

Workers' Compensation Information for High School Internships

High school students hired into the Commonwealth of Pennsylvania's high school internship-related programs fall under the commonwealth's job classification of High School Intern (or, related or updated titles) and are covered under the Commonwealth's Workers' Compensation Insurance. The Commonwealth of Pennsylvania's status as self-insured for workers' compensation, BICCCD #3000, can be viewed on the Pennsylvania Department of Labor and Industry [Self-Insured Employers listing page](#).

The Commonwealth of Pennsylvania is self-insured for workers' compensation, per Commonwealth of Pennsylvania's [Injury Leave Manual, M530.2 Amended](#). Applicable details are provided below.

1. Commonwealth's Workers' Compensation Insurance.

- a. The commonwealth has been self-insured for workers' compensation since July 1, 1983. **Note:** Prior to July 1983, the commonwealth was insured through the State Workers' Insurance Fund (SWIF).
- b. All claims are paid from a workers' compensation fund. Agencies contribute to the funding of the program based on a percentage of payroll. Individual agency contribution rates are calculated each fiscal year based on commonwealth total losses, individual agency experience for the last four years, and total payroll.
- c. The administration of the workers' compensation claims is contracted to a Third Party Administrator (TPA). The current TPA contact information is available on the workers' compensation website page. Refer to [Workers' Compensation](#).
- d. Each year the commonwealth must re-apply for self-insurance status to the BWC, presenting loss and financial data to prove its ability to pay for losses and providing proof of an accident and illness prevention program. The Office of Administration (OA) makes this application on behalf of all agencies.

2. Covered Employees.

- a. The definition of employee as defined in the **Act** includes "all natural persons who perform services for another for a valuable consideration, exclusive of persons whose employment is casual in character and not in the regular course of the business of the employer".
- b. All employees who receive salary, wages, or per diem wages from the commonwealth are eligible for workers' compensation benefits, including the following additional groups:
 - (1) **Section 601** of the **Act** provides employee status to volunteers in the Department of Conservation and Natural Resources, unpaid deputy game protectors, unpaid special waterway patrolmen, forest firefighters, and members of volunteer fire companies injured in State Parks and State Forest Land. Volunteers of the Pennsylvania Historical and Museum Commission are also deemed employees.
 - (2) Students who work for academic credit or for a practicum are usually deemed employees. Unpaid interns would not receive lost time benefits because there is no wage loss. They would, however, be entitled to medical benefits under the **Act**.