



## Phantom Program Application FAQ



1. I am really interested in the program, but \_\_\_\_\_. What should I do?
  - a. Bottom line: apply anyway! The application is both non-binding and highly selective. Should you be accepted, there will be plenty of opportunities to work out any barriers to participation prior to the cohort start date.
2. What experience is desired to be a Phantom?
  - a. There is no one skillset or background that is desirable because Phantoms are paired directly with research projects and every project is different. The “Technical Questions” section contains specific questions for each project that are updated by the permanent party liaisons before every call for applicants. This section of the application will give you the best idea of what each project is looking for in an applicant.
3. I have leave scheduled for \_\_\_\_\_. Will this interfere with my ability to be a Phantom?
  - a. No. Your home unit will maintain ADCON during your time with the AIA. Any leave requests will still be routed through your current supervisor. *Note: Do avoid taking leave during the TDY dates.*
4. What happens during holidays/family days?
  - a. As your home unit maintains ADCON, you will still follow the work calendar you would follow normally. If your home unit has a family day or holiday off, you would as well.

**5. Do I incur an Active Duty Service Commitment by participating?**

- a. There is no service commitment associated with the Phantom Program. As your home unit maintains ADCON, your participation will not influence your ADSC or PCS timelines in any way.

**6. Is the application binding?**

- a. No. If you apply and are selected, you will still have the ability to turn down the offer if you are unable to commit to the program.

**7. What are the work hours?**

- a. The work hours are generally 0900 – 1700 EDT, although we understand there are time zone conflicts. Phantoms have the ability to work when they want outside of attending scheduled zoom meetings.

**8. Can I participate in the fellowship while completing my current job duties?**

- a. The fellowship is a **full time position** that requires your full attention during the duty day. Exceptions can be made for prior engagements i.e. being unavailable for two days to run an event you were planning prior to the fellowship, training events, etc.

**9. I don't think these cohort dates will work, but can I be considered for another cohort?**

- a. Yes! Cohort applications open every five months. Be on the lookout for another MyFSS message announcing the application, and check the AIA website. The remaining 2026 cohorts will tentatively start in January, June, and November.

**10. I'm not sure I have the technical experience you are looking for, how can I be sure?**

- a. The technical experience metric is evaluated relative to other candidates. There is no objective standard that an applicant must hit, rather we are looking for the application with the *most* relevant experience. The only way to find out is to apply!

**11. I'm really interested in \_\_\_\_ research project, but I do not see it on the application. Is it accepting applicants?**

- a. As the needs of the research projects vary depending on what stage of development they are in, the need for a Phantom or Phantoms changes every cohort. The list of projects within the application are the only projects currently accepting applications.

**12. What educational resources can I use to better prepare for the program/make myself a better candidate for future cohorts?**

- a. Any and all AI/ML education will make you a more competitive applicant. Check out the Digital University [Phantom Learning Path](#).

