

CWA Hires Education Program Manager

November 3, 2025

Posted By: **Josh Haynes** in [CWA Blog](#), [Association News](#)



The Climbing Wall Association (CWA) is proud to welcome Josh Haynes (he/him) as its new Education Program Manager.

Josh brings more than 25 years of experience in the climbing wall industry—spanning guiding, routesetting, programming, and education. Originally from Fort Worth, Texas, Josh’s journey in climbing began in the indoor gyms near Dallas-Fort Worth. He quickly transitioned to the desert landscapes of Hueco Tanks, where he has been a climbing guide, instructor, and community leader for more than two decades.

Throughout his career, Josh has played a key role in shaping the next generation of climbers and professionals. As a Program Director for multi-gym companies, he oversaw routesetting teams, youth and adult climbing programs, and educational initiatives designed to elevate both skill and experience. He is also a USAC Level 4 Certified Routesetter, a distinction that reflects his technical expertise and long-standing commitment to risk management, creativity, and mentorship within the sport.

Before joining the CWA, Josh brought his leadership and training skills to the corporate world—serving as a lead trainer for both Starbucks and Apple. While there, he honed his ability to develop people, create learning frameworks, and foster strong, collaborative cultures.

Josh has traveled the world in pursuit of adventure—climbing, surfing, and connecting with communities from the granite walls of Yosemite to the limestone caves of Europe and beyond. His global perspective, paired with his deep roots in the U.S. climbing scene, informs his approach to education: one centered on access, inclusion, and continuous growth.

In his new role with the CWA, Josh is excited to expand and refine the organization's certification and professional development programs, creating meaningful educational pathways for climbing professionals at every level.

When he's not on the wall or developing new training initiatives, you can find Josh exploring the coast in search of the next perfect wave or spending time in his home community near Seattle.

With his passion for climbing, decades of hands-on experience, and dedication to building strong educational foundations, Josh is ready to help the CWA continue elevating the indoor climbing industry—one course, program, and community at a time.

 **SIGNAGE & DOCUMENTATION IN
LEGAL CLAIMS IN INDOOR
CLIMBING GYMS**

November 3, 2025

**LATERAL VS UPWARD MOBILITY
IN THE CLIMBING GYM**

October 20, 2025