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The Mechanical Ventilator Education for Nonintensivist Training (VENT) is a composite program of an asynchronously delivered video combined with a face-to-face simulation. This covers the clinical concepts and the use of VENT cognitive aids to guide mechanical ventilation of ARDS patients in the ICU setting. With the intention of educating the target audience of medical trainees, advanced practice providers, and non-intensivist pyhsicians who would then care for patients under the supervision of a trained intensivist. Pilot study results demonstrate the feasibility, palatability and effectiveness of the VENT program. The VENT program model provides significant human and capital cost savings for the delivery of complex medical education while supporting the promotion of HRO principles.