Hints:

A=Q

C=E

I=M

L=P

Q=N

Y=O

J=U

Z=A

P=I

D=R

F=G

U = T

B=S

AJCJC = QUEUE

LZPD-LDYFDZIIPQF = PAIR PROGRAMMING

ZEWPBYD ICCUPQFB = ADVISOR MEETINGS

ICBBZFC PQBUDJKUYD YD = MESSAGE INSTRUCTOR

ICQUYD = MENTOR

ANSWER:

**QUEUE | PAIR PROGRAMMING | ADVISOR MEETINGS | MESSAGE INSTRUCTOR | MENTOR**