[www.pcwellnesscentre.ca](http://www.pcwellnesscentre.ca)



Pictou County is home to the Weeks Jr A Crushers hockey club and has successfully hosted national and international hockey tournaments such as the Fred Page Cup and World Under 17 Hockey Tournament. The region's numerous other sports associations are equally active and successful at attracting regional, provincial, and national championships to the community. See the booklet **"Pictou County 151"** for a more complete listing of sports available in Pictou County. Visit [www.pictouchamber.com](http://www.pictouchamber.com) for the flipbook or call the chamber office for a copy.



## 2. Arts and Culture

*It's about quality of life...*

Life in Pictou County is enriched by a love for arts and culture that blossoms with incredible musical talent, artists and award-winning festivals and events

The region is served by two performing arts facilities;

### *The deCoste Performing Arts Centre*

Since opening in 1982, the deCoste has presented thousands of concerts featuring singers, musicians, actors and dancers from around the world. The deCoste is the venue in Northeastern Nova Scotia for conventions, awards, banquets, weddings, food, fairs, business seminars, craft shows and trade shows.

[www.decostecentre.ca](http://www.decostecentre.ca)



### *Glasgow Square Theatre*

Sitting on the edge of the East River in New Glasgow, Glasgow Square is a unique, indoor/outdoor amphitheatre which provides year-round entertainment on the riverfront. Glasgow Square presents a wide variety of the performing arts, as well as being a venue for weddings, receptions, business meetings, fundraisers, and much more. It is the permanent home of the New Glasgow Riverfront Jubilee.

[www.glasgowsquare.com](http://www.glasgowsquare.com)





# Social

## *An event in Every Community*

The peak season for festivals and events is summer, with many communities hosting large-scale homecomings. Several events have grown in stature to receive provincial recognition. For a complete listing of festivals and events in Pictou County visit Destination Eastern and Northumberland Shores and search Northumberland Shore and Events: [www.threeshoresnovascotia.com](http://www.threeshoresnovascotia.com)

For a complete list of museums, historic sites and galleries, visit [www.threeshoresnovascotia.com](http://www.threeshoresnovascotia.com) and search Northumberland Shore, Things to do, and History & Culture



### 3. Newspaper/Radio

Local newspapers, radio stations, cables stations and their websites are great resources for local information, employment, services and classified ads. The local papers are available in most grocery and convenience stores throughout the region.

#### *Newspaper*

The Pictou Advocate (Weekly)

[www.pictouadvocate.com](http://www.pictouadvocate.com)

The News (Weekly)

[www.ngnews.ca](http://www.ngnews.ca)

#### *Cable*

Eastlink Channel 2 in New Glasgow

#### *Radio Stations Broadcasting in Pictou County:*

- ❖ 94.1 ECFM Radio (New Glasgow) [www.ecfm.ca](http://www.ecfm.ca)
- ❖ 97.9 Classic Rock (New Glasgow) [www.classicrock979.ca](http://www.classicrock979.ca)
- ❖ 100.9 Big Dog Radio (Truro) [www.bigdog1009.ca](http://www.bigdog1009.ca)
- ❖ 99.5 Cat Country Radio (Truro) [www.catcountry995.ca](http://www.catcountry995.ca)
- ❖ 98.9 XFM (Antigonish) [www.989xfm.ca](http://www.989xfm.ca)
- ❖ 89.5 CBC (Halifax) [www.cbc.ca/ns](http://www.cbc.ca/ns)

### 4. Community Groups

Pictou County is home to numerous community groups and non-profit organizations, which raise funds and awareness for important health, social and ecological causes. These groups can connect you to the information, programs and services you require. They are also always in need of volunteers and community support. Volunteering is a great way to get to know other people in your community who share your interests. We encourage you to visit [www.highlandconnect.ca](http://www.highlandconnect.ca) to search for community groups and find what interests you.



## 5. Attractions

### *Hector Heritage Quay*

The Hector Heritage Quay is one of Nova Scotia's major cultural attractions. Through the depiction of the story of Scottish migration to the New World, the Hector Heritage Quay introduces visitors to the history and culture of the area. A series of imaginative and informative displays tell the story of the Ship Hector Voyage in 1773. The centerpiece of the attraction is a full-scale reproduction of the ship Hector. This three-masted ship is found on Pictou's historic waterfront. [www.shiphector.com](http://www.shiphector.com)



### *Museum of Industry*

One of Atlantic Canada's largest museums discover the people, places, and machines of Nova Scotia's industrial past. Push, pull, lift, drop and laugh as you enjoy acres of exhibits and interactive displays that highlight how technology- and people- worked throughout the province's history. [www.museum.gov.ns.ca](http://www.museum.gov.ns.ca)



### *Trenton Park*

Whether you want to get out of the car to stretch, take a break for lunch, or perk up your day with recreational activities, Trenton Park can provide the experience you are looking for. Six kilometers of walking/hiking trails wind their way through 565 acres of century-old coniferous trees, a 6.5-kilometer mountain bike trail and a 3000 sq. ft. swimming pool is also on site. [www.town.trenton.ns.ca](http://www.town.trenton.ns.ca)



## 1. Getting a Vehicle

There are many options for purchasing a vehicle, either new or used. Car dealers in Pictou County can be found in the “Automobile Dealers” section of the yellow pages or at [www.yellowpages.ca](http://www.yellowpages.ca). Another good source is the “Auto Trader” or “Auto Seller” magazine (sold at convenience stores). Private individuals may sell by posting on websites such as [www.kijiji.ca](http://www.kijiji.ca) or in Facebook Buy and Sell Groups.

Before you go to purchase a vehicle do your research first, so you can negotiate the best price.

When you budget for a vehicle you should also budget for the cost for insurance (an annual premium), maintenance of the vehicle permit/license plate, vehicle registration (also referred to as the certificate of ownership). The permits and registration can be obtained at the local branch of the Registry of Motor Vehicles, 94 Lawrence Blvd, Stellarton.

All vehicles in Nova Scotia are subject to a safety inspection, every two years. These can be performed at most automobile dealers and service centers.

For more information on the requirements and fees visit The Registry of Motor Vehicles website at: <https://novascotia.ca/sns/rmv/registration/>

## 2. Getting a Driver’s License

- ❖ You must have a driver’s license to drive in Nova Scotia.
- ❖ Licenses are only available through the Department of Motor Vehicles.
- ❖ You must be at least 16 years of age to get a learner’s permit.
- ❖ A license from another country may be used for 90 days.
- ❖ To get a driver’s license, you must pass a knowledge test and a vision test as well as a road test. If you cannot write in English, you can take an oral test. You can bring an interpreter with you to take the test.
- ❖ To learn more about driving in Nova Scotia and to study for the written and driving tests you can view the Nova Scotia driver’s handbook online at <https://novascotia.ca/sns/rmv/safe/handbook.asp> or buy a copy from the Registry of Motor Vehicles.



# Transportation

## Access Nova Scotia

Provincial government services are provided by Access Nova Scotia. Services at the local Access Nova Scotia office include:

- ❖ Registry of Motor Vehicles:
  - Drivers Licenses
  - Driver Testing (by appointment)
  - Driver's Abstract or Record
  - Vehicle Registration (Permits & Plates)

Other services provided at the provincial Access Nova Scotia office include:

- ❖ Debtor Assistance
- ❖ Residential Tenancies
  - Information, Forms and Applications
  - Dispute Resolution and Hearings
- ❖ Consumer Complaints and Information

The office is located at:

94 Lawrence Boulevard, Stellarton, NS





## 3. Transportation Services

At present there is no public daily commuter transportation service in Pictou County. Depending on your proximity to work and services you will most likely require a driver's license and an automobile.

There are several taxi companies and car rental companies. These can be located in the "Taxis" and "Automobile Renting" sections of the local directory ([www.yellowpages.ca](http://www.yellowpages.ca)).

### *Bus Services*

Inter-Provincial coach service is provided by Maritime Bus Service, with direct express routes to many destinations within the province and daily service to New Brunswick and Prince Edward Island. There is a Maritime Bus Service Terminal in New Glasgow (Irving/Circle K, 5197 East River Road), with daily bus service to Antigonish, Cape Breton, Truro, Halifax, and Amherst, which provide connections to New Brunswick, PEI and points west. In addition to passenger transport, Maritime Bus Service provides package delivery services and chartering. [www.maritimebus.com](http://www.maritimebus.com)

### *CHAD Transit*

Central Highland Association for the Disabled (CHAD) a non-profit organization that provides transportation to anyone requiring on-demand, door-to-door transportation. CHAD operates six-days per week and their clean, modern buses are fully accessible for wheelchairs and other assistive devices. All passengers are welcome including seniors, individuals with disabilities and mental illness, but also anyone without transportation. For more information, phone (902) 928-1234 or visit [www.chadtransit.ca](http://www.chadtransit.ca)



### *Rail Service*

Passenger trains are operated by Via Rail. The nearest passenger train station is located in Truro, approximately 35 minutes from New Glasgow. There is daily train service to Halifax, Moncton, and points west.

### *Ferry Service*

PEI- Northumberland Ferries Ltd. Operates daily vehicle and passenger ferry service from Caribou, Pictou County, Nova Scotia to Wood Islands, PEI, from May 1- December 20. The 22km route is a 1.5-hour crossing, carrying 325 passengers. Annual traffic for this ferry service is 500,000 to 600,000 passengers. For more information on crossing times and fares, visit: <https://www.ferries.ca/ns-pei-ferry/schedule/>

Newfoundland- Marine Atlantic operates daily, year-round ferry service with two routes from Sydney, NS to Port Aux Basques or Agentia, NL. Reservations are required for passenger travel; commercial carriers cross in order of arrival. For more information visit. <http://www.marineatlantic.ca/en/>

# Employment Services

## 1. Career Resources

We recommend visiting **Nova Scotia Works- Career Connections** or **ISANS (Immigrant Services Association of Nova Scotia)** to assist with your job search. They can provide advice and help you identify local opportunities that match your skill set:

### *a. Nova Scotia Works-Career Connections*

Nova Scotia Works- Career Connections provide FREE employment services to all Nova Scotians by assisting with employment-related activities. If you are an employer, they can help you find qualified and dependable employees. They also help access government sponsored programs designed to assist with employment, training, and supports.

Services Include:

- ❖ Resume/Cover Letter writing assistance
- ❖ Job Search Assistance
- ❖ Free Wi-Fi Access
- ❖ Mock Interviews
- ❖ Case Management/Career Counseling
- ❖ Free Workshops
- ❖ Employment Nova Scotia Funding Programs Information
- ❖ Access to the latest Labour Market Information
- ❖ Access to Regular Desktop and Fully Accessible Computers

For Employers: They help employers hire people who are the best fit for the organization through:

- ❖ Free job advertising on their internal job board, Facebook page and Website
- ❖ Help developing competency-based job descriptions
- ❖ Recruitment and referral of potential candidates
- ❖ Matching clients' skills with employer needs
- ❖ Employment maintenance support and retention
- ❖ Information on wage subsidy programs
- ❖ Coordinate annual job fair

Contact Information

138 Campbell St. Unit 202, New Glasgow

Hours of Operation: Monday-Friday

8:30-4:30 pm

Phone: (902) 752-6826 or toll free 1-844-344-1369

[www.careerconnections.ca](http://www.careerconnections.ca)



**NOVA SCOTIA WORKS**

## **b. ISANS- Immigrant Services Association of Nova Scotia ([www.isans.ca](http://www.isans.ca))**

ISANS is involved in services to immigrants beyond HRM in five roles:

1. Distance and online work – many of the programs and services are available online or by distance, offering flexibility and accessibility. Services and programs are offered both pre- and post- arrival in Nova Scotia.
2. Specific Expertise –ISANS has developed specialized expertise in a number of areas, such as Pathways to Licensure for those in regulated professions and Bridge to Work for Trades and entry-level positions.
3. Relationships with Employers – in their ongoing work to help immigrants find jobs, they have built connections with employers across the province, providing employer support programs and services to engage and partner with employers who do or might hire their clients.
4. Responding to requests from other organizations – ISANS responds to many inquiries from organizations beyond HRM.
5. Atlantic Immigration Pilot Project – ISANS supports AIPP by providing information to employers and conducting needs assessments and developing settlement plans for AIPP employees both pre and post arrival. Pre-arrival language and pre-employment programs and services are available to AIPP clients and their dependents.

### **Community Integration Services**

- Intake, needs assessment, settlement information and plans, reassessment and referrals both within and outside ISANS.
- Translation of personal information documents needed for settlement and integration
- Support for NS Coalition on Community Interpreting (NSCCI): collective of stakeholders and partners who work on advancing the development of community interpreting in Nova Scotia for immigrant and refugee languages.
- Pathways to Permanent Residence (PR) – for Temporary Foreign Workers (TFWs) and information about rights and responsibilities for TFWs.
- Welcome Ambassador Program - training program in creating inclusive, diverse and welcoming communities, delivered by distance.

### **Pre-Arrival Services**

- Intake, needs assessment and pre-landing settlement plans for Nova Scotia Nominees destined for any part of the province, who also receive referrals to ISANS' provincially/federally funded pre-arrival programs, as eligible (see next point).
- Pre-arrival programs and/or counselling to clients going anywhere in the province – language, employment, settlement orientation, business.

### **Resettlement**

- Crisis and counselling services – responding to client and service provider, including Privately Sponsored Refugees (PSR) and sponsor requests for support around family, health and mental health issues, referral to agencies, shelters etc.
- Support to specific ISANS PRS sponsor groups and to all Sponsorship Agreement Holders and to their sponsoring groups and families as needed and as capacity allows.
- Responding to provincial organizations within health, legal, social services fields that contact ISANS for support in various locations, wanting to partner on issues, or needing specialized information and support.

# Employment Services

- Responding to requests for workshops from provincial professional bodies on refugee/immigrant issues (social workers, police, lawyers, judges, mental health providers, nurses, dental association, occupational therapy).
- Settlement services to Government-Assisted Refugee families who are settled outside Halifax because of exceptional circumstances.

## Employment and Bridging Services

- Employment counselling for individuals with complex situations and referrals to other organizations.
- Job search workshops online.
- Bridging programs: Pathway to licensure information for clients in regulated occupations, Engineering Competency Assessment (placements), Professional specific bridging programs.
- Work-based competency assessment programs for Engineers and Trades clients.
- Direct employment referrals to employers.
- Skills Match online e-recruitment tool for job ready clients.
- Career Pathway Loan Fund.
- Work Placements.
- Practice Interviews.
- Responding to inquiries from career centre staff, YMCA and other partners.
- Responding to requests from PSR sponsor groups for employment counselling in Arabic for Syrian refugees.

## Business and Workforce Integration

- Business support – Counselling, Training.
- Business Collaboration/partnership development.
- Business advice/case management with rural business service providers.
- Employer engagement activities –On-site Recruitment and Information sessions (ORIS), Skills Match online e-recruitment tool for employers to post positions.
- Mentor matches.
- Professional Practice matches, unpaid 6-week placement for job-ready clients with experience in specific occupation.
- Workplace Culture Sessions for employers who want to support immigrants in their workplaces.
- Employer Outreach -presentations, attending networking/tradeshows, representing ISANS.

## Language Services

- English as an Additional Language
  - Online Labour Market Language classes
  - English in the Workplace classes- Language Instruction for Newcomers to Canada Home Study program

## Atlantic Immigration Pilot Project

- Responding to employer inquiries.
- Monthly information webinar for employers.
- Pre-arrival intake, needs assessment, settlement plans and referrals for AIPP employees and their dependents.
- Post-arrival intake, needs assessment, settlement plans and referrals for AIPP employees and their dependents.
- Pre-arrival language and pre-employment programs and services.

## 2. Finding a Job

### *Assessing your credentials*

If you are moving to the region and work in a regulated profession you should immediately check to determine if you are able to transfer your skills and training to Canada, whether further training is required, and what, if any, regulations apply to your ability to practice here. Begin by visiting the Canadian Information Centre for International Credentials, [www.cicic.ca](http://www.cicic.ca) or the professional association that regulates your profession. Another helpful resource is: [www.novascotiaimmigration.com/work-here/](http://www.novascotiaimmigration.com/work-here/)

Often, the most effective way of finding work is getting out and talking to people. Look for opportunities to network, meet new people and get involved in the community. The Pictou County Chamber of Commerce regularly host business events, these are great opportunities to meet employers in the community. Like the Pictou County Chamber of Commerce on Facebook to stay informed of local events. [www.facebook.com/pictouchamber/](http://www.facebook.com/pictouchamber/)

The most common way of searching for a job is online. Make sure to visit employers in person.

*Some online resources to bookmark include:*

- ❖ Career Beacon <https://www.careerbeacon.com>
- ❖ Government of Nova Scotia Jobs [www.jobsnovascotia.ca](http://www.jobsnovascotia.ca)
- ❖ Immigrant Services Association of Nova Scotia [www.isans.ca/about/careers](http://www.isans.ca/about/careers)
- ❖ Indeed [www.indeed.ca](http://www.indeed.ca)
- ❖ Nova Scotia Job Shop [www.novascotiajobshop.ca](http://www.novascotiajobshop.ca)
- ❖ Service Canada Job bank (Local Jobs) [www.jobbank.gc.ca/jobsearch/](http://www.jobbank.gc.ca/jobsearch/)
- ❖ Workopolis [www.workopolis.com](http://www.workopolis.com)
- ❖ Wow Jobs [www.wowjobs.ca](http://www.wowjobs.ca)

# Major Employers

## 1. Corporate Offices

### *Empire Company Limited*

(TSX:EMP.A) is a Canadian company headquartered in Stellarton, Nova Scotia. Empire's core businesses include food retailing through Sobeys Inc., and related real estate through Crombie REIT and an ownership interest in Genstar Development Partnership Limited. Worth over \$8.7 billion in assets, Empire and its subsidiaries, franchises and affiliates directly employ approximately 120,000 people. Additional financial information relating to Empire, including the Company's Annual Information Form, can be found on the Company's website at [www.empireco.ca](http://www.empireco.ca)

### *Michelin Tire (Canada) Ltd.*

Michelin is a subsidiary of the world-wide manufacturer of vehicle tires; the local plant is one of the three Michelin Tire (Canada) Ltd manufacturing facilities in Canada. Michelin's Canadian administrative and purchasing headquarters are located at the Granton manufacturing plant in Pictou County.

[www.michelin.ca](http://www.michelin.ca)

### *Northern Pulp*

Northern Pulp- A Paper Excellence Company employs approximately 300 people at its Pictou County plant, which produces pulp for use in making a variety of paper products. From its strategic location, Northern Pulp ships its product via the Port of Pictou to destinations around the world. [www.northernpulp.ca](http://www.northernpulp.ca)

### *Nova Scotia Power*

Nova Scotia Power is a Canadian leader in our transition to renewable energy, being Nova Scotia's primary electricity provider since the early 1900's. [www.nspower.ca](http://www.nspower.ca)

### *Sobeys Inc.*

Sobeys is a wholly-owned subsidiary of Empire Company Limited, headquartered in Stellarton, Nova Scotia. Sobeys began in Pictou County in 1907 and has been in business for more than a century, continuously growing to enjoy the national success it has today. Sobeys owns affiliates or franchises in more than 1500 stores in 10 provinces as well as more than 350 retail fuel locations.

[www.corporate.sobeys.com](http://www.corporate.sobeys.com)

### *Web.com*

Web.com is based in Jacksonville, Florida and provides domain name registration and web development services with 20 years of industry experience servicing over 3 million customers. Web.com works with small and medium-size businesses and offers a variety of web solutions. Web.com's New Glasgow location was established in 2016 and currently employs over 130 individuals while continuing to grow in the community.

## 2. Homegrown Successes

### *Advocate Printing & Publishing*

Advocate has grown from a little print shop in the Town of Pictou that provided a local newspaper back in 1873; today it is a modern communications company, serving customers across North America, with more than 150 employees. Advocate boasts one of the most advanced pre-press departments in Eastern Canada, a commercial photography studio and graphic design studio. With expanded operations in New Brunswick, an extensive community newspaper division, sector specific publications and an extensive distribution service. Advocate is regarded as one of the most progressive full-service print companies in Eastern Canada. [www.advocateprinting.com](http://www.advocateprinting.com)

### *Grohmann Knives*

Grohmann Knives is the original and sole manufacturer of the world-renowned DH Russel Canadian Belt Knife, Grohmann Belt Knives and Grohmann Kitchen Knives. Grohmann Knives Limited was formed in 1961 and is still located in Pictou Nova Scotia and employs approximately 25 employees. [www.gknives.com](http://www.gknives.com)

### *MacKay Meters*

MacKay Meters is a wholly owned subsidiary of J.J. MacKay Canada Limited (MacKay Meters), headquartered in New Glasgow. The company is a recognized world leader in the parking control business. Incorporated in 1960, MacKay has gained global recognition by providing our customers with innovative products that are recognized as being on the leading edge of technology. [www.mackaymeters.com](http://www.mackaymeters.com)

### *MacGregors Industrial Group*

MacGregor's Industrial Group started in 1976 as a one-man machine shop just outside of New Glasgow. They have now grown to employ over 60 tradespeople and support staff in their 30,000+ sq. ft. manufacturing facility. [www.macgregors.ca](http://www.macgregors.ca)

### *Stright-MacKay*

Stright MacKay is major supplier of marine equipment and supplies for dealers, boat builders, commercial fishers and recreational boaters. In businesses since 1948, Stright MacKay offers the most comprehensive inventory of marine equipment in Atlantic Canada and utilizes a computerized distribution centre in order to deliver on their promise of exceptional service. [www.stright-mackay.com](http://www.stright-mackay.com)

### *Trinity Maintenance Solutions*

For over a decade, Trinity Maintenance Solutions Ltd. has been Atlantic Canada's most trusted building insulation and enveloping specialist. Started by three people from rural Nova Scotia in 2006, it's these humble beginnings that Trinity has built its foundation on. The company now has over 80 employees at three branches and serves commercial and residential clients throughout Nova Scotia, New Brunswick, PEI and Newfoundland.

### *Wear Well Garments*

Founded in 1978, Wear Well Garments Ltd is a full-line manufacturer and supplier of exceptionally high-quality career apparel, customized uniform programs and high performance industrial work wear for institutional, food service, industrial and corporate markets. [www.wearwellgarments.com](http://www.wearwellgarments.com)

## 3. Other Major Employers

### *CCRCE (Chignecto Central Regional Centre for Education)*

CCRCE serves four areas, or Families of Schools, in Central and Northern Nova Scotia. The Celtic Family encompasses schools in Pictou County, of which there are 15 elementary and middle schools and three high schools. CCRCE employs approximately 2700 people in over 67 schools and offices in East Hants, Colchester, Pictou and Cumberland Counties. [www.cccens.ca](http://www.cccens.ca)

### *NSCC (Nova Scotia Community College)*

NSCC has a local campus called the “Pictou Campus” in the Town of Stellarton. NSCC employs professors and instructors, administrative, counselling, food service and maintenance staff. Pictou campus offers a beautiful student common, a large gymnasium, cafeteria, a daycare facility, and expanded program area space. [www.nsc.ca](http://www.nsc.ca)

### *NSHA (Nova Scotia Health Authority)*

NSHA is responsible for delivering health care services to the almost 44,000 residents of Pictou County as well as regional programs to the greater population of northeastern Nova Scotia. Services and programs to the greater population of northeastern Nova Scotia. Services and programs are delivered through the Aberdeen Hospital in New Glasgow, and the Sutherland Harris Memorial Hospital in Pictou, as well as providing Mental Health Services and Public Health Services. NSHA employs physicians, technicians, administrative and food service staff. [www.nshealth.ca/locations-details/Aberdeen%20Hospital](http://www.nshealth.ca/locations-details/Aberdeen%20Hospital)

### *Nova Scotia Power*

The Trenton Generating Station has a generating capacity of 307 MW. It is located in the town of Trenton. The Trenton Unit 5 was commissioned in 1969 and underwent a multi-million dollar complete refurbishment in 2009, leading to improved efficiency with the unit. Trenton Unit 6 was commissioned in 1991 and was modified with a ‘Low-NOx’ combustion firing system in 2008 to prevent the creation of nitrogen oxides. Both Trenton units have electrostatic precipitators designed to capture 99 per cent of fly ash emissions from coal burning. [www.nspower.ca](http://www.nspower.ca)



## 1. Self-Employment

Budding entrepreneurs will enjoy Pictou County's business climate. There is a strong, well-established network of support, providing a solid footing from which to pursue ideas, forge partnerships and turn vision into reality.

The local economy is fueled by more than 2,200 businesses that are hard at work every day in Pictou County and are guided by a spirit of cooperation with a common goal of regional success.

## 2. Business Support

### Atlantic Canada Opportunities Agency (ACOA)

Antigonish/ Guysborough/ Pictou  
219 Main St. Suite 201, Kirk Place  
Antigonish, NS B2G 2C1  
General Enquiries: (902) 867-6075  
[www.acoa-apeca.gc.ca](http://www.acoa-apeca.gc.ca)

### Northern Opportunities for Business Ltd. (NOBL)

4852 East River East Side Rd.  
Plymouth, NS  
Office: (902) 382- NOBL (6625)  
email: [ron.obrien@cbdc.ca](mailto:ron.obrien@cbdc.ca)  
[www.noblbusinessskills.ca](http://www.noblbusinessskills.ca)

### Nova Scotia Business Inc. (NSBI)

Pictou/ Antigonish/ Guysborough  
115 MacLean St. Suite 3C  
New Glasgow, NS B2H 4M5  
Office: (902) 755-7040  
Email: [lcoffin@nsbi.ca](mailto:lcoffin@nsbi.ca)  
[www.novascotiabusiness.com](http://www.novascotiabusiness.com)

### Pictou County Chamber of Commerce

115 MacLean St. Suite 2C  
New Glasgow, NS B2H 4M5  
Office: (902) 755-3463  
Email: [info@pictouchamber.com](mailto:info@pictouchamber.com)  
[www.pictouchamber.com](http://www.pictouchamber.com)

## Rights

When you become a permanent resident of Nova Scotia, you are entitled to the same rights as everyone else living here except you can't vote or run for political office and hold some jobs that need a high-level security clearance. Your legal rights, human rights and privileges of living here are automatically given to you when you arrive.

To become a Canadian citizen (and qualify for a Canadian passport), you must:

Be 18 years of age or older

Be a permanent resident of Canada

Have lived in Canada for at least three of the four years before applying

Be able to communicate in either English or French (and have proof of it)

Know about Canada

Know about the rights and responsibilities of citizenship

There are many steps and requirements involved with the Citizenship process. See the Government of Canada's Citizenship and Immigration website <https://www.canada.ca/en/immigration-refugees-citizenship/services/canadian-citizenship.html> for complete details.

## SERVICING PEOPLE WITH DISABILITIES

Nova Scotia has many resources for people with disabilities. The government also provides financial assistance to people with a recognized disability. In all government buildings there should be wheelchair access. In most public places such as malls and schools, there is access for people with disabilities. For more information, go to the Nova Scotia Disabled Persons Commission <https://novascotia.ca/accessibility/> or visit the Governments of Canada's Person with Disabilities website. <https://www.canada.ca/en/services/benefits/disability.html>

## NOVA SCOTIA HUMAN RIGHTS

As stated by the Nova Scotia Human Rights Commission, "*Nova Scotia's Human Rights Act is a provincial law that states that every person is free and equal in dignity and rights without regard to age, race, colour, religion, creed, sex (gender), sexual orientation, physical or mental disability, ethnicity, national or aboriginal origin, family or marital status, source of income or political belief, affiliation, or activity. The Act also prohibits sexual harassment in all areas of public life.*"

This means that it is against the law to be judged, or refused employment or equal pay for any of the reasons listed here. If you feel your human rights, as defined above, have been violated, you can ask for legal advice or action. More on this can be found by reading the Canadian Charter of Rights and Freedoms. <http://laws-lois.justice.gc.ca/eng/Const/index.html>

These are the three levels of Government in Nova Scotia:

## 1. Federal Government

Governs all of Canada (also referred to as the Government of Canada). The federal government is divided into many departments called Ministries. Each has Canada in its title, such as Canada Post, Transport Canada, etc. The federal government has a toll-free telephone number for information on federal programs and services: 1-800-667-3355. You may also visit the government's website at [www.canada.ca](http://www.canada.ca)

## 2. Provincial Government

Governs Nova Scotia. The provincial government is responsible for many important services such as education and health care. The provincial government toll free number is: 1-800-670-4357. You can also learn more at [www.novascotia.ca](http://www.novascotia.ca)

## 3. Municipal Government

Each community in Nova Scotia has a municipal government, responsible for local services. These services include garbage collection and recycling, public transportation, planning and local police and fire services. Pictou County has six municipal units and a First Nations Community at Pictou Landing.

❖ *In Canada, political leaders are chosen by the citizens through an electoral system. In federal, provincial and municipal elections, the public votes for political leaders by secret balloting. Secret balloting means you vote in private and no one can find out who you voted for.*

## The 6 Municipalities in Pictou County are:

- ❖ Municipality of the County of Pictou
  - <http://county.pictou.ns.ca>
- ❖ Town of New Glasgow
  - [www.newglasgow.ca](http://www.newglasgow.ca)
- ❖ Town of Stellarton
  - [www.stellarton.ca](http://www.stellarton.ca)
- ❖ Town of Westville
  - [www.westville.ca](http://www.westville.ca)
- ❖ Town of Pictou
  - [www.townofpictou.ca](http://www.townofpictou.ca)
- ❖ Town of Trenton
  - [www.town.trenton.ns.ca](http://www.town.trenton.ns.ca)
- ❖ And the Pictou Landing First Nations community
  - [www.plfn.ca](http://www.plfn.ca)

# The Right Connections

This section contains links to various organizations and programs.

## Local Resources

- ❖ Nova Scotia Immigration [www.novascotiainmigration.com](http://www.novascotiainmigration.com)
- ❖ Multicultural Association of Pictou County [www.multiculturalpc.ca](http://www.multiculturalpc.ca)
- ❖ Highland Connect (a database of local recreation and active living resources) [www.highlandconnect.ca](http://www.highlandconnect.ca)
- ❖ YMCA Centre for Immigrant Programs (Pictou County Y Reach Office) [www.ymcahfx.ca/ymca-programs/immigrant-services-3/yreach](http://www.ymcahfx.ca/ymca-programs/immigrant-services-3/yreach)
- ❖ ISANS (Immigrant Services Association of Nova Scotia) based in Halifax but providing support and service newcomers throughout Nova Scotia, call (902) 423-3607 or visit [www.isans.ca](http://www.isans.ca)
- ❖ Pictou County Chamber of Commerce [www.pictouchamber.com](http://www.pictouchamber.com)

## Provincial Resources

- ❖ Access Nova Scotia (Renew your vehicle permit, request a birth, death or marriage certificate, change your address, apply for a permit and much more) [www.novascotia.ca/sns/access](http://www.novascotia.ca/sns/access)
- ❖ Government of Nova Scotia [www.novascotia.ca](http://www.novascotia.ca)
- ❖ Immigrant Services Association of Nova Scotia [www.isans.ca](http://www.isans.ca)
- ❖ Nova Scotia Immigration [www.novascotiainmigration.ca](http://www.novascotiainmigration.ca)

## Federal Resources

- ❖ Citizenship & Immigration Canada [www.cic.gc.ca](http://www.cic.gc.ca)
- ❖ Service Canada Foreign Worker Program [www.canada.ca/en/immigration-refugees-citizenship.html](http://www.canada.ca/en/immigration-refugees-citizenship.html)

