BP America

Headquartered in Houston, Texas, BP America is the largest producer of both oil and natural gas in the United States. Its 14,000 employees are dedicated to building a stronger, more sustainable energy future through exploration and discovery, deepwater, giant fields and gas supply chains, and a high-quality downstream business.

BP employees are geographically dispersed across the globe, and many work in remote field locations. Work schedules vary greatly across the population, and work environments range from corporate offices to oil refineries, oil rigs, and retail gas stations.

A healthy need

Until 2009, BP America had locally conducted employee health management activities to reflect each of its site’s specific needs. The company then realized it could promote a stronger corporate culture of long-term health and wellness by implementing a comprehensive employee health management platform.

A rewarding solution

Partnering with StayWell in 2010, BP America implemented the BP Wellness Program—and has since seen such positive results that it made its focus “Keeping the healthy people healthy,” which has fueled the evolution of the program. The company augmented its wellness program with diverse options for employee health and well-being, and a new design for health benefits while tying employee activity to those benefits.

The BP Wellness Program has become a world-class, award-winning wellness program that deeply integrates with employee benefits and across all benefits vendor partners. The platform engages employees in various activities to actively improve their own health, and they earn wellness points for each activity they participate in. If they earn 1,000 points within the year, they qualify for premium health plans—potentially saving thousands of dollars a year.

Case study

You don’t know what remote really feels like until you’re 200 miles out in the middle of the ocean on an oil rig, but we don’t let that stop us from engaging these individuals. Ensuring that all BP employees have access to the BP Wellness Program—whether they’re on Alaska’s North Slope or our off-shore platforms—is vital to our culture of health.

– Jordan Lamar, strategic account executive for StayWell at BP America
Healthy returns
The BP Wellness Program has shown notable success at keeping its healthy people healthy in these various ways.
For employees, the program has enabled a 2014-2018 reduction of 55% in high and moderate health risks from 2010 to 2019.

In the 2018 Million Steps Challenge, these milestones were reached by the participants:

- 1M milestone: 5,196 participants, 26.5% reached
- 2M milestone: 5,464 participants, 27.9% reached
- 3M milestone: 3,465 participants, 17.7% reached
- 4M milestone: 2,867 participants, 14.6% reached

TOTAL: 19,577 participants, 100% reached milestone.
As a result of the 2018 challenge:

• The participants reduced their health risks
• The average number of health risks decreased as the number of steps increased
• 67% of participants joined a personalized health coaching program
• Increases in weight risk were mitigated; particularly, obesity

For its effectiveness, the BP Wellness Program has helped earned the company:

• No. 4 on the Houston Business Journal’s 2019 Healthiest Employers: extra-large companies list
• No. 1 on the Houston Business Journal’s 2018 Healthiest Employers: extra-large companies list
• No. 49 on the 2018 Healthiest 100 Workplaces in America list
• Gold Best Employers for Healthy Lifestyles® award from the National Business Group on Health in 2017, 2015, and 2012
• Platinum Best Employers for Healthy Lifestyles® award from the National Business Group on Health in 2016 and 2013
• 2014 C. Everett Koop National Health Award
• No. 1 on the Houston Business Journal’s 2014 Companies With 5,000+ Employees list